

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

2023 Winter Break Leave

WHEREAS, the Florida State University Board of Trustees (hereinafter “Board”) and the United Faculty of Florida (hereinafter “UFF”) are desirous of appending to and amending the previously agreed upon Memorandum of Agreement- Fall-Winter Break MOA 2023, by implementing additional holiday leave for Winter Break 2023, as outlined herein

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

1. The Board 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 2023 Winter Break, the UFF agrees to the Board implementing the Winter Breaks for in-unit faculty members as follows:

December 18, 2023	Winter Break Holiday
December 19, 2023	Winter Break Holiday
December 20, 2023	Winter Break Holiday
December 21, 2023	Winter Break Holiday
December 22, 2023	Winter Break Holiday
December 25, 2023	University Holiday
December 26, 2023	Winter Break Holiday
December 27, 2023	Winter Break Holiday
December 28, 2023	Winter Break Holiday
December 29, 2023	Winter Break Holiday
January 1, 2024	University Holiday
January 2, 2024	Winter Break Holiday

3. The University Fall Break and Winter Break holidays are paid holidays. Generally speaking, the University will be closed during this time; however, essential services of the University must continue. Additionally, there may be special circumstances in which a faculty member is required to work, including faculty members who are required to teach joint college courses as normally scheduled. Any 12-month Faculty required by the department head to work during the Fall Break may earn compensatory leave that will be paid out in December unless used, or retained to use by the end of the fiscal year, before the last day of the pay period for the which the compensatory payout occurs. Any 12-month Faculty required by the department head to work during the Winter Break days may earn “Winter Break” compensatory leave to be used by the end of the fiscal year.
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

52 critical work and research during this time period. The University will work with faculty
53 members to provide reasonable facilities accommodations in support of their critical work and
54 research while balancing the University’s need for utility management.
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56 5. This agreement regarding the December 2023 Winter Break policy, or any prior winter break
57 policy, shall not constitute a precedent with respect to any future break leaves or for the
58 resolution of any other disputes between the parties, nor by entering into this agreement shall the
59 UFF waive or relinquish any right it may have to enforce its contract with respect to any future
60 disputes.
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For the Board:



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Renisha Gibbs

11/6/2023 | 6:25 AM EST

Date

Co-Chief Negotiator

FSU-BOT



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Michael Mattimore

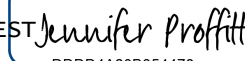
11/3/2023 | 2:48 PM EDT

Date

Co-Chief Negotiator

FSU-BOT

For the UFF:



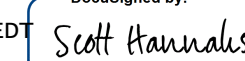
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Jennifer Proffitt

11/3/2023 | 1:36 PM EDT

Date

Co-Chief Negotiator

UFF



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Scott Hannahs

11/3/2023 | 2:44 PM EDT

Date

Co-Chief Negotiator

UFF