

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

Winter Break Leave

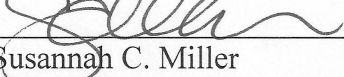
WHEREAS, The Florida State University Board of Trustees (hereinafter FSU-BOT) and the United Faculty of Florida (hereinafter UFF) for the Faculty Unit are desirous of implementing a winter break leave policy for December 2011;


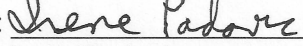
NOW, THEREFORE, it is understood and agreed, as follows:

1. FSU-BOT acknowledges the obligation to bargain wages, hours, and other terms and conditions of employment pursuant to Chapter 447, Florida Statutes.
2. With regard to the December 2011 Winter Break policy, the UFF agrees to FSU-BOT implementing the winter break for in-unit faculty members as follows:

December 26, 2011	Regular Holiday
December 27, 2011	Winter Break Holiday
December 28, 2011	Winter Break Holiday
December 29, 2011	Winter Break Holiday
December 30, 2011	Winter Break Holiday
January 2, 2012	Regular Holiday

3. Winter Break holidays are paid holidays. As soon as possible, faculty members shall be notified of these dates.
4. 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.
5. This agreement regarding the December 2011 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: 
Susannah C. Miller
For the Florida State University
Board of Trustees


Approved: 
Irene Padavic
Scott Hannahs
For the United Faculty of Florida

Date: 9/7/11

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