

Package to Resolve All Open Issues

The State hereby presents its Package to Resolve All Open Issues (PRAOI) to the Union regarding the proposals referenced in the list below. This PRAOI is presented as a single, comprehensive package. Acceptance of this offer requires the Union to agree to every term and proposal exactly as presented. If the Union accepts this package in full, the State will consider all articles and subjects of bargaining for the current Collective Bargaining Agreement to be fully resolved, either through tentative agreement or current contract language. Partial acceptance will not be considered agreement. All prior package concepts, hypotheticals, and “what if” proposals are withdrawn.

To support timely resolution, the deadline for acceptance of this PRAOI is: September 15th, 2026, at 5:30 PM. The State remains available to answer any clarifying questions regarding the terms, scope, or implementation of this PRAOI.

The PRAOI contains the following proposals:

• Article 4 Hiring and Appointments	ECP1	7/28/26
• Article 7, Hours of Work	CCL	7/30/2026
• Article 8, Overtime	CCL	9/1/2026
• Article 9,-Training and Development	ECP2	8/25/2026
• Article 12 Vacation Leave	ECP3	7/16/2026
• Article 14 Shared Leave	EIP	6/8/2026
• Article 16 FMLA Parental Leave Pregnancy Disability Leave and WAPaidFamilyLeave	EIP	6/8/26
• Article 17 Suspended Operations	ECP1	7-28-26
• Article 18 Miscellaneous Paid Leave	ECP1	9/4/2026
• Article 19 LWOP	EIP	6/08/2026
• Article 20 Commute Trip Reduction Parking And Working Remotely	ECP2	9/9/2026
• Article 28 Discipline	ECP2	7/9/2026
• Article 39 Union Activities	PP1	8/25/26
• Article 41 Classification	CCL	7/30/2026
• Article 50 Mandatory Subjects	CCL	7/30/2026
• Article 42 Compensation	ECP2	8/5/2026
• Article 45 Strikes	CCL	7/30/2026
• TA_AllUnopenedArticleCCL_PackageProposal 1	CCL	09/09/26
• MOU A Data Sharing Agreement	CCL	09/09/2026
• Appendix A, Bargaining Units Represented by WPEA*	PP2	09/09/2026
• Removal of Expired MOU's: C,D,E,F,G and H	PP2	09/09/2026
• Removal of Expired Appendix M	PP2	09/09/2026

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WPEA HE 2027-2029 CBA Negotiations
September-14, 2026

• MOU X WPEA HE GWI	PP2	09/09/2026
• MOU XX Paid Leave Lump Sum	PP2	09/09/2026
• MOU C –	UPP2	09/09//2026
• MOU XXX – Personal Leave Day	PRAOI	09/14/2026

These articles and MOUs are being submitted as a package and if they are not accepted as proposed by September 15th, 2026 at 5:30 p.m., they will be removed from the table and the Employer's proposals for each article will revert to the following:

Where no Employer proposals, then Employer asserts current contract language. Any existing MOUs in this package will expire and are not renewed. Any new proposed MOUs listed in the PRAOI are removed from the table:

• Article 4 Hiring and Appointments	ECP1	7/28/26
• Article 7, Hours of Work	CCL	7/30/2026
• Article 8, Overtime	CCL	9/1/2026
• Article 9,-Training and Development	ECP1	8/25/2026
• Article 12 Vacation Leave	ECP3	07/16/26
• Article 14 Shared Leave	EIP	6/8/2026
• Article 16 FMLA Parental Leave Pregnancy Disability Leave and WAPaidFamilyLeave	EIP	6/8/26
• Article 17 Suspended Operations	ECP 1	7/28/2026
• Article 18 Miscellaneous Paid Leave	ECP1	9/4/2026
• Article 19 LWOP	EIP	6/08/2026
• Article 20 Commute Trip Reduction Parking And Working Remotely	CCL	07/30/2026
• Article 28 Discipline	ECP2	7/9/2026
• Article 39 Union Activities	ECP1	08/25/26
• Article 41 Classification	CCL	7/30/2026
• Article 42 Compensation	ECP2	08/05/2026
• Article 50 Mandatory Subjects	CCL	7/30/2026
• Article 42 Compensation	ECP2	07/29/2026
• Article 45 Strikes	CCL	7/30/2026
• TA_AllUnopenedArticleCCL_PackageProposal 1	CCL	09/09/26

TENTATIVE AGREEMENT REACHED

An electronic signature to this Agreement shall be given effect as if it were an original signature.

For the Employer

For the Union

Inti Tapia, Labor Negotiator
OFM/SHR Labor Relations &
Compensation Policy Section

Steve Sloniker,
Executive Director, WPEA