

**INTERIM SIDE LETTER**  
**Transition of Employment, Seniority, Article 29 – Retrenchment,**  
**and Article 34 – Inter-University Transfers**

The State System and APSCUF enter into this side letter to address issues related to transition of employment at the time of consolidations, seniority-related concerns and adapting the provisions of Articles 29 and 34, and the Seniority Policy and related Appendices A through D of their collective bargaining agreement to the State System's consolidation plans involving Bloomsburg, Lock Haven and Mansfield Universities in the Northeast, and California, Clarion and Edinboro Universities in the West. This side letter is intended to apply only to the two consolidated universities, and shall not create a precedent for any other types of decisions related to these consolidations, nor to any future consolidation, merger, or reorganization of any sort involving other Universities within the State System.

1. Transition of Employment

a. Upon consolidation, all regular FACULTY MEMBERS and temporary FACULTY on a multi-year appointment extending through the Fall 2022 semester (with any contingency provisions as currently exist in their appointment letters), who are employed at the three existing Universities in each region shall be employed at the new, consolidated university. This transition shall not be subject to the provisions of Article 11 – APPOINTMENT OF FACULTY, or Article 34 – INTER-UNIVERSITY TRANSFER, as it is a consolidation of existing Universities, and not a move to a separate University within the System.

b. Transition of FACULTY from the three existing Universities in each region shall not be treated as a break in service for any purpose. Any FACULTY MEMBER employed at the new, consolidated university who was previously employed at one or more of the three existing Universities shall have all service at the existing University(ies) treated, for all purposes under the collective bargaining agreement, as though it was served at the new, consolidated university.

c. By way of example regarding the impact of subsection b, above, FACULTY service at the prior University shall be credited in determining seniority; placement on the salary schedule (rank and step); advancement toward tenure consideration (or tenure status); accrual of sick and other leave benefits; eligibility for sabbatical leave; time served in an acting manager position; etc. (This list is intended to be illustrative, not exclusive.)

