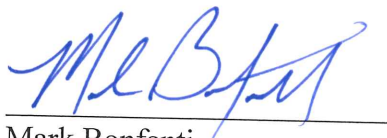


**ARTICLE \_\_**  
**MAINTENANCE OF BENEFITS**

- \_.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.
- \_.2 To the extent required by law, the rights and benefits set forth in this Agreement shall not change absent collective bargaining.

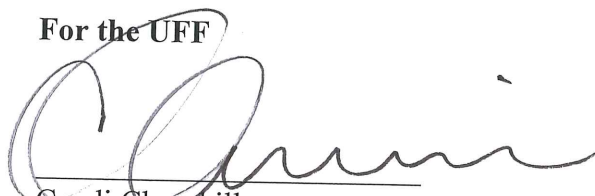
**For the University**



Mark Bonfanti  
Chief Negotiator

5/9/18  
Date

**For the UFF**



Candi Churchill  
Chief Negotiator

May 9, 2018  
Date