

**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 implementing one-time payment of \$1,000 for all eligible in-unit employees.

WHEREAS, UCF and AFSCME are parties to a Collective Bargaining Agreement ("CBA") the term of which expired September 30, 2019; and

WHEREAS, UCF and AFSCME have initiated collective bargaining negotiations for a 2019-22 collective bargaining agreement; and

WHEREAS, UCF and AFSCME, hereby agree to fully implement a one-time payment to all eligible in-unit employees covered by the collective bargaining agreement, as described below.

**One-Time Payments.**


The university shall implement a one-time payment of \$1,000 for all eligible in-unit employees to be included in paychecks on December 20, 2019.

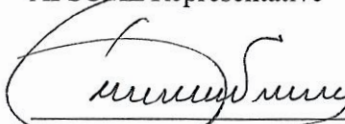
**Eligibility Criteria**

- A. Employees must have been employed in a regular position on or before June 30, 2019 and have been continuously employed through the date of implementation, which is November 29, 2019.
- B. Employees must have a current performance appraisal of at least "Satisfactory" or "Effective." If a current performance appraisal is not on file with Human Resources, a performance rating of "Satisfactory" or "Effective" will be assumed.
- C. Employees may not have resigned, received a notice of non-reappointment or termination, or an advance notice of separation at the time of implementation. Employees on interim, visiting, or other time-limited appointments are eligible for the \$1,000 one-time payment. Employees who have been provided notification of lay off from the university will not be eligible for the \$1,000 one-time payment.
- D. One-time payments for eligible contract & grant (C&G), auxiliary, local and COM-FPP employees must be paid from the appropriate contract & grant, auxiliary, local or COM-FPP revenues. No E&G funds are provided in support of these payments.

Signed this 31<sup>st</sup> day of October, 2019.

  
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UCF Representative

  
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AFSCME Representative

  
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AFSCME Representative

10-31-19  
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