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3 MEMORANDUM OF AGREEMENT
4 BETWEEN
5 FLORIDA STATE UNIVERSITY BOARD OF TRUSTEES
6 AND
7 THE UNITED FACULTY OF FLORIDA - FACULTY UNIT
8
9 2024 Fall Break Leave and 2024 Winter Break Leave

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11 WHEREAS, The Florida State University Board of Trustees (hereinafter “Board”) and the United Faculty
12 of Florida (hereinafter “UFF”) agree to implement a leave policy for November and December 2024;
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14 NOW, THEREFORE, it is understood and agreed, as follows:

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16 1. The Board acknowledges the obligation to bargain wages, hours, and other terms and conditions
17 of employment pursuant to Chapter 447, Florida Statutes.
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19 2. With regard to the November 2024 Fall Break, and December 2024 Winter Break, the UFF
20 agrees to the Board implementing the Fall and Winter Breaks for in-unit faculty members as
21 follows:
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23	November 27, 2024	Fall Break Holiday
24	November 28, 2024	University Holiday
25	November 29, 2024	University Holiday
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27	December 23, 2024	Winter Break Holiday
28	December 24, 2024	Winter Break Holiday
29	December 25, 2024	University Holiday
30	December 26, 2024	Winter Break Holiday
31	December 27, 2024	Winter Break Holiday
32	December 30, 2024	Winter Break Holiday
33	December 31, 2024	Winter Break Holiday
34	January 1, 2025	University Holiday
35	January 2, 2025	Winter Break Holiday
36	January 3, 2025	Winter Break Holiday


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38 3. The University Fall Break and Winter Break holidays are paid holidays. Generally speaking, the
39 University will be closed during this time; however, essential services of the University must
40 continue. Additionally, there may be special circumstances in which a faculty member is required
41 to work, including faculty members who are required to teach joint college courses as normally
42 scheduled. Any 12-month Faculty required by the department head to work during the Fall Break
43 may earn compensatory leave that will be paid out in December unless used, or retained to use by
44 the end of the fiscal year, before the last day of the pay period for the which the compensatory
45 payout occurs. Any 12-month Faculty required by the department head to work during the Winter
46 Break days may earn “Winter Break” compensatory leave to be used by the end of the fiscal year.
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48 4. A primary goal for Winter Break is to optimize our utility management. It is the intent of the
49 University to close down all facilities to the extent possible. Faculty should contact their
50 supervisors, if necessary, regarding access to University facilities and resources required for their
51 critical work and research during this time period. The University will work with faculty

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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 November 2024 Fall Break and December 2024 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.

For the Board:

DocuSigned by:

 8/23/2024 | 8:47 AM EDT


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 Renisha Gibbs Date
 Co-Chief Negotiator

FSU-BOT

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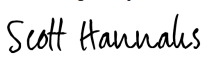
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 Michael Mattimore Date
 Co-Chief Negotiator
 FSU-BOT

For the UFF:

DocuSigned by:

 8/22/2024 | 11:15 AM EDT

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 Jennifer Proffitt Date
 Co-Chief Negotiator

UFF

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 Scott Hannahs Date
 Co-Chief Negotiator
 UFF