

MEMORANDUM OF UNDERSTANDING

WHEREAS, the bargaining representatives for the Florida State University Board of Trustees and the United Faculty of Florida are currently engaged in meaningful and productive collective bargaining negotiations, and

WHEREAS, these negotiations are not likely to be fully concluded on or before December 1, 2004, and

WHEREAS, the parties do not wish to delay or interrupt the funds appropriated by the 2004 Florida Legislature for members of the bargaining unit, it is mutually and voluntarily agreed as follows:

1. All eligible members of the bargaining unit shall receive a non-recurring one time payment of one thousand dollars (\$1,000.00) which shall include applicable taxes and withholding on December 1, 2004. The distribution and eligibility for this compensation shall be in accordance with the 2004-2005 General Appropriations Act.

2. To be eligible, the faculty member must be in a returning regular full-time position, employed by May 6, 2004, with the last performance evaluation higher than unsatisfactory. Regular part-time employees (including faculty members on phased retirement) shall receive an appropriately pro-rated bonus.

3. Eligible bargaining unit employees will be entitled to the one thousand dollar (\$1,000.00) non-recurring bonus payment whether they are on a nine (9) month or twelve (12) month contract.

4. An employee is not eligible for the bonus if on inactive pay status on December 1, 2004. If the employee returns to active pay status by June 30, 2005, he/she would be entitled to the bonus upon their return.

Approved: Richard H. Hatten
For Florida State University
Board of Trustees

Approved: S. Baker
For the United Faculty of Florida

Date: September 1, 2004

Date: 1 NOV 2004