

**Subject:**RE: email  
**From:** [Moats, Michael](#)  
**Date:** Thursday, December 17, 2015 4:03 PM  
**To:** [James Tracy](#)

Jim,

Attached is the "Form A" Request for Legal Services. Please read carefully, sign and date, and return to me asap. I cannot request legal assistance until I receive the completed form from you and our Tallahassee office closes early next week.

I have asked for an extension of the ten day response time for you until at least January 6, 2016. While I do not expect your response to make any difference to them, at least they cannot stop payment of salary until they have received it and mailed the actual Notice of Discipline – Termination to you. That actual termination notice, or perhaps the actual Board of Trustees action of termination, would be the "grievable event", which means delaying your 10-day response not only delays your loss of income, but also delays the grievance filing deadline giving the attorney more time to review and prepare.

In the meantime, as I suggested on the telephone, you need to seriously consider an agreement to resign to avoid the termination. I would suggest we might be able to negotiate a settlement whereby you could resign and retain some income. If they terminate, you are off the payroll immediately and lose any terminal sick leave payout also. Incidentally, in case we are able to negotiate, do you have accrued unused sick leave, what is your annual salary, how close to retirement are you? While no one wishes to resign, you need to seriously consider the consequences of a termination that is upheld by the arbitrator or court.

Michael

***Michael Moats***

*Service Unit Director*

*United Faculty of Florida*

[michael.moats@floridaea.org](mailto:michael.moats@floridaea.org)

Cellular: 813.240.5602

Office/Fax: 321.613.3308

FEA/NEA/AFT/AFL-CIO

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

**From:** James Tracy [mailto:jamestracy@startmail.com]

**Sent:** Thursday, December 17, 2015 2:10 PM

**To:** Moats, Michael

**Subject:** email

Michael,

Just wanted to ensure you have the correct email. Standing by the sign/process any paperwork.

Thanks again for your time and guidance.

Jim

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