



UCF Board of Trustees

April 17, 2025

Agenda Item

GOVC-3: Memorandum of Understanding Between the University of Central Florida Board of Trustees and the United Faculty of Florida (UFF)

Proposed Action

The Board of Trustees is asked to approve, on its consent agenda, ratification of the Memorandum of Understanding Between the University of Central Florida Board of Trustees and the United Faculty of Florida (UFF).

Authority for Board of Trustees Action

Board of Governors Regulation 1.001(5)(a),(b)

Board of Trustees Policy Presidential Authority and Delegation, Section 5(e)

Supporting Documentation Included

Attachment A: Memorandum of Understanding Between the University of Central Florida Board of Trustees and the United Faculty of Florida (UFF)

Facilitators/Presenters

Charles H. Reilly, Associate Provost for Contract Compliance and Administrator Support

Summary of Key Observations/Recommendations

On December 5, 2024, the UCF Board of Trustees entered into a three-year collective bargaining agreement with UFF. It was subsequently noticed that intended language in Article 10.10 was inadvertently combined and/or omitted. The parties agree to replace the unintended language currently in place with the intended language from the 2021-2024 CBA into the printed 2024-2027 CBA. On March 10-11, 2025, the union members voted unanimously to approve the MOU and correct the language.

Additional Background

Florida Board of Governors Regulation 1.001(5)(b) provides that each board of trustees shall act as the sole public employer with regard to all public employees of its university for the purposes of collective bargaining and shall serve as the legislative body for the resolution of impasses with regard to collective bargaining matters.

Under the Board of Trustees' Resolution on Presidential Authority, the Board delegates the administration of collective bargaining agreements and matters to the President, who assigns a collective bargaining team to negotiate agreements. The Associate Provost for Contract Compliance and Administrator Support serves as the chief negotiator on behalf of the university. The collective bargaining team for this union also includes the director in Contract Compliance and Administrator Support, an associate general counsel, and an associate dean.

Implementation Plan

The 2024-2027 CBA would be amended with the corrective language effective immediately upon approval by the Board.

Resource Considerations

N/A