

Article 3 - Term of Agreement

- 3.1 This Agreement constitutes the sole and entire existing Agreement between the parties and supersedes all prior practices, whether oral or written, and expresses an obligation of, and restrictions imposed upon, the ESD and the Union. This Agreement is subject to amendment, alteration, or additions, only by a subsequent written Agreement between, and executed by, the ESD and the Union. The waiver of any breach, term, or condition of the Agreement by either party shall not constitute a precedent in the future enforcement of all its terms and conditions.
- 3.2 The parties acknowledge that during the negotiations, which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the ESD and the Union, for the life of this Agreement each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargaining collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter that was bargained over during the negotiations leading up to this Agreement. Otherwise, this provision is not a waiver of the right to bargain over proposed changes in mandatory subjects of bargaining.
- 3.3 This Agreement shall be effective July 1, 2026, and shall remain in effect through June 30, 2029. No later than December 15th of the final year of the contract period, the Union shall notify the ESD of its intent to open negotiations. Exchange of proposals shall be no later than March 1 of the final year of the contract period unless an alternate date is mutually agreed upon by the parties.