

MEMORANDUM OF UNDERSTANDING
BETWEEN
OHIO UNIVERSITY AND FOP

Re: WINTER BREAK CLOSURE 2012

In order to be consistent with the Classified non-bargaining unit employees at OHIO, the parties, Ohio University and the Fraternal Order of Police, Ohio Labor Council, Inc. have met and discussed the proposed Winter Break Closure from December 25, 2012 through January 1, 2013. The parties have agreed to the following:

- 1). December 25, 2012 is when OHIO recognizes the Christmas Holiday. December 26, 2012 is when OHIO recognizes the Presidents' Day Holiday. January 1, 2013 is when OHIO will recognize the New Year Holiday. If an employee is required to work on a day designated by the University as a holiday, Article 29 will apply.
- 2). The days in between December 25, 2012 and January 1, 2013 that are not otherwise delineated as an OHIO holiday are Winter Break Closure ("WBC") days.
- 3). Employees with less than 10 years of University service will receive WBC pay for three (3) winter break closure days (if they do not work); Employees who have 10 or more years of University Service with OHIO will receive WBC pay for two (2) days and will be required to use one (1) vacation day during the Winter Break Closure (if they do not work).
- 4). In order to maintain the campus and provide safety services during the WBC, it is understood that FOP members will be required to work. If scheduled during the WBC, bargaining unit employees will be required to work during the closure and will be given their days off at a later date (2-3 eight hour days depending upon years of service). No overtime will be paid for working a WBC day, unless the employee exceeds 40 hours in the work week – pursuant to Article 12.
- 5). Employees will use the pay-code designated by payroll for WBC to report the University-provided time off during WBC. Employees with more than 10 years of service who are required to use vacation time for one of the days will report vacation time.
- 6). This MOU/Agreement will continue in effect until January 30, 2013. This agreement is non-precedent setting.

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In accord, the parties affix their signatures:



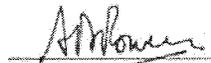
Erika Pearsol-Christie
Director, Employee & Labor Relations

12/13/12
Date



Tim Woodyard
President, FOP

12-13-12
Date



Andrew D. Powers
Chief of Police, OHIO

12.13.12
Date



Ross Rader
Ohio Labor Council, Inc.

12-13-12
Date

STATE OF OHIO
STATE EMPLOYMENT RELATIONS BOARD

IN THE MATTER OF:

FRATERNAL ORDER OF POLICE,	}	
OHIO LABOR COUNCIL, INC.,	}	Case No(s): 11-MED-02-0161
EMPLOYEE ORGANIZATION,	}	
	}	
and,	}	
	}	
OHIO UNIVERSITY,	}	
EMPLOYER.	}	

FILING OF MEMORANDUM OF UNDERSTANDING
TO THE COLLECTIVE BARGAINING AGREEMENT
(Addendum)

Pursuant to Board Rule 4117-09-07, the F.O.P. Ohio Labor Council Inc. hereby files a copy of an Addendum to the Collective Bargaining Agreement executed between the parties in the above captioned case(s). (See attached).

Respectfully Submitted,



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cc: Mr. Andrew Powers
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