

**Memorandum of Understanding  
2025 Voluntary Separation Incentive Program  
California State Polytechnic University, Humboldt**

This Memorandum of Understanding (“MOU”) is entered into between the Board of Trustees of The California State University (“CSU”) through California State Polytechnic University, Humboldt (“Cal Poly Humboldt”), collectively the “University,” and the California Faculty Association (“CFA”), all of whom are designated collectively as the “Parties” to this MOU, regarding the impacts of the 2025 Voluntary Separation Incentive Program (“2025 VSIP”) at Cal Poly Humboldt.

Having met and conferred on March 7 and March 17, 2025, the Parties agree to the following:

1. The University will provide CFA with the name(s), department(s) and severance pay amount(s) of any Unit 3 employee(s) who applies for and separates under the terms of the 2025 VSIP.
2. A faculty unit employee whose 2025 VSIP application is denied may request to meet with Faculty Affairs and Human Resources to discuss the denial. Such request to meet shall not be unreasonably refused. The faculty unit employee may be accompanied by their CFA representative.

CFA agrees the University has fully satisfied its obligation to meet and confer regarding the impacts of the Cal Poly Humboldt’s 2025 VSIP.


This MOU shall not create or establish a precedent at Cal Poly Humboldt or at any other campus within the CSU system.

Either party may request amendments to this MOU. If such amendment is mutually agreed upon by the Parties, it shall be incorporated into this MOU. No amendment or modification to this MOU shall be deemed valid unless it is in writing and signed by all Parties to this MOU.

This MOU does not alter or abridge the rights and obligations contained in the Collective Bargaining Agreement (“CBA”) between the CSU and CFA.

Any dispute regarding compliance with the terms of this MOU will be adjudicated in accordance with the grievance procedures contained in Article 10 of the CSU-APC CBA.

**For the California Faculty Association:**

  
G Mario Fernandez (Mar 24, 2025 21:20 PDT)  
Mario Fernandez  
Field Representative

Mar 24, 2025

Date

Loren Cannon

Mar 25, 2025

[Loren Cannon \(Mar 25, 2025 10:49 PDT\)](#)

Loren Cannon  
Chapter President

Date

**For California State Polytechnic University, Humboldt:**

Kimberly N. White

Mar 24, 2025

Kimberly N. White, PhD  
Interim Associate Vice President  
Faculty Affairs

Date

Megan Siems

Mar 25, 2025

Megan E. Siems  
Interim Manager  
Academic Personnel Services & Labor

Date

**For The California State University:**

Kent R. Porter

Mar 24, 2025

Kent R. Porter  
Special Consultant  
Systemwide Labor & Employee Relations


Date

Isatou Faal

Mar 24, 2025

Isatou Faal  
Assistant Director  
Systemwide Labor Relations

Date

Signature: 

Email: kim.white@humboldt.edu

Signature: Megan Siems

[Megan Siems \(Mar 25, 2025 08:15 PDT\)](#)

Email: megan.siems@humboldt.edu

Signature: Kent R. Porter

[Kent R. Porter \(Mar 24, 2025 17:08 PDT\)](#)

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Signature: Isatou Faal

[Isatou Faal \(Mar 24, 2025 16:27 PDT\)](#)

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