

TA JAD 3:16 p.m.  
9/30/25 Jm

### Gender Neutral Language

Once a Tentative Agreement is reached and within ~~thirty (30)~~ **forty-five (45)** calendar days of **ratification by the parties**, ~~the draft~~ **the parties shall modify all language in the** 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 for signature, finalized, or printed.~~