



2024 Voluntary Separation Incentive Program (VSIP)
TERMS AND CONDITIONS

SECTION I - PURPOSE

As part of an effort to reduce the structural budget, California State University, East Bay ("Cal State East Bay") is implementing this 2024 VOLUNTARY SEPARATION INCENTIVE PROGRAM ("2024 VSIP"), intended to encourage employees to voluntarily separate with a severance package on June 30, 2024.

This is a one-time, non-precedent setting program. If you want to participate in the 2024 VSIP, please read the following TERMS AND CONDITIONS and APPLICATION (Attached here as Exhibit 1), and submit your application to Human Resources (SA Building, Suite 2600) or via Adobe Sign beginning 8:00 A.M., PDT, April 2 – May 1, 2024 at 5:00 P.M., PDT.

Participation in the 2024 VSIP will require you to execute separation agreements, including a general release of claims, as further explained below. Employees need to be eligible to retire in CalPERS by June 30, 2024 to participate in the 2024 VSIP.

SECTION II - TERMS AND CONDITIONS

The University hereby implements the 2024 VSIP with the following terms and conditions. Employees must meet the Eligibility criteria below to Participate in the 2024 VSIP.

1. Eligibility

1.1. Employee Status – As of the application deadline on May 1, 2024, and continuing up until the date and time of the employee's separation determined in accordance with the 2024 VSIP, an employee must be a current:

- i Cal State University, East Bay state-side represented employees in a permanently funded position;
- ii Employee in a permanent position; (including those who have permanency in a previous position and are currently probationary in a new position with no break in service.)
- iii Full-time tenured and tenure track faculty

1.2. Ineligible Classifications/Appointment Types

- i. Management Personnel Plan (M80)
- ii. Confidential
- iii. Faculty Early Retirement Program (FERP) current participants
- iv. Rehired Annuitants
- v. Temporary and Probationary Employees

1.3.

other pay for employment not eligible under Section 1.1 above, stipends, shift differentials, and/or bonuses.

Note 2: Severance pay is taxable income and will be paid through the State Controller's Office.
This

4. Application Process

