

MEMORANDUM OF UNDERSTANDING
SSU/FOP Collective Bargaining Agreement 2024-2027

**Re: Education Benefits/Life Insurance Benefits/Changes to Special Duty Pay /Changes to
Article 26: Hours of Work and Overtime**

WHEREAS, The Fraternal Order of Police, Ohio Labor Council, Inc. ("FOP") wishes to incorporate into its 2024-2027 collective bargaining agreement ("CBA") with Shawnee State University ("SSU") certain employment benefits provided to other categories of SSU employees that were not included in the CBA: and

WHEREAS, SSU is agreeable to incorporating such employment benefits into the CBA, in exchange for the FOP's agreement to modify certain existing language in the CBA;

THEREFORE, BE IT RESOLVED that the Parties agree to the following:

- The entirety of the following sections and their respective sub-sections of SSU Policy 4.54, Professional Development (Degree and Non-Degree), shall be incorporated into the CBA and made applicable to bargaining unit members: Section 3.0 (Elective Professional Development), Section 4.0 (Waiver of On-Campus Tuition (Undergraduate and Graduate)), Section 5.0 (Undergraduate Courses), Section 6.0 (On-Campus Graduate Courses), Section 7.0 (Criteria for On-Campus Tuition Waiver (Undergraduate and Graduate)), and Section 8.0 (Off-Campus Graduate Tuition Reimbursement). The maximum educational benefits set forth in the aforementioned sections of Policy 4.54 shall include benefits that any officer received prior to the execution of the CBA. References to the "vice president" within these sections shall mean the Chief Operating Officer. In the event that SSU revokes or modifies some or all of the aforementioned sections of Policy 4.54, such revocation or modification shall apply to bargaining unit members. A copy of Policy 4.54 is attached hereto as Exhibit A; and
- SSU will provide bargaining unit members with Basic Life Insurance in the amount of 2.5 times the member's base annual salary. SSU also will provide an Accidental Death & Dismemberment benefit that pays an additional 2.5 times the base salary in the event of an accidental death. SSU will pay the life insurance premium, however, to the extent that the value of the insurance exceeds the IRS threshold, the value of insurance may be subject to income tax payable by the bargaining unit member. SSU will also make available to bargaining unit members the following optional insurance at the bargaining unit member's expense, through payroll deduction: additional life insurance coverage for full-time bargaining unit members, their spouses, and eligible dependents; and whole life insurance, accident critical illness/cancer coverage for employees, spouses, and eligible dependents. In the event that SSU revokes or modifies some or all of the aforementioned insurance coverage for administrative employees, revocation or modification shall apply to bargaining unit members.
- The first sentence of Article 26, Section 26.3 of the CBA shall be modified to:

“An employee who is scheduled to appear in court outside his/her scheduled shift shall receive a minimum of two (2) hours work unless it is immediately contiguous to the officer’s regularly scheduled shift.”

- Article 26, Section 26.4 shall be modified to:

“An employee who is called in for unscheduled work or is contacted on off-duty time and spends a substantial amount of time handling an issue without coming on station shall receive a minimum of two (2) hours of work unless it is immediately contiguous to the officer’s regularly scheduled shift. Once an officer completes his or her duties the officer may be permitted to leave the premises and receive his/her two (2) hours of overtime subject to supervisory approval.”


- Article 26, Section 26.7 (C) shall be modified by striking this existing language:

“If a Special Duty assignment is made with less than ten (10) business days’ notice, the officer(s) working the assignment shall be paid at double their base rate of pay”

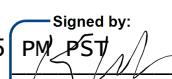
and substituting the following language in its place:

“The Director of Public Safety will obtain a schedule of forthcoming events at the Vern Riffe Center for the Arts (VRCFA) and elsewhere on campus that might require special duty officers, and will provide the schedule to the FOP as far in advance as possible. The Director of Public Safety shall coordinate coverage of such events with the FOP.”

This MOU will be non-recurring and non-precedent setting and shall not be deemed to establish a past practice. The parties consent to electronic signatures to execute this MOU.

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Signature Date 12/17/2024 | 2:45 PM PST

For the University:
Eric Andrew Braun, J.D., Ed.D.
President, Shawnee State University

Signed by:

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Signature Date 12/17/2024 | 10:38 AM EST

For the Union:
Keith Washburn, Staff Attorney
Fraternal Order of Police/Ohio Labor Council, Inc.

DocuSigned by:

Britton Morris, Committee Member
Signature Date 12/17/2024 | 9:58 AM EST

Signed by:

Bernard Cooper, Committee Member
Signature Date 12/17/2024 | 7:37 AM PST