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MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by the University of Cincinnati and the Fraternal Order of Police, Ohio Labor Council, Inc. ("FOP"), the union representing a bargaining unit of University Employees in the classification of Police Officer as certified by the Ohio State Employment Relations Board. The parties agree to the following modifications to the Collective Bargaining Agreement which is set to expire on June 30, 2017.

1. From January 1, 2016 to June 30, 2016, bargaining unit members will continue to be paid for holidays in accordance with current contract language.

2. Starting July 1, 2016, all bargaining unit members shall receive a Holiday Compensatory Time Bank of 148.5 hours. The 148.5 hours is representative of seven (7) holidays and four (4) seasonal closure days, 9 hours for each day at time and a half. Hours in this bank may be used in the same manner as regular compensatory time through December 31, 2016. Hours not used by this date will be paid out by the University no later than January 31, 2017.

3. Beginning January 1st, 2017, all bargaining unit members shall receive a Holiday Compensatory Time Bank of 189 hours as of January 1st of each year of the agreement. The 189 hours is representative of ten (10) holidays and four (4) seasonal closure days, 9 hours for each day at time and a half. Hours in this bank may be used in the same manner as regular compensatory time through December 31 of the year in which it was earned. Hours not used by this date will be paid out by the University no later than January 31st of the following year.

4. Bargaining unit members beginning employment after January 1st in any calendar year shall be pro-rated a Holiday Compensatory Time Bank equal to the number of holidays remaining in the year along with four (4) seasonal closure days, nine (9) hours per day at time and a half. Hours in this bank may be used in the same manner as regular compensatory time through December 31 of the year in which it was earned. Hours not used by this date will be paid out by the University no later than January 31st of the following year.

5. Bargaining unit members desiring to take off a recognized University Holiday or Seasonal Closure day will be required to use accrued time for such purpose otherwise they will be expected to be at work if normally scheduled.

6. Bargaining unit members who leave their employment with the University prior to the end of the year who have Holiday Compensatory time remaining shall be paid out a prorated amount equal to the number of holidays and/or seasonal closure days which have passed.

7. Bargaining unit members who leave their employment with the University prior to the end of the year who have used their entire holiday compensatory time bank may, at the University's discretion, be required to reimburse the University for the time used which had not yet been earned.

FOR THE UNIVERSITY:

William Johnson

FOR THE FOP, OHIO LABOR COUNCIL:

Tom Fehr

Signed this 22nd day of April, 2016.