

**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 Academic Professionals of California (“APC”), 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 February 27, 2025, the Parties agree the University will provide APC with the name(s), classification(s), and department(s) of any Unit 4 employee(s) who applies for the 2025 VSIP. Furthermore, Cal Poly Humboldt will provide the same information to APC for any Unit 4 employee(s) who separates under the terms of the 2025 VSIP.

APC 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 APC.

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 Academic Professionals of California:

Cynthia Brown Mar 10, 2025
[Cynthia Brown \(Mar 10, 2025 14:07 PDT\)](#)
Cynthia Brown, Ed.D. Date
Labor Relations Representative

Tania Marin-Zeldin Mar 10, 2025
[Tania Marin-Zeldin \(Mar 10, 2025 13:58 PDT\)](#)
Tania Marin-Zeldin Date
Campus Chief Steward

For California State Polytechnic University, Humboldt:

Michelle Caisse

Mar 10, 2025

Michelle C. Caisse
Director, Campus Human Resources

Date

For The California State University:

Kent R. Porter

Mar 10, 2025

Kent R. Porter
Special Consultant
Systemwide Labor & Employee Relations

Date

Signature: *Kent R. Porter*
Kent R. Porter (Mar 10, 2025 14:13 PDT)

Email: kporter@calstate.edu