

MEMORANDUM OF UNDERSTANDING

WHEREAS, the University of West Florida Board of Trustees (UWF) and the United Faculty of Florida Chapter at the University of West Florida (UFF) are currently engaged in collective bargaining negotiations that includes Article 25 on Salaries and Wages;

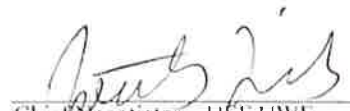
WHEREAS, the UWF and the UFF mutually agree to allow for the wage action described in this Memorandum of Understanding to go into effect at this time and not delayed while other articles and issues remain to be negotiated by the parties;

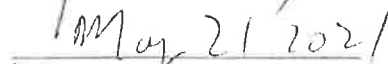
WHEREAS, the UWF and the UFF mutually agree to enter into this memorandum of understanding at the date of ratification by all parties, and to continue to negotiate in good faith regarding the issues and articles that have been identified for the purposes of reopened negotiations pursuant to the duration language at Article 32 of the 2020-2023 collective bargaining agreement;

1. Effective upon the ratification of this Memorandum of Understanding, the UWF shall implement a wage action to provide each then-current member of the UFF bargaining unit with a non-recurring payment of one thousand dollars (\$1,000.00), subject to regular applicable deductions (i.e., Social Security, tax, etc.).
2. The agreement to implement this wage action shall resolve the ongoing negotiations for Article 25 for the purposes of the reopened negotiations for contract year 2021-2022.
3. To be eligible for the wage action, the employee must be employed at UWF on or before August 8, 2020 and continuously employed through May 7, 2021, have achieved at least a "Good" or above rating on their most recent Deans' overall evaluation, and have not been issued a notice of non-reappointment, termination, or separation prior to the effective date of the wage action.
4. The language of Article 25 will otherwise remain unchanged except for the payment of the non-recurring payment of one-thousand dollars (\$1,000.00) as reflected in paragraph 1 of this memorandum of understanding and to amend the language on promotion increase in 25.2 to include the promotion increase for Associate Clinical Professor at thirteen percent (13%) and Clinical Professor at thirteen percent (13%).
5. The University agrees to proceed with the implementation of the October 12, 2020 memorandum of understanding regarding Senior Lecturers, Senior Instructors and Senior Research Associates. During renegotiations for the July 1, 2022 through June 30, 2023 agreement, the University shall negotiate "an appropriate date of implementation, promotion percentage increase, and rollout schedule for the positions of Senior Lecturer, Senior Instructor, and Senior Research Associate" as defined by the parties in section 1(b) of the October 12, 2020 memorandum of understanding.
6. The UWF and UFF shall retain all rights to engage in collective bargaining, including the ongoing negotiations over the articles that are reopened for 2021-2022.


Chief Negotiator – UWF BOI


Date


Chief Negotiator – UFF UWF


Date