

MEMORANDUM OF UNDERSTANDING-FUTURE ARBITRATION

On July 1, 2023 SB 266 became law and eliminated arbitration from the disciplinary process of the CBA. We expect the elimination of arbitration from the 2024-2027 CBA. Since arbitration has been a disciplinary process in our contract from our earliest contracts the elimination of arbitration will leave us without an impartial voice to disciplinary matters. If the legal and political conditions change in the state of Florida so that an arbitration process will no longer conflict with Florida statutes, it would be in the best interest of UCF and UFF-UCF to return to an arbitration process. To this end, we agree that the following terms and conditions shall remain in effect until December 23, 2034.

WHEREAS as long as UFF-UCF is the recognized bargaining agent of unit employees at the University of Central Florida;

WHEREAS if a time comes before December 23, 2034 that the legislation known as SB 266 (2023) is amended, withdrawn, overridden by subsequent legislation so that arbitration is no longer prohibited as a disciplinary process for public university employees represented by UFF-UCF

WHEREAS if at the conclusion of a judicial process the legislation known as SB 266 (2023) is found to be unconstitutional

Both parties, UCF BOT and UFF-UCF agree to return arbitration in its entirety as it appeared in the 2022-2024 CBA before July 1, 2023 and insert it to the operating CBA at that moment through an impact bargaining process or reopener.

Signed this ____th day of November 2023.

UCF Representative

UFF Representative