

MEMORANDUM OF AGREEMENT

WHEREAS, the University of Central Florida and the American Federation of State, County and Municipal Employees, AFL-CIO, Council 79, [hereinafter "AFSCME"] are parties to a Collective Bargaining Agreement for the period January 27, 2011 through September 30, 2013.

WHEREAS, AFSCME is the exclusive representative for the purposes of collective bargaining with respect to wages, hours, and terms and conditions of employment for all employees in the Collective Bargaining Agreement.

WHEREAS, the University and AFSCME have reached an agreement on terms and conditions of employment for in-unit employees of the Collective Bargaining Agreement.

THEREFORE, in consideration of the mutual agreements contained herein, the undersigned parties agree as follows:

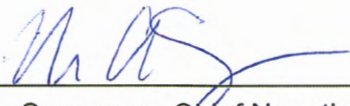
1. Unit members who are employed by UCF Pegasus Health shall be governed by the Paid Time Off (PTO) leave program in the UCF Pegasus Health employee handbook. The effective date of the PTO leave program shall be at such time as the UCF Pegasus Health clinic is opened and the PTO leave program is implemented. The parties acknowledge that such provisions are not applied to non-UCF Pegasus Health bargaining unit members. The parties further acknowledge that UCF Pegasus Health provides health services and that PTO leave programs are the standard and predominant method for granting employees leave benefits in the healthcare field. The parties also recognize that the number of unit members employed by UCF Pegasus Health is anticipated to be less than ten for the foreseeable future.

2. Unit members who are exempt from overtime under the Federal Fair Labor Standards Act shall receive annual leave and other leave benefits (sick leave, jury duty, funeral leave, etc.) in accordance with UCF Administrative & Professional pay plan employee benefits. This change in benefits for exempt unit members shall become effective on September 2, 2011. All other benefits

unrelated to leaves for exempt unit members shall remain unchanged and be in accordance with USPS employee benefits.

These provisions contain the entire agreement between the parties on this matter. All parties represent that they have read this MEMORANDUM OF AGREEMENT, understand its contents, and have executed it voluntarily.

FOR AFSCME:



Marc Sugerman, Chief Negotiator
AFSCME, Council 79, AFL-CIO

Date: 6/20/2011

FOR THE UNIVERSITY:



Mark Roberts, Chief Human
Resources Officer, UCF

Date: 6/20/2011