

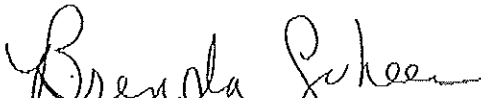
Memorandum of Understanding

The University of Akron and the Fraternal Order of Police, Ohio Labor Council, Inc. agree to implement a shift preference system and a vacation preference system, as defined in this memorandum, on a trial basis for the 2017 calendar year, with an option to renew yearly upon agreement of both parties.

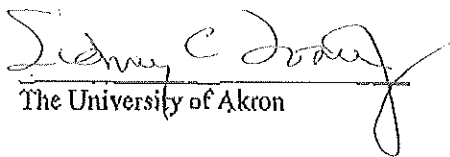
The University will post the shift preference list from October 1, 2016 through October 31, 2016 for the 2017 calendar year. Bargaining unit members will be able to express their shift preference during this time. The University will award shift preferences, based on seniority, no later than November 15, 2016, with the new shifts beginning on January 1, 2017.

The University will post the vacation preference list from November 1, 2016 through November 30, 2016 for the 2017 calendar year. Bargaining unit members will be able to express their vacation preference during this time. The University will award vacation preferences, based on seniority, no later than December 15, 2016 for the 2017 calendar year.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Understanding to be made effective this 1st day of JUNE, 2016.


The Fraternal Order of Police

6-1-16
Date


The University of Akron

6-2-16
Date