Memorandum of Understanding
between the
Grand Rapids Community College
and the
Educational Support Professionals
10/2/2012

Effective upon signing, Article 13.14A shall be modified as follows:

Existing Language:

Forced Transfer

A. A forced transfer employee is identified as one whose position has been eliminated or substantially changed. "Substantially changed" is defined as a 15% or more increase or reduction in the employee's annual salary. If an employee's position is eliminated, the employee shall be notified in writing at least thirty (30) days prior to the effective date.

Replace with

New Language:

Forced Transfer

A. A forced transfer employee is identified as one whose position has been eliminated or substantially changed. "Substantially changed" is defined as a 15% or more increase or reduction in the employees annual salary, or if the position is formally re-classified to a lower level. If an employee's position is eliminated or substantially changed, the employee shall be notified in writing at least thirty (30) days prior to the effective date.

Under these circumstances, a forced transfer will not be eligible to bump another unit member per Article 13, Section 14, B.3. If no other vacancy exists, the “forced transfer” will be placed in the position he/she formerly held at the lower grade level. His or her rate of pay will remain at the higher rate, for two years, per the forced transfer language.

Misty McClure
ESP President

Kathy Keating
GRCC Chief Negotiator
10/4/12

10/4/12