

MEMORANDUM OF UNDERSTANDING

The University of North Florida (UNF) and the United Faculty of Florida (UFF) have been engaged in negotiations for a successor collective bargaining agreement (CBA) to commence July 1, 2017. The current CBA contains a "Release Time" provision in Article 4.4. The parties are aware of the PERC ruling in Allen v. Miami-Dade College v. United Faculty of Miami-Dade College. The parties have discussed how to satisfy the PERC ruling that, "Public employers must ensure that employer funded release time is only used by unions for direct representational activities and that it has objective corroboration of a union's direct representational activities." The parties understand that it could be a long difficult process to complete negotiations on this issue, and the parties are anxious to conclude negotiations as soon as practicable so that UNF faculty may receive a negotiated pay increase. For that reason, the parties have agreed to TA Article 4.4 "as is" and return to the issue in reopener negotiations when they will have sufficient time to properly address the issue. The parties have also agreed that the subject of Release Time will not be charged against either party in reopener negotiations.

The part
University of North Florida

United Faculty of Florida

by Laura A. Corum

by [Signature]

Date: 8-29-18

Date: 8-29-18

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