

MEMORANDUM OF UNDERSTANDING

The Florida Agricultural and Mechanical University Board of Trustees (hereafter, the "FAMU BOT") and the FAMU Chapter, United Faculty of Florida ("UFF"), collectively the "Parties," hereby agree to the following Settlement Agreement ("Agreement"):

WHEREAS, the Parties are currently operating pursuant to a collective bargaining agreement that expires on June 30, 2022; and,

WHEREAS, the Parties are currently engaged in meaningful and productive collective bargaining negotiations pursuant to Article 30.1 of the collective bargaining agreement providing for negotiations over the entire collective bargaining agreement; and,

WHEREAS, the Parties desire to resolve pending negotiations concerning Article 23 for the 2022-2023 academic year and simultaneously resolve the pending Arbitration (FAMU and UFF AFT 7463; FMCS Case No. 221008-00209), and do not wish to delay or interrupt the funds appropriated for members of the bargaining unit, it is:

NOW, THEREFORE, mutually and voluntarily agreed by the Parties as follows:

1. All UFF eligible bargaining unit members shall be entitled to a one-time gross amount of \$2,000 non-recurring wage/salary increase upon approval (not ratification) of this MOU by both Parties. The non-recurring wage/salary increase shall be paid no later than May 20, 2022 following approval of the Agreement by both Parties. This payment concerns the issue at Arbitration.

2. To be eligible, the faculty member must be currently employed as a regular full-time employee, employed on May 1, 2022 and their most recent evaluation must have been at least satisfactory and they must not have been issued a notice of non-reappointment.

3. In addition, the Parties agree that in satisfaction of bargaining over *Article 23 Salaries* for the 2022-2023 academic year, all UFF eligible bargaining unit members who were hired by March 1, 2022 and whose most recent evaluation was at least satisfactory and who have not been issued a notice of non-reappointment shall receive, pursuant to Section 23.2, a \$2,400 recurring wage/salary increase with the first paycheck of the 2022-23 academic year, August 26, 2022. All other sections of Article 23 shall remain status quo for 2022-2023.

4. This MOU is subject to the ratification of the FAMU BOT and the UFF.

Chief Negotiator
FAMU Board of Trustees

Chief Negotiator
FAMU Chapter, UFF

The Parties signify their agreement with this Memorandum of Understanding by affixing their signatures below.

Date: 4/21/22

Date: 14 April 2022