

Memorandum of Understanding (MOU) for Two-Stage Bargaining Process

At the bargaining session on Monday, November 17, 2003, the UFF team presented a draft MOU through which the Board and UFF teams would agree to a two-stage bargaining process.

In the first stage, most Articles in the existing agreement would be modified only to the extent necessary to reflect the new bargaining parties (the UFF and the UCF Board of Trustees.) Articles requiring more significant modification in order to function (1, 3, 4, 20, and 23) would be bargained, creating an interim agreement that would be sent to the Board and the bargaining unit for ratification. Upon ratification, the Board and UFF teams would immediately begin bargaining a full agreement. Until that full agreement was ratified, the administration would not change any university rules, policies, or procedures that affect terms and conditions of employment.

The intent of the draft MOU offered by your UFF team was to allow 2003-2004 salary increases and award programs to be implemented in a timely fashion. This goal had been expressed by both teams. The MOU would neither reduce nor increase the time required to bargain a full agreement.

After a caucus, the Board team rejected the draft MOU.

The text of the draft MOU is attached as page 2 of this document.

