

ARTICLE 22

DURATION AND IMPLEMENTATION

- 22.1 This Agreement shall become effective upon ratification by both parties and shall remain in full force and effect up to and including June 30, 2019.
- 22.2 Negotiations for a successor agreement shall commence when one of the parties delivers to the other its proposals, in writing, no earlier than January 1, 2019, and no later than February 1, 2019. Initial proposals shall be exchanged in accordance with HEERA Section 3595.