

## **PREAMBLE**

This constitutes an Agreement between the Board of Trustees of Washington State University [WSU or University], hereinafter cited as the University and Public School Employees of Washington [PSE or Union], herein cited as the Union. Classified employees represented by the Union are cited as Employees.

The parties agree that it has been and will continue to be in their mutual interest:

To promote constructive attitudes of understanding and cooperation in Employee-Employer relations;

To promote fair and reasonable working environment;

To promote efficiency and productivity in the performance of the work and the accomplishment of University's programs;

To promote procedures and methods;

To promptly and fairly address matters between the University and the Employee;

To encourage an environment of cooperation, support of the University's mission and goals, and harmony between the Union, the University, and Employees for the benefit of all.