

**MEMORANDUM OF UNDERSTANDING**

WHEREAS the University of Florida Board of Trustees (hereafter, the "Trustees") and the United Faculty of Florida (hereafter, the "UFF") are engaged in ongoing collective bargaining negotiations and acknowledge that negotiations for a collective bargaining agreement will not be completed and ratified in a manner that will allow for a timely implementation of wage increases for 2006–2007; and

WHEREAS the Trustees and the UFF agree that it would be in the interest of all parties to administer as much of the 2006–2007 salary package as the parties have agreed to but without waiving other rights to bargain with respect to wages and other terms and conditions of employment that the parties have not yet agreed on;

NOW, THEREFORE, the parties agree as follows:

1. The parties agree that the Trustees shall implement, effective October 1, 2006, a 3.0% salary increase to the September 30, 2006 base salary of all eligible in-unit faculty members in accordance with the 2006 General Appropriations Act.

2. The parties agree that the Trustees shall provide a wage increase for 2006–2007 in recognition of sustained meritorious performance as determined by the Sustained Performance Pay Plan ("SPPP") and a wage increase for a promotion for 2006–2007 in recognition of a promotion to a faculty rank described below:

- (a) To Assistant University Librarian or Assistant Professor;
- (b) To Senior Lecturer, Associate In, Associate Professor, Research Associate, Associate Curator, Associate Scholar/Scientist, Associate Engineer, or Associate University Librarian; and
- (c) To Master Lecturer, Senior Associate In, Professor, Curator, Scholar Scientist, Engineer, or University Librarian.

The Trustees and the UFF further agree that the wage increases referred to in this subsection shall be distributed on October 1, 2006, in an amount equal to nine percent (9%) of the faculty member's previous base salary, while the parties continue to bargain in an effort to reach a mutually satisfactory final agreement on wage increases. The parties understand that it is the UFF's position that this Memorandum of Understanding does not constitute a final agreement on the promotion and SPPP increases, and that the UFF's position has been and continues to be that the salary increase for

Approved: Michael Zeffanone  
 For the University of Florida  
 Board of Trustees

Approved: Chris Jordan  
 For the United Faculty of Florida

Date: 9/15/2006

Date: September 15, 2006

promotion or an SPPP award for 2006–2007 should be significantly more than nine percent (9%) and should take effect on the first pay period of the 2006 fiscal year.

3. The parties shall continue to bargain over other salary increases in an effort to reach a mutually satisfactory agreement.

4. The parties shall also continue to bargain over salary increases for in-unit department chairs/directors and other related salary issues, such as notification and reporting procedures, equitable increases for employees funded through contracts, grants, and auxiliary budgets, salary adjustments for faculty members on uncompensated leave, types of payment, and grievability of salary increases in an effort to reach a mutually satisfactory agreement.

5. Pending resolution of current negotiations over one-time awards that do not increase the faculty member's base salary, the Trustees shall continue to provide such one-time awards on the same basis as in the past.

6. Neither party shall interpret this Memorandum of Understanding as waiving, nor shall this Memorandum of Understanding be in any way deemed to waive, any rights either party may have to bargain with respect to wages and other terms and conditions of employment, except as specifically set forth herein.

7. This Memorandum of Understanding will take effect as of the date signed by the University of Florida Board of Trustees and the United Faculty of Florida.

Approved: Michael Mattione  
For the University of Florida  
Board of Trustees

Date: 9/15/2006

Approved: Chris Snodgrass  
For the United Faculty of Florida

Date: September 15, 2006