

From: "Moats, Michael" <michael.moats@floridaea.org>
To: "Jim Tracy (jamestrcy@yahoo.com)" <jamestrcy@yahoo.com>
Cc: "Robert Zoeller (president@uff-fau.org)" <president@uff-fau.org>
Sent: Friday, December 18, 2015 5:43 PM
Subject: Legal services

Jim,

FEA has retained Thomas Johnson as legal counsel for you. He is a very competent public education employee labor attorney in the Tampa area who has worked extensively for FEA and UFF.

I have spoken with him a few minutes ago and am sending him all the relevant documents. We will work on a response for you in time to meet your ten day deadline. Once he has had an opportunity to review the relevant documents, including the CBA, he will be in contact with you – probably Monday or Tuesday – to discuss options.

Michael

Michael Moats

Service Unit Director

United Faculty of Florida

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FEA/NEA/AFT/AFL-CIO

"We Can Do Together, What You Cannot Do Alone!"

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To: Jim Tracy <jamestrcy@yahoo.com>
Cc: Robert Zoeller <president@uff-fau.org>; Johnson Thomas <tom@tjlawpa.com>
Sent: Sunday, December 20, 2015 11:26 AM

Subject: Your media comments

Jim,

I would think you would understand the very first rule when in such a situation is to talk to no one but your defense team.

You are quickly limiting if not eliminating any chance that the university would or could entertain a resignation.

I advised you not to talk to the media and I am reiterating that advice now.

More importantly, you know that the university is not terminating you over free speech issues. Your refusal to properly complete required documents gave them another - likely valid - reason to terminate.

Michael Moats
Service Unit Director
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To: "Moats, Michael" <michael.moats@floridaea.org>
Cc: Robert Zoeller <president@uff-fau.org>; Johnson Thomas <tom@tjlawpa.com>
Sent: Sunday, December 20, 2015 1:03 PM
Subject: Re: Your media comments

Michael,

Thank you for that advice.

In our December 18 phone conversation you stated that you never advised me to *not* to fill out and submit an Outside Activities Form. I have for the record attached the letter I wrote following very close consultation with you in January 2013.

Jim

James F. Tracy, Ph.D.

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