

MEMORANDUM OF UNDERSTANDING

The parties hereby agree to the following:

- As a temporary measure, the University agrees to increase the paid parental leave in Article 21.7 (b) from six (6) to twelve (12) weeks.
- The University will establish a task force to develop a comprehensive leave policy for the campus.
- As soon as that task force report is completed, the University and UFF will re-open the contract to negotiate any changes to leave provisions. Such re-opener shall be in accordance with the provisions of Article 33.

Signature Page

In witness of this Collective Bargaining Agreement, the parties have set their signatures this 14th day of December in 2016.

FOR THE UNIVERSITY OF FLORIDA
BOARD OF TRUSTEES

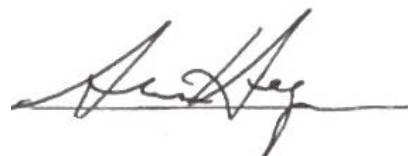


Jodi Gentry
Vice President for
Human Resource Services

FOR THE UNITED FACULTY OF
FLORIDA



Jennifer Proffitt
President
United Faculty of Florida



Susan Hegeman
President
United Faculty of Florida



William Connellan
Chief Negotiator



John Leavey
Chief Negotiator

Angel Kwolek-Folland
Ryan Fuller
Kim Baxley

Candice Churchill
John Biro
Raul Sanchez
Leslie Agness
Sumi Helal