

**Memorandum of Understanding  
Between the University of Central Florida Board of Trustees  
And the United Faculty of Florida  
2004-2005 Bonus by Legislative Mandate**

This Memorandum of Understanding is entered into this 10<sup>th</sup> day of November, 2004, between the University of Central Florida Board of Trustees ("University") 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 on a Collective Bargaining Agreement that will address many issues other than salary increases;

WHEREAS, the Florida Legislature has mandated a \$1,000 bonus for eligible full-time employees;

NOW, THEREFORE, the parties agree as follows:

Effective December 1, 2004, each eligible full-time employee shall receive a non-recurring, one-time lump sum bonus of \$1,000, without regard to the term of the employee's employment contract. Each eligible part-time employee shall receive a bonus payment prorated based on the full-time equivalency of his or her position, without regard to the term of the employee's employment contract. To receive a bonus payment authorized herein, the eligible employee must be employed at the university on July 1, 2004, and must be continuously employed by the university through December 1, 2004, with a Satisfactory or above evaluation rating, or, if newly hired, is meeting required performance standards. This bonus is non-recurring, does not increase base salary, does not include money for benefits, and does not increase retirement benefits. It is intended that this bonus will be paid in the regular pay cycle and included with salary paid on December 10, 2004. An employee is ineligible if he or she received an overall evaluation of Unsatisfactory or Conditional on his or her 2003-2004 annual evaluation. If an ineligible employee achieves performance standards on or before June 30, 2005, the employee shall receive the lump sum bonus in proportion to his or her full-time equivalency without regard to the term of the employee's employment contract.

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 or not to bargain with respect to wages and other terms and conditions of employment.

UNITED FACULTY OF FLORIDA

By:   
\_\_\_\_\_

Date: 11-10-04

UCF BOARD OF TRUSTEES

By:   
\_\_\_\_\_

Date: 11/10/04