

**Memorandum of Understanding
Article 8 Negotiations and Pending Arbitration**

This Memorandum of Understanding is entered into this 10th day of August, 2007, between the University of Central Florida Board of Trustees ("Board of Trustees") and the United Faculty of Florida ("UFF").

WHEREAS, the UFF is the certified bargaining agent for a unit of faculty and certain non-faculty employees of the University of Central Florida;

WHEREAS, the parties are currently engaged in collective bargaining negotiations;

and

WHEREAS, the parties are currently engaged in an arbitration proceeding *for* regarding the correct interpretation of the language of Article 8—Appointments, *in* the ~~2003-2007~~ Collective Bargaining Agreement between the Board of Trustees and the UFF. *✓ 2007-2008*

NOW THEREFORE, the parties agree as follows: ~~✓~~

*for the 2007-2008 contract
^ for the ~~2007-2008~~*

1. Discussions at the negotiating table regarding Article 8, including, but not limited to, interpretations of the language or the implementation of the current Article 8 and/or changes that either party would like to make in the article, may not be introduced at the arbitration proceeding;

2. Documents, including but not limited to, formal or draft proposals by either party, notes, formal or informal by either party, written rationales, minutes, and/or emails by either party may not be introduced at the arbitration.

✓ exchanged or created during negotiations for the 2007-2008 contract.

3. Neither party will interpret this Memorandum of Understanding as waiving, nor will this Memorandum of Understanding be in any way deemed to waive, any rights either party may have to bargain with respect to wages and other terms and conditions of employment, except as specifically set forth herein.

UNITED FACULTY OF FLORIDA

UCF BOARD OF TRUSTEES

[Signature]
By: _____
Date: 8/10/2007

[Signature]
By: _____
Date: 8/10/2007