

**CBA Updates, MOAs, No Waivers**

All CBA modifications from the 2022-2024 Economic Reopener (unless amended through 2025 successor CBA modifications) shall be incorporated into the final agreement before the document is finalized or printed.

All ongoing MOAs and all ongoing MOA provisions shall become articles in the LCC-LCCEA Collective Bargaining Agreement and numbered accordingly.

LCCEA does not waive past practice; LCCEA does not waive its rights to demand to bargain under the PECBA, nor does LCCEA waive any other right under the PECBA.