

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into by and between the University of Central Florida Board of Trustees ("UCF") and the UCF Chapter of the United Faculty of Florida ("UFF") for the purpose of supplementing Article 24 of the 2022-2024 BOT-UFF Collective Bargaining Agreement ("CBA") until a new CBA for 2024-2027 is ratified.

WHEREAS UFF is the certified bargaining agent for a unit of employees of the University of Central Florida;

WHEREAS the parties will open full-book negotiations for the 2024-2027 CBA by November 2023 and will conclude those negotiations at an unknown time;

WHEREAS UCF intends to decommission all university sponsored email addresses on the knights.ucf.edu domain by the end of UCF's 2023-2024 fiscal year (i.e., by June 30, 2024);

WHEREAS Article/Section 24.4 (a) of the current CBA lists benefits for retirees (i.e., for in-UFF employees who are about to transition to retired status or former in-UFF employees who are retired from UCF) that includes a University sponsored email address (name@knights.ucf.edu);

WHEREAS UCF and UFF hereby agree to supplement Article 24 of the current CBA with the following terms until negotiations on a new full-book 2024-2027 CBA are completed and a new CBA is ratified.

The parties hereby agree that from the date this MOU is fully executed until a new full-book CBA is ratified that:

- Upon request by a retiring employee, the university shall provide a University sponsored email address.
- As of the date of this MOU's signing, the University sponsored email address requested by a retiring employee shall be their most recent employee email address (i.e., name@ucf.edu).
- Post employment, the University may decommission a University sponsored email address automatically if that address has not been accessed for one year or longer.
- Post employment, a retiree in good standing whose University sponsored email address was decommissioned may request that such an email address be commissioned.
- Any retiree (from a position represented by UFF) who is in good standing, no longer has a University employee email address (i.e., name@ucf.edu), and was provided a Knights email address as a replacement upon retirement, may request to be provided an employee email address (i.e., name@ucf.edu).
- Any person using a University sponsored email address shall abide by all laws and University policies and regulations regarding email and use of University information technology resources or their University sponsored email address may be decommissioned.

Signed this 29th day of November, 2023.

UCF Representative

UFF Representative