

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between the University of Central Florida Board of Trustees ("UCF") and the UCF Chapter of the United Faculty of Florida ("UFF") for the purpose of implementing a one-time payment for all eligible in-unit employees.

WHEREAS UFF is the certified bargaining agent for a unit of employees of the University of Central Florida;

WHEREAS the parties recently concluded collective bargaining negotiations for a 2021-2024 collective bargaining agreement ("CBA"); and

WHEREAS UCF and UFF hereby agree to fully implement a one-time payment to all eligible in-unit employees covered by the collective bargaining agreement, as described below.

One-Time Payment

The university shall implement a one-time payment of for all eligible in-unit employees to be included in paychecks on June 3, 2022.

Eligibility Criteria

- A. Employees must have been employed in a regular, Educational and Grant ("E&G") funded position, or in a continual, non-OPS employment relationship with the University on March 1, 2022. They must also have remained continuously employed through the date of implementation.
- B. Employees must be in active pay status at the time of payment.
- C. Employees must not have a disciplinary action within the 12-month period preceding the payment.
- D. Employees on interim, visiting, or other time-limited appointments are eligible for the one-time payment.
- E. Employees funded through contracts and grants or auxiliary accounts shall receive the one-time payment, provided that adequate funds are available in the contracts and grants, or the appropriate auxiliary accounts. No E&G funds are provided in support of these payments.

One-time payment amount

Each eligible E&G employee will receive a one-time payment based on their salary. Employees with an FTE below 1.0 will receive a one-time payment that is proportional to their FTE. The following table lists the one-time payment amount for in-unit employees based on salary ranges at 1.0 FTE.

Salary Range (at 1.0 FTE)	One-time payment amount
Up to \$25,000.00	\$4,250.00
\$25,000.01-30,000.00	\$4,000.00
\$30,000.01-40,000.00	\$3,750.00
\$40,000.01-50,000.00	\$3,500.00
\$50,000.01-60,000.00	\$3,250.00
\$60,000.01-\$70,000.00	\$3,000.00
\$70,000.01-85,000.00	\$2,750.00
\$85,000.01-100,000.00	\$2,500.00
\$100,000.01-125,000.00	\$2,250.00
\$125,000.01-150,000.00	\$2,000.00
\$150,000.01-200,000.00	\$1,750.00
\$200,000.01-300,000.00	\$1,500.00
Over \$300,00.00	\$1,250.00

Signed this 17th day of May, 2022.

UCF Representative

UFF Representative

UFF Representative

Date

Date