

**ARTICLE \_\_**  
**MAINTENANCE OF BENEFITS**

- .1 The rights and benefits provided by this Agreement shall apply to any bargaining unit member, and may not be waived, except with the consent of the employee and the UFF.
- .2 To the extent required by law, the rights and benefits set forth in this Agreement shall not change absent collective bargaining.

**For the University**

**For the UFF**

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Mark Bonfanti  
Chief Negotiator

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Candi Churchill  
Chief Negotiator

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Date

\_\_\_\_\_  
Date