ARTICLE 24

DURATION AND IMPLEMENTATION

24.1 This Agreement shall become effective upon ratification by both parties and shall remain in full force and effect up to and including June 30, 2016.

24.2 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, 2016, and no later than February 1, 2016. Initial proposals shall be exchanged in accordance with HEERA Section 3595.

24.3 Either party may reopen, for the purpose of negotiations, Article 15, Salary and Schedule, and Article 16, Benefits, for fiscal years 2014/2015 and 2015/2016 provided notice is given no earlier than April 1 and no later than May 1, of the fiscal year subject to re-opener negotiations.