

## **Memorandum of Understanding Regarding Hours of Work for Patrol**

WHEREAS, The University of Akron (the "University) and the Fraternal Order of Police, Ohio Labor Council, Inc. ("FOP"), collectively referred to herein as the "Parties", previously agreed in the current Collective Bargaining Agreement, Article 32, §10, that on or about November 1, 2022, the Parties shall meet and confer to discuss moving patrol officer shifts from an eight (8) hour standard workday to a twelve (12) hour standard workday, as both parties are open to this change;

WHEREAS, The Parties recognize the limitations of the current HRIS platform in supporting a twelve (12) hour standard workday;

WHEREAS, The Parties acknowledge the potential impact to campus safety and officer morale in a twelve (12) standard workday;

WHEREAS, The Parties acknowledge the ongoing obstacles to securing and maintaining adequate levels of staffing for patrol officer shifts on the current eight (8) hour standard workday;

NOW THEREFORE, the Parties hereby agree to the following:

**Hours of Work:** Patrol officer shifts will transition to be a ten (10) hour standard workday, consisting of three overlapping shifts as follows:

Day (First):	06:00-16:00
Afternoon (Second):	15:00-01:00
Midnight (Third):	21:00-07:00

The schedule will repeat on a seven (7) week basis following the pattern of:  
five (5) on, four (4) off, four (4) on, four (4) off, four (4) on, four (4) off, five (5) on, three (3) off, five (5) on, three (3) off, five (5) on, three (3) off – *See Appendix A for visual representation of schedule*

WHEREAS, Article 21 § A1 currently provides as follows:

*Any illness of more than twenty-four (24) consecutive work hours requires a physician's certification of illness.*

The Parties agree that Article 21 § A1 shall be amended to provide as follows:

*Any illness of more than twenty-four (24) consecutive work hours for members assigned to an eight (8) hour standard shift schedule or more than thirty (30) consecutive work hours for members assigned to a ten (10) hour standard shift schedule requires a physician's certification of illness.*

WHEREAS, Article 31 § 1 currently provides as follows:

*Forty (40) hours will be the normal work week for all bargaining unit members. Bargaining unit members will normally be scheduled for a minimum of two (2) consecutive days off per week. Each work week shall consist of seven (7) days, commencing on Monday and ending the following Monday.*

The Parties agree that Article 31 § 1 shall be amended to provide as follows:

*Forty (40) hours will be the normal work week for all bargaining unit members. Bargaining unit members will normally be scheduled for a minimum of two (2) consecutive days off per week when assigned to an eight (8) hour standard shift schedule. Bargaining unit members will normally be scheduled for a minimum of three (3) consecutive days off per week when assigned to a ten (10) hour standard shift schedule. Each work week shall consist of seven (7) days, commencing on Monday and ending the following Monday.*

**Limitations:** This MOU is specifically limited to the terms herein and nothing contained in this in this MOU shall be construed as precedent setting and does not serve to relinquish or diminish the University's management rights as enumerated in Article 2 of the CBA.

**Duration:** The ten (10) hour standard workday shall be temporary and become effective at the beginning of the first pay cycle following January 1, 2026, and shall remain in effect through the duration of the current collective bargaining agreement wherein the parties may agree to permanently amend the contractual language, in whole or in part and include said language in a successive collective bargaining agreement.

**Shift Bid and Vacation:** The implementation of this MOU shall trigger a shift bid, to occur no later than November 30, 2025, to become effective at the beginning of the first pay cycle following January 1, 2026. The University will honor all existing vacation preference awards until the next vacation preference sheet is posted. New vacation requests will be evaluated on a case-by-case basis, and reasonable requests will not be denied, provided that adequate staffing levels are not compromised.

**Conflict Resolution:** Parties intend the terms of this MOU to supersede the Collective Bargaining Agreement (CBA) and Ohio Revised Code provisions on the same subject. In the event of a conflict between the terms of this MOU and CBA on other subjects, provisions of the CBA shall prevail, provided that the Ohio Revised Code or other applicable law does not provide specific guidance on the subject.

IN WITNESS WHEREOF, The Parties agree to this Memorandum of Understanding Regarding Hours of Work for Patrol to be made effective as of the date last signed below.

THE UNIVERSITY OF AKRON

By: Misty Kellers  
Date: 11-13-2025

FRATERNAL ORDER OF POLICE, OHIO LABOR COUNCIL

By: Clive  
Date: 11/07/2025

Reviewed and Approved

  
Mark G. Stasitis  
Associate Vice-President  
and Deputy General Counsel

Date: 11.13.2025

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**Appendix A – Model 10-Hour Shift Pattern**

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	On Duty	On Duty	On Duty	On Duty	OFF	OFF	OFF
2	OFF	On Duty	On Duty	On Duty	On Duty	OFF	OFF
3	OFF	OFF	On Duty	On Duty	On Duty	On Duty	OFF
4	OFF	OFF	OFF	On Duty	On Duty	On Duty	On Duty
5	On Duty	OFF	OFF	OFF	On Duty	On Duty	On Duty
6	On Duty	On Duty	OFF	OFF	OFF	On Duty	On Duty
7	On Duty	On Duty	On Duty	OFF	OFF	OFF	On Duty