

Memorandum of Agreement Voluntary Separation Incentive Program

This memorandum of agreement (the "MOA") expresses the terms negotiated between the University of Massachusetts at Boston (the "University") and the Faculty Staff Union (FSU/MTA). The terms of the MOA are outlined herein and in the attached Voluntary Separation Incentive Program ("VSIP") announcement, the terms of which are incorporated by reference herein.

The parties also agree that FSU members electing to participate in the VSIP will be required to execute a release of claims, a copy of which is attached (the "Release"), at the time prescribed by the university for VSIP participants. The payment of the VSIP benefit is conditional upon the full execution of the Release.

The parties acknowledge that the University does not anticipate staff reductions resulting from the VSIP to curtail the courses scheduled for next fall, and further acknowledge that routine reductions such as those for low enrollment likely will occur. The terms described in this MOA and the attached VSIP announcement are the only terms agreed to between the University of Massachusetts at Boston and the Faculty Staff Union. These terms are binding only upon the execution of this MOA by both parties.

Between:

University date

FSU date