

MEMORANDUM OF UNDERSTANDING

WHEREAS, the representatives of the University of West Florida's Board of Trustees ("UWF/BOT") and the United Faculty of Florida Chapter at the University of West Florida ("UWF/UFF") are currently engaged in collective bargaining negotiations for a successor agreement with a term of June 30, 2013 to June 30, 2014;

WHEREAS, the UWF/BOT and the UWF/UFF mutually acknowledge that the ongoing negotiations regarding a 2013-2014 contract will likely require several weeks or months to complete and ratify;

WHEREAS, the UWF/BOT and UWF/UFF recognize that the negotiations for a successor collective bargaining agreement may include issues that require significant study, analysis and discussion;

WHEREAS, the UWF/BOT and UWF/UFF mutually agree to extend the current contract language (the 2010-2013 collective bargaining agreement as modified during reopener contract negotiations) with the amendments reflected in this memorandum;

WHEREAS, the UWF/BOT and UWF/UFF 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 with a term beginning in 2014.

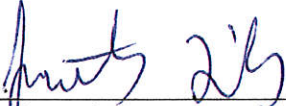
NOW THEREFORE, the Parties agree to the following:

1. Effective October 1, 2013, the UWF/BOT 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. 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. Effective July 1, 2014 the UWF/BOT will provide one-time lump sum bonuses in the amount of six hundred dollars (\$600.00) to eligible permanent employees consistent with the statutory requirements of section 110.1245 (2), Florida Statutes. The provisions of section 110.1245 (2), Florida Statutes, limiting the distribution of a bonus to thirty-five percent (35%) of all authorized positions, shall be applied in a manner where thirty-five percent (35%) of the bargaining

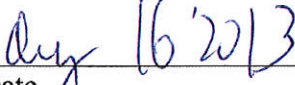
unit will be eligible. The Deans shall have the discretion to define the criteria for the eligibility of the bonus.

4. Effective the first full pay period in December, 2013, each full time member of the bargaining unit employed on or before August 8, 2013, shall be provided by the UWF/BOT with a non-recurring wage action of five hundred dollars (\$500.00.)
5. The duration of the collective bargaining agreement with a term ending June 30, 2013 between the UWF/BOT and UWF/UFF shall be extended with a new expiration date of June 30, 2014.
6. The Parties shall additionally observe the Memorandum of Understanding regarding compression pay to be administered on October 1, 2013.
7. 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, 2014 including wages for 2014-2015 and beyond.
8. With this agreement, the parties conclude the 2013-2014 negotiations.

This memorandum shall be effective upon ratification.



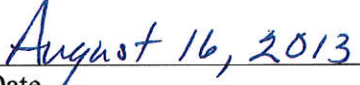
Jonathan Fink
Chief Negotiator
United Faculty of Florida (UWF)



Date



Michael Mattimore
Chief Negotiator
UWF-BOT



Date