

UFF/USF MOU on sabbaticals and awards Proposal #1, June 25, 2010

Memorandum of Understanding

This Memorandum of Understanding is entered into this 25th day of June 2010, between the University of South 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 employees of the University of South Florida;

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

WHEREAS, the parties desire to implement certain agreement on the following items without waiving future rights to bargain with respect to wages, hours and other terms and conditions of employment.

NOW THEREFORE, the parties agree as follows:

1. Upon ratification of this Memorandum, the parties will immediately implement the following language previously agreed to for Article 22.3B(2): Each year, the University will make available at least one (1) sabbatical at full-pay for one (1) semester for each ~~thirty~~ twenty-five (25) eligible employees, subject to the conditions set forth below. The University may, with the approval of the local UFF Chapter, provide sabbaticals that are equivalent to the one (1) semester, full-pay sabbaticals.
2. The University shall award a one-time bonus of \$2,000 to an employee who has received an award under the jurisdiction of the faculty senate or equivalent faculty governance body for a campus/institution. The University shall also award a one-time bonus of \$2,000 to a recipient of the Outstanding Undergraduate Teaching Award, Outstanding Undergraduate Advising Award, or Outstanding Researcher Award. The University shall also award a single increase to base salary of \$5,000 to a recipient of the Distinguished University Professor designation. These awards and compensation provisions shall continue during a period of status quo or impasse. All other compensation to honorees and awardees shall be governed by Article 23, Salaries.
3. Paragraph 2 shall be implemented beginning with awardees and honorees of 2009/2010.

UNITED FACULTY OF FLORIDA

USF BOARD OF TRUSTEES

Date 6/25, 2010

Date June 25, 2010