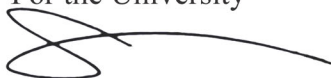


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- ARTICLE 21**
MAINTENANCE OF BENEFITS
- 21.1 The rights and benefits provided by this Agreement shall apply to any Employee who is a member of the bargaining unit and may not be waived without the Employee's consent.
- 21.2 Except to the extent required by law, the rights and benefits set forth in this Agreement shall not change absent collective bargaining.

For the University



Alex Landback
Chief Negotiator

Date 10/19/2020

For the UFF



Myles Kim
Chief Negotiator

Date 10/19/2020