

**University of Central Florida
Board of Trustees & United Faculty of Florida
Collective Bargaining Session Minutes**

June 21, 2005
10:00 a.m. – 12:00 p.m.
UCF Teaching Academy – Room 420B

ATTENDEES

BOT Bargaining Team: Sherry Andrews and Lin Huff-Corzine

UFF Bargaining Team: Jim Gilkeson and Beth Young

Handout(s): Draft Memorandum of Understanding regarding the legislatively mandated three and six-tenth's percent competitive pay adjustment (Final MOU is attached)

1. Minutes from the June 14, 2005 collective bargaining session were reviewed and modified.
2. The parties discussed the distribution and impact of the implementation of the various Article 23 salary package components and identified areas in need of further review and analysis.
3. The parties discussed specific issues regarding awards and administrative discretionary increases.
4. The parties agreed that stipends should not be subject to the administrative discretionary increase cap.
5. The parties agreed to a Memorandum of Understanding regarding the 2005-2006 legislatively mandated three and six-tenth's percent competitive pay adjustment.

The next bargaining session is scheduled for June 30th from 10:00 a.m. – 3:00 p.m. in TA-420B.

More details and comments from the BOT team are provided at the web site below:

<http://provost.ucf.edu/bargaining/home.html>

More details and comments from the UFF are provided at the web site below:

<http://www.uffucf.org/bargaining/news.html>

**Memorandum of Understanding
Three and Six-Tenth's Percent Competitive Pay Adjustment**

This Memorandum of Understanding is entered into this ____ day of June, 2005, between the University of Central Florida Board of Trustees ("Board of Trustees") and the United Faculty of Florida ("UFF").

WHEREAS, the UFF is the certified bargaining agent for a unit of faculty and certain non-faculty employees of the University of Central Florida;

WHEREAS, the parties are currently engaged in collective bargaining negotiations;

WHEREAS, the Legislative appropriation provides:

Effective August 1, 2005, from the funds in Specific Appropriation 2086, funds are provided to grant each eligible employee of the State University System a competitive pay adjustment of 3.6 percent on each employee's July 31, 2005, base rate of pay.

...Eligible employees refers to employees who are, at a minimum, meeting their required performance standards. If an ineligible employee achieves performance standards subsequent to the salary increase implementation date but on or before the end of the fiscal year, the employee may receive an increase; however, such increase shall be effective on the date the employee becomes eligible, but not retroactively.

and

WHEREAS, the parties desire to implement this Legislatively mandated competitive pay adjustment without waiving future rights to bargain with respect to wages and other terms and conditions of employment.

NOW THEREFORE, the parties agree as follows:

1. The Board of Trustees will implement effective August 1, 2005, a competitive pay adjustment for unit members according to the following conditions and limitations:

a. Each unit member on a nine month contract who was employed on May 7, 2005, will be eligible.

b. Each unit member on a twelve month contract who is employed on June 30, 2005, will be eligible.

c. A ninth month employee who was in an employment relationship with the University of Central Florida as of May 7, 2005, and whose 2004-2005 (or May 8, 2004-December 31, 2004) evaluation is Satisfactory or higher shall be eligible for the increase.

d. A twelve month employee who is in an employment relationship with the University of Central Florida as of June 30, 2005, and whose 2004-2005 evaluation is Satisfactory or higher shall be eligible for the increase.

2. Neither party will interpret this Memorandum of Understanding as waiving, nor will 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.

UNITED FACULTY OF FLORIDA

By: 

Date: 06-21-2005

UCF BOARD OF TRUSTEES

By: 

Date: 06-21-2005