MEMORANDUM OF UNDERSTANDING  
between the  
GRAND RAPIDS COMMUNITY COLLEGE  
and the  
EDUCATIONAL SUPPORT PROFESSIONALS  
September, 2013

Grand Rapids Community College and Educational Support Professionals (ESP) mutually agree to move Toy McNeal, ESP assigned to the Learning Resource Center, to the Center for Teaching and Learning. The restructuring of the Center for Teaching and Learning has created a need for a full time ESP. The FTE will be moved from the Learning Resource Center to the Center for Teaching and Learning effective September 3, 2013 and will remain at Level A.

To facilitate this transfer the parties agree to waive the following provisions:

**Article 13, Section 1.A**

**Vacant or New Positions**

The College shall notify the employees by bulletin of all newly created and vacant positions that fall within the classification of employees covered by this Agreement as defined in Article 1, Section 2. Within five (5) business days after notice is given, employees may notify the Human Resources Office that they are interested in a position. Such notice shall be submitted in the form of a resume and cover letter, or as otherwise designated by the Human Resources Office.

**Article 13, Section 2**

**Position Security**

In the event that it is deemed necessary by the College for a position within the Association to be eliminated or upgraded, the Executive Director of Human Resources shall meet with the President of the Association to present rationale. The President of the Association shall discuss such rationale with the Executive Board and present an opinion to the Executive Director of Human Resources.

**Article 13, Section 8**

Probationary Period (Internal Transfers) – Entire Section

**Article 13, Section 14**

Forced Transfer Language - Entire Section

- Should Ms. McNeal transfer to another position, or leave the employ of the College, the position in the CTE will be submitted to the ESP classification team prior to being posted.

Debra Stout  
ESP President

Date: 9-9-13

Deborah Sanders  
Office of the General Counsel

Date: 9-13-13
Memo of Understanding between Grand Rapids Community College and College Employees Benefits Association (CEBA) November 2013

GRCC and CEBA mutually agree to remove MESSA choices as an insurance plan option effective immediately. Priority Health HMO and Priority Health HSA will be the two insurance plan options available to CEBA members. Article VII.C.2 Health Insurance will be modified as follows:

Existing Language:

Health Insurance: The College shall follow the law with respect to employer contributions toward health care premiums. Effective July 1, 2012, CEBA members will be offered MESSA choices. The College shall offer each full-time employee (32.5 hours per week) Hospital/Medical Insurance.

A. MESSA Choices II insurance. This also includes $10/$20 prescription drug coverage and no deductible.
B. Priority Health HMO
   1. MESSA Plan restrictions prohibit employee groups from offering alternate plans to members
   2. All employees covered by Priority Health HMO as of July 1, 2011 may continue their Priority Health coverage.
   3. New employees will be offered MESSA Choices II as their insurance provider.

New Language:

Health Insurance: The College shall follow the law with respect to employer contributions toward health care premiums. The College shall offer each full-time employee (32.5 hours per week) Hospital/Medical Insurance. Health care options are as follows:

A. Priority Health HMO

B. Priority Health HSA
   a. In-Network Deductible - $1,250 Single/$2,500 Family
   b. No Out of Network Benefit Coverage
   c. Prescription Coverage – (AFTER deductible) Retail 31 day - $10/Generic & $40/Brand

Suzanne Fortier

CEBA President
11-13-13

Bob Sanders

GRCC
11-13-13