

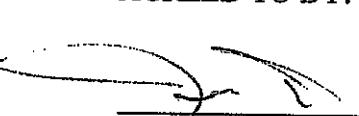
## SETTLEMENT AGREEMENT

**SUBJECT:** Negotiated Settlement of Grievance 2013-02

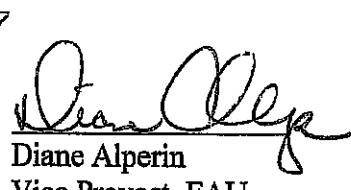
We have reached a negotiated settlement to Grievance 2013-02 filed on April 26, 2013 as follows:

1. Grievant, James Tracy, agrees not to use his work title (Associate Professor or similar) in any of his public postings or communications unless the statements made are those of the University and prior written approval has been given. This includes all postings to his personal blog(s), comments to his own or other blogs, his twitter feed, or any other social media or other media outlet regardless if written or electronic.
2. Grievant will publish a disclaimer approved by the Vice Provost to satisfy the provisions of Article 5.3(d) of the CBA on the same web or written page as the content, and not on a different page or "About" page. This is necessary as links to the personal postings bypass other pages and go directly to the content.
3. FAU will remove the Notice of Discipline dated March 28, 2013 related to the past violation of Article 5.3(d) from the grievant's personnel file.
4. The grievant, the UFF, and the University agree that the intent and purpose of negotiated Article 5.3(d) remains in effect and serves an important function to the welfare of the University and its faculty.
5. In accordance with Article 20.10, this agreement and the underlying issues and facts are unique, and this agreement does not constitute precedent in any other matters. Upon signing below, this grievance is settled and withdrawn.

AGREED TO BY:

  
James Tracy  
Grievant  
Date: 9/26/13

  
Doug Broadfield  
UFF  
Date: 9/26/13

  
Diane Alperin  
Vice Provost, FAU  
Date: 9/26/13