

## **DURATION OF AGREEMENT**

This agreement shall be effective on the date of ratification and shall terminate on December 31, 2024 (herein after “expiration date”) unless the Employer and Union mutually and in writing agree to extend any or all of the terms and conditions of this Agreement.

The parties will hold their first bargaining session on or before 150 days before contract expiration unless another date is mutually agreed to by both parties. The parties will exchange full and complete proposals (actual article number and all language changes) on or before the 120<sup>th</sup> calendar day before contract expiration. After the 120<sup>th</sup> day prior to contract expiration, additional subject matter/topics may be introduced only with the written consent of both parties.