

## **ARTICLE 22**

### **Maintenance of Benefits**

#### **Section 1. Compensation and Economic Benefits.**

Economic benefits, which were in effect on the effective date of this Agreement, and which are not specifically provided for or abridged by this Agreement, will continue in effect under conditions upon which they had been previously granted, throughout the life of this Agreement, unless altered by mutual consent of the Employer and the Union and approved by the Civil Service Commission.

#### **Section 2. Non-Economic Conditions.**

The Employer agrees that, in accordance with the current Civil Service Commission Rules and Regulations, terms and conditions of employment which are deemed to be mandatory subjects of bargaining which are in effect on the effective date of this Agreement will continue in effect throughout the life of this Agreement under the conditions upon which they were previously granted, unless otherwise provided for or abridged by this Agreement or the Civil Service Commission, or unless altered by mutual agreement between the Employer and the Union through good faith negotiations and approved by the Civil Service Commission.

If, in the course of making determinations on matters not deemed to be mandatory subjects of bargaining, such determinations will produce substantial adverse impact upon such conditions of employment, the Employer will negotiate in good faith the modification and remedy of such resulting impact.