

**California State University East Bay  
2024 Voluntary Separation Incentive Program (VSIP)  
FAQ**

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<b>What is the VSIP severance package amount?</b>	Please see the severance package section of the <a href="#">TERMS AND CONDITIONS</a>
<b>Is the program or the deadline negotiable?</b>	No. This timeline is designed to provide an appropriate planning opportunity to both employees and managers and must be applied consistently to ensure that everyone is treated fairly.
<b>Why are only six months of incentive being offered to eligible employees, some of whom have been at the University for many decades?</b>	In designing the 2024 VSIP, the University looked at multiple factors including budgetary constraints and operational needs of the University as well as other similar programs that have been offered at other universities and determined that the 2024 VSIP incentive is appropriate.
<b>May I receive additional service credit, as with a Golden Handshake Incentive?</b>	No. Golden Handshake retirement incentive is  CSUEB does not have the authority to make service credit decisions. The VSIP only provides a financial incentive.
<b>Do I need to sign the Separation Agreement and Release?</b>	This form must be signed to participate in the VSIP. Employees will receive 100% of their calculated maximum severance benefit on the last day of employment, for signing this form.

**How and when is the severance package incentive going to be paid?**

The calculated maximum (100%) of the severance package will be paid on the last day of employment, June 30, 2024, provided the employee has signed the Separation Agreement and is received by Human Resources within 7 days of the document being sent ~~5287.~~

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