

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between Ohio University (the Employer) and the FOP, Ohio Labor Council (the Union) in order to be consistent with the classified non-bargaining unit employees at OHIO concerning Winter Break Closure (WBC) from December 25, 2014 through January 1, 2015.

The parties agree as follows:

1. December 25, 2014 is when OHIO recognizes the Christmas Holiday. December 26, 2014 is when OHIO recognizes the Presidents' Day Holiday. January 1, 2015 is when OHIO recognizes the New Year Holiday. If an employee is required to work on a day designated by the University as a holiday, Article 25 will apply.
2. The days in between December 25, 2014 and January 1, 2015 that are not otherwise delineated as an OHIO holiday are 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 WBC (if they do not work).

4. In order to provide emergency services during the WBC, it is understood that a minimum number of FOP/OLC members will be required to work. If scheduled during the WBC, bargaining unit employees may be required to work during the closure, subject to management discretion, and will be given their days off at a later date (2 or 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 19.
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 will continue in effect until January 30, 2015 and is non-precedent setting.

Date: 12.19.14

For the University:



Michael J. Courtney
Director, Employee & Labor Relations



Andrew D. Powers, Chief of Police

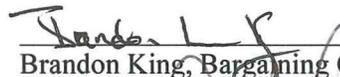
For the FOP, Ohio Labor Council:



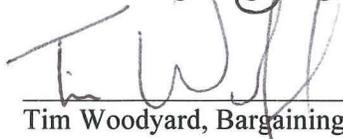
Andrea H. Johan, Staff Representative



Kevin Frith, Bargaining Committee Member



Brandon King, Bargaining Committee Member



Tim Woodyard, Bargaining Committee Member