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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

\_\_\_\_\_  
For the UFF

\_\_\_\_\_  
Alex Landback  
Chief Negotiator

\_\_\_\_\_  
Myles Kim  
Chief Negotiator

Date \_\_\_\_\_

Date \_\_\_\_\_