

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 Fraternal Order of Police, OLC, Inc. ("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 27 Section 10 of the current collective bargaining agreements provide that *"If the University, in its sole discretion, chooses to close during the period between the Christmas Day Holiday and the New Year's Day Holiday, bargaining unit members shall be eligible for Winter Break and/or Winter Leave on the same basis as other non-represented, classified staff.*

Employees who are assigned to work during the above period and are unable to use any portion of the provided bank of Winter Leave during the Winter Break will be permitted to use that time between the first of the year and June 30th. This time must be taken in full day increments (based on FTE and regular work schedule) and is subject to the same approval process as vacation time."

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 bargaining unit members who are represented by the Union are subject to the Winter Break Policy, subject to the same terms and conditions as unrepresented employees.

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

Agreed and Signed:

For Wright State University

Emily Hamman, Vice President and CHRO

Printed Name/Title



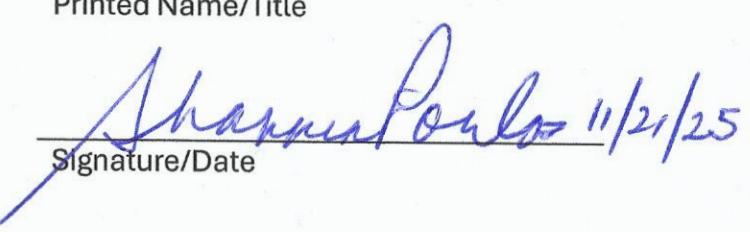
11-26-25

Signature/Date

For Fraternal Order of Police, OLC, Inc.



Printed Name/Title

Shannen Poulos

11/21/25

Signature/Date