

**Memorandum of Understanding**

The University of Akron and the Fraternal Order of Police, Ohio Labor Council, Inc. agree to temporarily deviate from Article 32, Section 32.2 of the collective bargaining agreement. The intent is to implement a contingency twelve-hour shift and team rotation schedule for use during the Public Health Emergency of COVID-19. Officers will be given the opportunity to bid for their preferred team assignment based on seniority. The proposed schedule is attached along with a proposed bid sheet.

Officers who are currently on leave or working under the Flexible Working Conditions Arrangement Policy will not be included in the initial sign up. If personal situations change during this Public Health Emergency and the officers become available to work under the twelve-hour shift arrangement, they will be given the opportunity to request their preferred team schedule and will be given an assignment based on department needs at the time.

Due to the unpredictability of this Public Health Emergency, The University of Akron retains the right to change shift assignments and schedules due to illness and changing business needs. This MOU will remain in effect for the duration of the COVID-19 public health emergency as determined by federal, state or local authorities. The University agrees to continue the twelve hour shift arrangement, as described in this MOU, for seven (7) additional days beyond the date authorities declare cessation of the emergency and before transitioning to the scheduling terms and conditions stipulated in Article 32, Section 32.2 of the collective bargaining agreement.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be made effective this \_\_\_ day of March, 2020.

  
\_\_\_\_\_  
The Fraternal Order of Police / Ohio Labor Council

3/27/20  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
The University of Akron

3-30-20  
\_\_\_\_\_  
Date