

## MEMORANDUM OF UNDERSTANDING

Come Now the University of West Florida (UWF-BOT) and the United Faculty of Florida Chapter at the University of West Florida (UFF-UWF) and agree to the following:

1. UFF-UWF waives the right to the negotiation of the terms and conditions of any non-recurring, one-time wage action for the 2024-2025 "reopener" Collective Bargaining Agreement so long as the "one-time merit-based" wage action outlined in President Martha Saunders's March 20, 2024 email titled, "Message from the President: Merit-based Wage Action," is provided to in-unit faculty inclusively, simultaneously, and under the same timeline and eligibility requirements, utilizing the "Dean's Overall Rating," as outlined in President Saunders's March 20, 2024 message.

  
Chief Negotiator – UWF BOT

May 2, 2024  
Date

  
Chief Negotiator – UFF UWF

May 1, 2024  
Date

**ARTICLE 3**  
**UFF PRIVILEGES**

**3.1 Use of Facilities and Services.**

Subject to the regulations and policies of the Board and the University, the UFF will have the right to use University facilities for meetings and all other services on the same basis as they are generally available to other University-related groups and organizations, which are defined as follows:

**3.2 University-Related Groups and Organizations.**

These groups and organizations may or may not receive budgetary support. Examples of such groups include student organizations, honor societies, fraternities, sororities, alumni associations, faculty committees, staff council, direct support organizations, the United Faculty of Florida, etc.

**3.3 Communications.**

- (a) The UFF may post bulletins and notices relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards but on at least one (1) bulletin board per building where a substantial number of Faculty have offices. Specific locations will be mutually selected by the University and the UFF in the course of consultation pursuant to Article 2 (Consultation). All materials placed on the designated bulletin boards will bear the date of removal and may be removed by the University after that date. In addition, such bulletin boards may not be used for election campaigns for public office or exclusive collective bargaining representation.
- (b) The University will place a link in an appropriate place on the University web site to the web site of the UFF Chapter.
- (c) Accessing existing University e-mail listservs or establishing a new listserv allowing the UFF electronic communication with Faculty will be the subject of consultation, pursuant to Article 2 (Consultation). The UFF agrees to pay a reasonable annual fee to the University if access to a University-maintained email listserv is provided. However, such listservs may not be used for election campaigns for public offices or for exclusive collective bargaining representation. Faculty who are email recipients of the listserv will have the right to have themselves removed from the listserv upon their written request.

**3.4 Leave of Absence—Union Activity.**

- (a) At the written request of the UFF, provided no later than May 1 of the year prior to the beginning of the Academic Year when such leave is to become effective, a full-time or part-time leave of absence for the Academic Year will be granted to up to three (3) Faculty designated by the UFF for the purpose of carrying out UFF's obligations in representing Faculty and administering this Agreement, including lobbying and other political representation. Such leave may also be granted to up to three (3) Faculty for the entire Summer term, upon written request by the UFF provided no later than March 15 of the preceding Academic Year. Upon the failure of the UFF to provide the University with a list of representatives by the specified deadlines, the University may refuse to honor any of the requests which were submitted late.

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- (b) No more than one (1) Faculty Member per fifteen (15) Faculty per Department/Unit need be granted such leave at any one time.
- (c) The UFF will reimburse the University for the Faculty Member's salary, fringe benefits, and retirement.
- (d) Faculty on full-time leave under this paragraph will be eligible to receive salary increases in accordance with the provision of Section 19.14 (Leave without Pay). Faculty on less than full-time leave under this paragraph will be eligible to receive salary increases on the same basis as other Faculty.
- (e) A Faculty Member who has been granted leave under this Article for two (2) consecutive Academic Years will not again be eligible for such leave until two (2) consecutive Academic Years have elapsed following the end of the leave. One (1) Faculty Member, designated by the UFF, will be exempt from the provisions of this subsection. Other exceptions may be granted at the discretion of the University upon prior written request by the UFF.
- (f) Neither the University nor the Board will be liable for the acts or omissions of said Faculty during the leave, and the UFF will hold the University and the Board harmless for any such acts or omissions, including the cost of defending against such claims.
- (g) A Faculty Member on such leave will not be evaluated for this activity nor will such activity be considered by the University in making personnel decisions.

### **3.5 Released Time for UFF Representative(s).**

- (a) The University agrees to provide a total of two (2) units of released time per Semester (Fall and Spring) to full-time Faculty designated by the UFF for the purpose of carrying out the UFF's obligations in representing Faculty and administering this Agreement. The UFF may designate Faculty to receive released time during the Academic Year, subject to the condition that no more than one (1) Faculty Member per fifteen (15) Faculty Members per Department/Unit may be granted released time at any one time, nor may any Faculty Member be granted more than a one (1) unit reduction in a single Semester.
- (b) The University agrees to provide one (1) additional unit of released time for those Semesters (Fall or Spring only) when UFF and the University are engaged in collective bargaining (as indicated by the dates included in Article 32 (Amendment and Duration)).
- (c) The UFF will provide the University with a list of requested representatives for the Academic Year no later than May 1 of the preceding Academic Year. Upon approval of the representatives by the University, the representatives will serve for one (1) Academic Year. Substitutions for the Spring Semester may be made upon written notification submitted by the UFF to the University no later than October 15.
- (d) A "unit" of released time will consist of a reduction in teaching load of one (1) course per Fall or Spring Semester for instructional Faculty or, for non-instructional Faculty, a reduction in workload of ten (10) hours per week.
- (e) Released time will be used for conducting University-related UFF business, at the University or State level, and will not be used for lobbying or other political representation. Leave for lobbying or other political representation may be purchased by the UFF pursuant to Section 3.4 (Leave of Absence—Union Activity).
- (f) Faculty who are on leave of any kind, other than leave pursuant to Section 3.4 (Leave of Absence—Union Activity) will not be eligible to receive released time.

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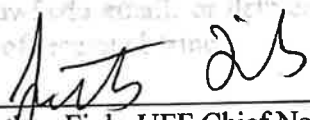
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- (g) Upon the failure of the UFF to provide a list of representatives by the specified deadlines, the University may refuse to honor any of the released time requests which were submitted late. Substitutions submitted after the October 15 deadline will be allowed at the discretion of the University.
- (h) A Faculty Member who has been granted released time for either or both Semesters during four (4) consecutive Academic Years will not again be eligible for released time until two (2) Academic Years have elapsed following the end of the fourth (4th) Academic Year in which such released time was granted.
- (i) As an exception to the limitation above (paragraph "h"), one (1) Faculty Member designated by the UFF will be eligible for released time for responsibilities at the State level for one (1) additional Year. This Faculty Member will not again be eligible for released time until two (2) Academic Years have elapsed following the end of the fifth (5th) Academic Year of released time. This Faculty Member will be identified by the UFF no later than May 1 of the preceding Academic Year; substitutions may be approved by the University at its discretion.
- (j) Faculty on released time will be eligible for salary increases on the same basis as other Faculty, but their released time activities will not be evaluated nor taken into consideration by the University in making personnel decisions.
- (k) Faculty on released time will retain all rights and responsibilities as Faculty Members but will not be considered representatives of the University or the Board for any activities undertaken on behalf of the UFF. The UFF agrees to hold the University and the Board harmless for any claims arising from such activities, including the cost of defending against such claims.
- (l) Summer. The UFF may designate one (1) Faculty Member to receive a thirteen (13) week 1.0 FTE Summer released time equivalent for the purpose of carrying out the UFF's obligations in representing Faculty and administering this Agreement whenever the bargaining teams are engaged in collective bargaining. UFF may elect to receive the 1.0 Summer released time equivalent in increments of .25 and/or .375 FTE released time equivalent distributed among up to three (3) Faculty Members. The total FTE Summer released time equivalent shall not exceed 1.0 for the UFF chapter. For these purposes, a .25 FTE equals a ten (10) hour per week workload for thirteen (13) weeks. The UFF will provide the University with the name of the requested representative(s) and the amount(s) of the FTE distributions subject to the limitations of this Article no later than April 7 of the Academic Year preceding the Summer term. All other provisions contained in Section 3.5 (Released Time) except 3.5 (a, b, and d) will apply to Summer released time equivalent.

Both parties have tentatively agreed to Article 3, UFF Privileges:

  
Michael Mattimore, UFF Chief Negotiator

May 2, 2024

  
Jonathan Fink, UFF Chief Negotiator

May 1, 2024

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Date: May 1, 2024

## ARTICLE 13 NON-REAPPOINTMENT

### 13.1 Policy.

Faculty appointments will not create any right, interest, or expectancy in any other appointment beyond its specific terms, except as provided in Section 14.3 (Alternative/Equivalent Employment) and Section 16.11 (Termination/Layoff), as it applies to tenured Faculty.

### 13.2 Notice.

(a) All Faculty, except tenured Faculty and those described in (b)(1) and (c) below, are entitled to the following written notice that they will not be offered further appointment.

(1) For faculty in their first ~~threetwo~~ (2) Years of Continuous Service, the notice period will be eight weeks or the end of the semester, whichever comes later. will be provided with one (1) Semester's notice (or its equivalent, 19.5 weeks, for Faculty appointed for more than an Academic Year); or

(2) Faculty with ~~threetwo~~ (2) or more Years of Continuous Service will be provided with one (1) Year notice.

The provision of notice under this section does not provide rights to a Summer appointment beyond those provided in Section 9.4(b) (Summer Appointments).

(b) Faculty on "Soft Money." Faculty who are on "soft money," e.g., contracts and grants, sponsored research funds, and grants and donations trust funds will have the following statement or its equivalent included in their employment contracts:

"Your employment under this contract will cease on the date indicated. No further notice of cessation of employment is required."

(c) Faculty who are appointed for less than one Academic Year, who are appointed to a visiting appointment, who are appointed to a fixed multi-Year appointment pursuant to Section 9.4(f) (Fixed Multi-Year Appointments), or who are employed in an auxiliary entity are not entitled to notice that they will not be offered further employment, and the following statement or its equivalent will be included in their employment contracts: "Your employment under this contract will cease on the date indicated. No further notice of cessation of employment is required."

(d) A Faculty Member who is entitled to written notice of non-reappointment in accordance with the provisions of Section 13.2 (Notice), above, who receives written notice that he or she will not be offered further appointment will be entitled, upon written request within twenty (20) Days following receipt of such notice, to a written statement of the basis for the decision not to reappoint. Thereafter, the President or representative will provide such a statement within (20) twenty Days following receipt of such request.

(e) All notices and statements under this Article are to be sent by certified mail, return receipt requested; priority regular mail; via @ uwf.edu email; or delivered in person to the Faculty Member with written documentation of receipt obtained.

### 13.3 Notice Document.

Notice of appointment and non-reappointment will not be contained in the same document.

### 13.4 Grievability.

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A Faculty Member who receives written notice of non-reappointment may, according to Article 22 (Grievance Procedures and Arbitration), contest the decision because of an alleged violation of a specific term of this Agreement or because of an alleged violation of the Faculty Member's Constitutional rights. Such Grievances must be filed within thirty (30) Days of receipt of the statement of the basis for the decision not to reappoint pursuant to Section 13.2(d) (Notice) or receipt of the notice of non-reappointment if no statement is requested.

### **13.5 Non-reappointment Considerations.**

If the decision not to reappoint was based solely upon adverse financial circumstances, reallocation of resources, reorganization of degree or curriculum offerings or requirements, reorganization of academic or administrative structures, programs, or functions, and/or curtailment or abolition of one or more programs or functions, the University will take the following actions:

- (a) Make a reasonable effort to locate appropriate alternative or equivalent employment within the University, if practicable; and
- (b) Offer such Faculty Member, who is not otherwise employed in an equivalent full-time position, re-employment in the same or similar position at the University for a period of two (2) Years following the initial notice of non-reappointment, should an opportunity for such re-employment arise.
  - (1) Any offer of re-employment pursuant to this section must be accepted within fifteen (15) Days after the date of the offer or at least seven (7) Days prior to the first day of classes, whichever is sooner. Such acceptance will take effect not later than the beginning of the Semester immediately following the date the offer was made.
  - (2) In the event such offer of re-employment is not accepted, the Faculty Member will receive no further consideration pursuant to this Article.

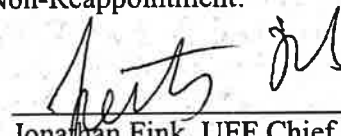
### **13.6 Resignation.**

- (a) A Faculty Member who wishes to resign has the professional obligation to provide the University with at least one Semester's notice, when possible.
- (b) Upon the University's receipt of notice of resignation, all consideration for tenure and reappointment will cease.

Both parties have tentatively agreed to Article 13, Non-Reappointment:

  
Michael Mattimore, UWF Chief Negotiator

*May 2, 2024*

  
Jonathan Fink, UFF Chief Negotiator  
*May 1 '20 24*

Date: May 1, 2024

## ARTICLE 25 SALARIES

### 25.1 Faculty Pay Plan Legislative Increases or Non-Recurring Wage Increases.

Eligible Faculty Members will receive any salary increases or non-recurring wage increases appropriated for that purpose by the Florida Legislature in accordance with the guidelines set by the Legislature.

### 25.2 Promotion Increases.

Promotion increases will be granted to Faculty pursuant to Article 15 (Promotion Procedure).

- (a) Promotion increases will be granted in an amount equal to thirteen percent (13%) of the Faculty Member's previous year's base salary rate in recognition of promotion to Senior Instructor, Senior Lecturer, Senior Research Associate, Assistant University Librarian, or Associate in.
  - (1) Beginning in the 2024-2025 Academic Year, eligible Faculty shall be able to put forward a file for promotion consideration to the ranks for Senior Instructor, Senior Lecturer, or Senior Research Associate for a 2025-2026 roll out schedule.
- (b) Promotion increases will be granted in an amount equal to thirteen percent (13%) of the Faculty Member's previous Academic Year's base salary rate in recognition of promotion to Associate ~~Clinical~~ Professor of Clinical Practice, Associate Professor, Associate University Librarian, Associate Research Scholar/Scientist/Engineer.
- (c) Promotion increases will be granted in an amount equal to thirteen percent (13%) of the Faculty Member's previous Academic Year's base salary rate in recognition of promotion to ~~Clinical~~ Professor of Clinical Practice, Professor, University Librarian, Research Scholar/Scientist/Engineer.

### 25.3 Contract and Grant Funded Increases or Non-Recurring Wage Increases.

- (a) Faculty on contracts or grants will receive salary increases or non-recurring wage increases equivalent to similar Faculty on regular funding, provided that such salary increases or non-recurring wage increases are permitted by the terms of the contract or grant and adequate funds are available for this purpose in the contract or grant. In the event such salary increases or non-recurring wage increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not provided, the President or representative will seek to have the contract or grant modified to permit such increases or non-recurring wage increases.
- (b) Nothing contained herein will prevent the Faculty Members whose salaries are funded by grant agencies from being allotted raises higher than those provided in this Agreement.

### 25.4 Administration Discretionary Increases.

The University retains the authority to provide salary increases, adjustments, or non-recurring wage increases beyond the increases specified above, for market equity considerations, including verified counteroffers and compression/inversion; increased duties and responsibilities; special achievements; litigation/settlements; and similar special situations. In the event the University develops procedures for distributing increases under this section, a copy will be provided to the UFF. The UFF will have an opportunity to discuss the procedures in consultation with the

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President or representative, pursuant to Article 2 (Consultation), prior to their implementation. At the end of the Academic Year, the UFF will be provided with a report of all salary increases granted under this section during the Academic Year.

### 25.5 Salary Rate Calculation and Payment.

The biweekly salary rate of Faculty serving on twelve (12) month (calendar year) appointments will be calculated by dividing their calendar year salary rate by 26.1 pay periods.

### 25.6 Grievability.

The only issues to be addressed in a Grievance filed pursuant to Article 22 (Grievance Procedure and Arbitration) alleging violation of this Article are whether there is unlawful discrimination under Article 6 (Nondiscrimination), or whether there is an arbitrary and capricious application of the provisions of one (1) or more sections of this Article.

### 25.7 Type of Payment for Assigned Duties.

- (a) Duties and responsibilities assigned by the University to a Faculty Member that do not exceed the available established FTE for the position shall be compensated through the payment of salary, not OPS.
- (b) Duties and responsibilities assigned by the University to a Faculty Member which are in addition to the available established FTE for the position will be compensated through Other Personal Services (OPS), not salary.

### 25.8 2023-2024 Wages

- (a) ~~Two point nine percent (2.9%) cost of living increase from recurring resources. To be eligible for the 2.9% base salary cost of living adjustment, Faculty must be employed by the University on or before August 8, 2022 and be continuously employed in an eligible faculty position through the agreed upon effective date. Base salary excludes administrative supplements and pay for temporary duties. This two point nine percent (2.9%) recurring cost of living adjustment will be effective September 3, 2023 or the first day of the pay period after ratification by both parties, whichever comes later. The Faculty must have a current performance evaluation on file and have not received a notice of non-reappointment, termination, or separation with advance notice prior to the effective date of the cost of living adjustment.~~
- (b) ~~Merit based recurring increase. Faculty who are employed as of August 8, 2021 and who are continuously employed through the agreed upon effective date and who received a rating of Distinguished on the completed 21-22 performance evaluation will receive a 4% recurring merit increase to the base salary. Faculty who are employed as of August 8, 2021 and who are continuously employed through the agreed upon effective date and who received a rating of Excellent on the completed 21-22 performance evaluation will receive a 3% recurring merit increase to the base salary. Faculty who are employed as of August 8, 2021 and who are continuously employed through the agreed upon effective date and who received a rating of Good on the completed 21-22 performance evaluation will receive a 2% recurring merit increase to the base salary. Base salary excludes administrative supplements and pay for temporary duties. This recurring merit increase to the base salary will be effective the first day of the second pay period after their 2.9% adjustment to base salary. Faculty who have received a notice of non-reappointment, termination, or~~

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separation with advance notice prior to the effective date of the recurring merit increase will not be eligible. For the purpose of the merit-based recurring increase, the 21-22 performance evaluation rating will be the Dean's overall rating.

- (a) Merit-based recurring increase. Faculty who are employed as of August 8, 2022, and who are continuously employed through August 8, 2024 ("Effective Date") and who received a rating of Distinguished on the completed 22-23 performance evaluation will receive a 4% recurring merit increase to the base salary. Faculty who are employed as of August 8, 2022, and who are continuously employed through the Effective Date and who received a rating of Excellent on the completed 22-23 performance evaluation will receive a 3% recurring merit increase to the base salary. Faculty who are employed as of August 8, 2022, and who are continuously employed through the Effective Date and who received a rating of Good on the completed 22-23 performance evaluation will receive a 2% recurring merit increase to the base salary. For 9-month Faculty base salary at the end of the 23-24 Academic Year (May 6, 2024) will be used to calculate this recurring increase and will exclude administrative supplements and pay for temporary duties. For 12-month Faculty base salary on August 7, 2024, will be used to calculate this recurring increase and will exclude administrative supplements and pay for temporary duties. This recurring merit increase to base salary will be effective August 8, 2024. Faculty who have received a notice of non-reappointment, termination, or separation with advance notice prior to the Effective Date will not be eligible. For the purpose of the merit-based recurring increase, the 22-23 performance evaluation rating will be the Dean's overall rating.

**25.9 One-time Base Salary Inversion Adjustment.**

On November 12, 2023, the University will make a one-time base salary adjustment as follows:

- (a) The base salary of a Full Professor shall be adjusted if it is less than the average salary ("the average") of the two most recently hired Assistant Professors within the same primary teaching discipline or the average salary of the two most recently hired or promoted Associate Professors within the same primary teaching discipline. The adjustment will equalize a Full Professors salary to whichever average is higher.
- (b) The base salary of an Associate Professor shall be adjusted if it is less than the average salary ("the average") of the two most recently hired Assistant Professors within the same primary teaching discipline. The adjustment will equalize an Associate Professor's salary to the average.
- (c) The base salary of an Assistant Professor shall be adjusted if it is less than the average salary ("the average") of the two most recently hired Assistant Professors within the same primary teaching discipline. The adjustment will equalize an Assistant Professor's salary to the average.
- (d) The base salary of an Assistant Professor of Professional/Clinical Practice shall be adjusted if it is less than the average salary ("the average") of the two most recently hired Assistant Professors of Professional/Clinical Practice within the same primary teaching discipline. The adjustment will equalize an Assistant Professor's salary to the average.
- (e) The base salary of a University Librarian shall be adjusted if it is less than the average salary ("the average") of the two most recently hired Assistant Librarians or the average salary of the two most recently hired or promoted Assistant Librarians. The adjustment will equalize a University Librarian's salary to whichever average is higher.

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- (f) ~~The base salary of an Associate Librarian shall be adjusted if it is less than the average salary ("the average") of the two most recently hired Assistant Librarians. The adjustment will equalize an Assistant Librarian's salary to the average.~~
- (g) ~~The base salary of an Assistant Librarian shall be adjusted if it is less than the average ("the average") of the two most recently hired Assistant Librarians. The adjustment will equalize an Assistant Librarian's salary to the average.~~
- (h) ~~The base salary of an Instructor or Lecturer shall be adjusted if it is less than the average salary ("the average") of the two most recently hired Instructors or Lecturers. The adjustment will equalize an Instructor or Lecturer's salary to the average.~~
- (i) ~~The base salary of a Research Associate shall be adjusted if it is less than the average salary ("the average") of the two most recently hired Research Associates. The adjustment will equalize a Research Associate's salary to the average.~~
- (j) ~~No salary adjustment pursuant to this section will be less than two hundred and fifty (250.00) or greater than six thousand (6,000.00) dollars.~~
- (k) ~~For the purposes of calculating the average salary, the two most recently hired refers to those Faculty hired from August 8, 2020 to the effective date of the increase, excluding those hired in visiting status. Faculty in a visiting status are excluded from receiving a salary adjustment under this section.~~
- (l) ~~For the purposes of the inversion calculation, the rank and base salary of Faculty at the end of the 2022-2023 Academic Year will be used in the comparison and calculation of the inversion amount adjusted for any increase for sustained performance evaluation effective August 8, 2023. For the purpose of these calculations, the end of the Academic Year is May 5, 2023.~~
- (m) ~~If there are no two recently hired or promoted Faculty Members from which to calculate an average salary, the salary of the one recently hired or promoted Faculty Member will constitute the baseline "average salary" and be used to calculate inversion increases for eligible Faculty.~~
- (n) ~~No salary adjustment pursuant to this section will be implemented if the Faculty Member has been issued a notice of non-reappointment, termination or tendered a resignation prior to the effective date of this increase.~~

**25.9 One-Time Salary Adjustment for Instructors, Lecturers and Research Associates.**

(a) The University will provide, effective August 8, 2024, a \$1,000 recurring base salary increase to eligible in-unit Instructors, Lecturers and Research Associates.

(b) To be eligible for the increase, Instructors, Lecturers and Research Associates must:

- (1) Have at least three consecutive years' experience as an in-unit Instructor, Lecturer or Research Associate;
- (2) As of August 8, 2023, have been employed under a "multiyear appointment," as defined in Article 9.4(f)(3)(a) of the 2020-2023 CBA;
- (3) Have not been issued a notice of non-reappointment or termination or tendered a resignation prior to the effective date of this increase; and
- (4) Have not received an increase for a multi-year contract in the amount of \$1,000 on December 10, 2023.

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Both parties have tentatively agreed to Article 25, Salaries:

Michael Mattimore  
Michael Mattimore, UWF Chief Negotiator

Jonathan Fink  
Jonathan Fink, UFF Chief Negotiator

May 2, 2024  
Date: April 22, 2024

May 1, 2024

**APPENDIX A**  
**POSITION CLASSIFICATIONS IN THE BARGAINING UNIT**

All Faculty at the University of West Florida in the following position classifications holding regular, visiting, provisional, research, affiliate, or joint appointments are included in the bargaining unit.

8862 ~~Associate Clinical Professor~~ Vacant  
8863 ~~Clinical Professor~~ Vacant  
9001 Professor  
9002 Associate Professor  
9003 Assistant Professor  
9004 Instructor  
9005 Lecturer  
9009 Eminent Scholar  
9116 Professor of Professional/Clinical Practice  
9053 University Librarian  
9054 Associate University Librarian  
9055 Assistant University Librarian  
9056 Instructor Librarian  
9120 Associate in  
9121 Assistant in  
9145 Assistant Professor of Professional/Clinical Practice  
9146 Associate Professor of Professional/Clinical Practice  
9160 Research Scholar/Scientist/Engineer  
9161 Associate Research Scholar/Scientist/Engineer  
9162 Assistant Research Scholar/Scientist/Engineer  
9166 Research Associate  
9173 Counselor/Advisor

All employees with the following class code and titles are excluded from the Bargaining Unit:

9001 Vice President, Associate Vice President, Director, Dean, Associate Dean, Chair  
9002 Associate Vice President, Associate Dean, Chair, Assistant Dean, Director  
9003 Associate Dean, Assistant Dean, Director, Associate Vice President  
9004 Assistant Dean, Director, Associate Director  
9053 Director University Library, Associate Director University Library, Manager  
9120 Manager  
9199 Faculty Administrator, Director, Associate Director, and all other employees of the University of West Florida are excluding from this Bargaining Unit

Two classifications (8862 and 8863) needed to be revised to show the correct title of the classification as outline to PERC. Appendix A was revised and agreed upon by both parties on April 22, 2024.

*Michael Alattina*  
*May 2, 2024*

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Michael Mattimore  
Michael Mattimore, UWF Chief Negotiator

May 2, 2024

Jonathan Fink  
Jonathan Fink, UFF Chief Negotiator

May 1, 2024