

MEMORANDUM OF AGREEMENT

BETWEEN  
FLORIDA STATE UNIVERSITY BOARD OF TRUSTEES  
AND  
THE UNITED FACULTY OF FLORIDA - FACULTY UNIT

Winter Break Leave

WHEREAS, The Florida State University Board of Trustees (hereinafter FSU-BOT) and the United Faculty of Florida (hereinafter UFF) for the Faculty Unit are desirous of implementing a winter break leave policy for fiscal year 2008-2009;

NOW, THEREFORE, it is understood and agreed, as follows:

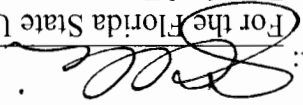
1. The UFF agrees to FSU-BOT implementing the winter break for in-unit faculty members as follows:

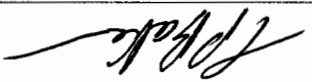
December 25, 2008	Regular Holiday
December 26, 2008	Winter Break Holiday
December 29, 2008	Winter Break Holiday
December 30, 2008	Winter Break Holiday
December 31, 2008	Winter Break Holiday
January 1, 2009	Regular Holiday
January 2, 2009	Winter Break Holiday

2. Winter Break holidays are paid holidays.

3. A primary goal for Winter Break is to optimize our utility management. It is the intent of the University to close down all facilities to the extent possible. Faculty should contact their supervisors, if necessary, regarding access to University facilities and resources required for their critical work and research during this time period. The University will work with faculty members to provide reasonable facilities accommodations in support of their critical work and research while balancing the University's need for utility management.

4. This agreement regarding the 2008-2009 Winter Break policy, or any prior winter break policy, shall not constitute a precedent with respect to any future break leaves or for the resolution of any other disputes between the parties, nor by entering into this agreement shall the UFF waive or relinquish any right it may have to enforce its contract with respect to any future disputes.

Approved:   
For the Florida State University  
Board of Trustees  
Date: 08/21/08

Approved:   
For the United Faculty of Florida  
Date: 21 August 2008