WHEREAS, the parties have engaged in a consultation session on November 9, 2007, to discuss forming a joint committee to study the viability of a paid parental leave program, and

WHEREAS, the parties have agreed upon some parameters for the study committee, which the parties wish to memorialize in writing,

NOW THEREFORE, the parties, for and in consideration of the mutual benefits and obligations herein set forth, have entered into this Memorandum of Understanding, and agree as follows:

Paid Parental Leave Study Group
The parties agree to form a Paid Parental Leave Study Group of not more than ten (10) persons with equal UWF and UFF representation to study, in the context of other existing options, the viability and implications of providing paid parental leave for faculty who become parents through the birth or adoption of a child. The Study Group will make recommendations to the parties no later than March 1, 2008. At a minimum, the Study Group shall consider the following issues:

1. The cost of such a program to the University and the source of funding to pay for the costs incurred.
2. The benefits to the University of offering paid parental leave, including considerations of enhanced ability to recruit and retain faculty.
3. The effect of such a program on staffing throughout the University, taking into account faculty qualification issues related to accreditation, number of faculty in various departments or units, and responsibility of locating a suitable replacement.
4. Eligibility considerations for paid parental leave, including frequency and length of service.
5. Consideration of duration of paid parental leave, taking into account input from all affected parties.
6. Other items as determined by the joint study committee, including information about the forecasted usage level of such a policy.

This Memorandum of Understanding is entered into on this 9th day of November, 2007.

For the United Faculty of Florida:

Rosemary Hays-Thomas, President, UFF

For the University of West Florida Board of Trustees:

John C. Cavanaugh, President, UWF