Memo of Understanding
Between
Grand Rapids Community College (GRCC)
And
Grand Rapids Community College Faculty Association

April, 2013

This MOU acknowledges a change in practice regarding the method used to track allotted FMLA leave time. Commencing July 1, 2013, GRCC will calculate FMLA time used based upon a fixed 12 month period from July 1 to June 30th. GRCC and the Faculty Association mutually agree to change the language in Article 8.B.4, effective July 1, 2013.

Article 8, Section B – Family and Medical Leave Act

Existing Language:

4. In determining the 12 months in which FMLA leaves may be taken, a rolling twelve (12) month period measured backward from the last leave date will be used

Replace with

New Language:

4. In determining the 12 months in which FMLA leaves may be taken, a fixed 12-month Fiscal Year period (July 1 through June 30) will be used.

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Faculty Association Representative

Date: 4-9-13

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GRCC

Date: 4-9-13