

MEMORANDUM OF UNDERSTANDING

WHEREAS the University of Florida Board of Trustees and the United Faculty of Florida (hereafter, the “UFF”) are engaged in collective bargaining negotiations addressing wages, hours, and others terms and conditions of employment for members of the faculty bargaining unit; and

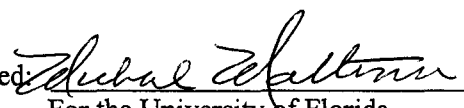
WHEREAS the Board of Trustees and the UFF acknowledge progress in these negotiations but recognize that negotiations for a Collective Bargaining Agreement will not likely be completed in the near future; and

WHEREAS, the Board of Trustees and the UFF recognize the urgency of making domestic partner benefits available to faculty as soon as possible;

NOW, THEREFORE, the Board of Trustees and the UFF agree to the following:

1. The parties agree that the Domestic Partner Health Benefit recently approved by the Board of Trustees shall be offered to bargaining unit faculty members on terms no less favorable than those applied to all other eligible employees during the open enrollment period to commence January 9, 2006;
2. The parties agree to bargain domestic partner benefits issues, including the Domestic Partner Health Benefit referenced in Section 1, above, and that bargaining in good faith on such issues shall begin immediately;
3. The Board of Trustees shall communicate that the parties have reached this understanding and will continue to negotiate domestic partner benefits issues during the ongoing collective bargaining process.
4. This Memorandum of Understanding is a good faith resolution that developed during the course of collective bargaining negotiations and, as such, is intended to be without precedent or prejudice to either the Board of Trustees or the UFF. Neither the Board of Trustees nor the UFF shall interpret this Memorandum as waiving, nor shall it in any way be deemed to waive, any rights either party may have to bargain with respect to wages or other terms and conditions of employment.
5. This Memorandum of Understanding will take effect as of the date signed by the representatives of the University of Florida Board of Trustees and the United Faculty of Florida.

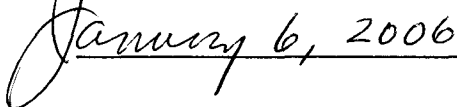
Approved:


For the University of Florida
Board of Trustees

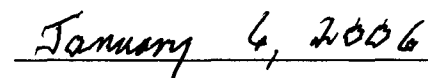
Approved:


For the United Faculty of Florida

Date:


January 6, 2006

Date:


January 6, 2006