

Gender Neutral Language

The parties agree to modify all language in the CBA and any remaining MOAs to use gender neutral language and pronouns. After a tentative agreement is ratified by the parties, the parties will revise the CBA and any MOAs accordingly prior to finalizing the documents for signature.

~~Once a Tentative Agreement is reached, the draft Collective Bargaining Agreement and all associated MOAs shall be revised to ensure gender neutral language and pronouns are utilized throughout before the document is finalized or printed.~~