

## Memorandum of Understanding regarding Winter Leave/Winter Break

This Memorandum of Understanding (MoU) is entered into by and between Wright State University ("the University") and AAUP-WSU ("the Union") to confirm the understanding and application of the University's newly adopted Winter Break Policy as it applies to bargaining unit members represented by the Union.

WHEREAS: Article 29.3.4 of the current collective bargaining agreement provides that *"If the University closes for all of the business days between the paid holidays of Christmas and New Year's Day, Members with a fiscal appointment will receive two days of paid winter leave and will either work or use vacation hours for the other days. The University recognizes that Members may elect to work off campus during this period."*

WHEREAS: The University will no longer be providing "Winter Leave" for employees due to a new Winter Break Policy that handles pay for the Winter Break through "Closure Pay."

WHEREAS: The Parties desire for bargaining unit members who are represented by the Union to enjoy Winter Break on the same terms and conditions as unrepresented employees.

NOW THEREFORE, the following is agreed:

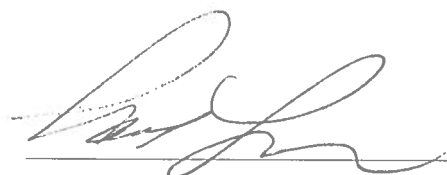
Effective immediately, the Parties affirm that **fiscal** bargaining unit members who are represented by the Union are subject to the Winter Break Policy and that this MoU supersedes Article 29.3.4 of the collective bargaining agreement.

The Policy is available at <https://policy.wright.edu/policy/8440-winter-break>, and is incorporated herein by reference.

Agreed and Signed:




Megan Faragher  
President  
AAUP-WSU



Carol Loranger  
Vice Provost for Faculty Affairs  
Wright State University



Gretchen L. McNamara  
Chief Negotiator  
AAUP-WSU



Emily Hamman  
Vice President and Chief HR Officer  
Wright State University

12-17-25