

## MEMORANDUM OF UNDERSTANDING

WHEREAS, the representatives of the Florida Agricultural and Mechanical University's Board of Trustees ("FAMUBOT") and the United Faculty of Florida Chapter at the Florida Agricultural and Mechanical University("UFF-FAMU") are currently engaged in collective bargaining negotiations for a successor agreement with a term of June 30, 2013 to June 30, 2016;

WHEREAS, the FAMUBOT and the UFF-FAMU mutually acknowledge that the ongoing negotiations regarding a 2013-2016 contract will likely require several weeks or months to complete and ratify;

WHEREAS, the FAMUBOT and UFF-FAMU recognize that the negotiations for a successor collective bargaining agreement may include issues that require significant study, analysis and discussion;

WHEREAS, the FAMUBOT and UFF-FAMU mutually agree that by entering into this memorandum, the members of the bargaining unit will be able to realize certain wage increases without delay;


WHEREAS, by entering into this memorandum the parties will be allowed the time and opportunity to engage in thorough and deliberate collective bargaining negotiations for a successor contract.

NOW THEREFORE, the Parties agree to the following:

1. Effective October 1, 2013, the FAMUBOT will provide each eligible bargaining unit member with a pay adjustment. Eligibility will be defined by the language of the General Appropriations Act of the State of Florida, Chapter 2013-40. An eligible employee is, at a minimum, meeting the required performance standards as of September 30, 2013 and must have been employed by the University on or before April 1, 2013 and continuously employed through October 1, 2013 and not have been given notice of non-reappointment or separation from employment with the University.. If an ineligible employee, who was employed on September 30, 2013, achieves performance standards on or after October 1, 2013, during the 2013-2014 fiscal year, the employee shall receive the wage adjustment but not retroactively.
2. The wage adjustment identified in paragraph 1 will be as follows:
  - A. For employees with a base rate of forty thousand dollars (\$40,000.00) or less on September 30, 2013, an annual increase of one thousand four hundred dollars (\$1,400.00.).
  - B. For employees with a base rate greater than the forty thousand dollars (\$40,000.00) on September 30, 2013, an annual increase of one thousand dollars (\$1,000.00.).

C. For regular part time employees, the increase shall be proportional to the full time equivalency of the employee's position.

3. The Parties will continue to meet as agreed upon, for the purposes of negotiating a successor collective bargaining agreement, with an effective date of July 1, 2013.
4. With this agreement, the parties conclude the 2013-2014 salary negotiations as they pertain to the legislative appropriated amount referred to in Paragraph 2. The parties will continue to negotiate the procedures for the payment of six hundred dollars (\$600) bonus to the top 35% of the bargaining unit. This memorandum shall be effective upon ratification.

  
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Dr. Elizabeth Davenport  
Chief Negotiator  
UFF-FAMU  
10/23/13

  
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Robert Larkin  
Chief Negotiator  
FAMU/BOT  
10/23/13