

**ARTICLE 7
MAINTENANCE OF BENEFITS**

7.1 The rights and benefits provided by this Agreement shall apply to any faculty member who is or shall become upon hiring a member of the bargaining unit and may not be waived by any such faculty member, except with the consent of the UFF.

7.2 To the extent required by law, the rights and benefits reflected in this Agreement or by established past practice shall not change absent collective bargaining.