

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between the University of Central Florida and Florida Public Employees Council 79, American Federation of State, County and Municipal Employees, AFL-CIO, ("AFSCME") for the purpose of capturing the agreed upon grievance levels throughout the Collective Bargaining Agreement.

WHEREAS, UCF and AFSCME are parties to a Collective Bargaining Agreement ("CBA") and have concluded full book negotiations in October 2021.

WHEREAS, UCF and AFSCME have concluded to engage in an understanding to reflect the original grievance rights throughout the collective bargaining agreement would not expand beyond the original steps, while reducing one step in order to efficiently process grievances. Specifically, Article 23, Grievance Procedure, was reduced from four steps to three steps as listed below:

Step One = Unit Head, Director, or Designee who will serve as the Step 1 Reviewer
Step Two = UCF Human Resources
Step Three = Arbitration

WHEREAS, UCF and AFSCME, hereby agree that the reduction in grievance step does not allow for additional grievance rights beyond the original Collective Bargaining Agreement. Specifically, grievance levels for the following articles will be updated to reflect the below:

Article 10 Learning Opportunities

Section 10.5 - Grievability

Update to CBA: Article can be grieved through *Step 2*

Article 18 Method of Filling Vacancies

Section 18.2(B)

Update to CBA: Employee may file a grievance up to *Step 2*

Article 20 Performance Evaluations

Section 20.3(A) - Grievability

Update to CBA: Employee not meeting performance standards may grieve the evaluation through *Step 2*
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Section 20.3(B)

Update to CBA: Grievance through *Step 3*

Article 22 Disciplinary Action

Section 22(C) – Grievability

Update to CBA: Grievance only through *Step 1*

Article 23 Grievance Procedure

Section 23.6 (A) – Step 3 Arbitration

Update to CBA: If the grievance is not resolved at *Step 2*, AFSCME may appeal the decision to arbitration using a Request for Arbitration in the form attached hereto as *Appendix E*...after receipt of the *Step 2* decision.

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Section 23.8(D)

Update to CBA: The parties may mutually agree to waive *Step 1*.

Maureen M. Binder

UCF Representative

1/24/23

Date

[Signature]

AFSCME Representative

1-24-2023

[Signature]

AFSCME Representative

12/16/22

Date