Memo of Understanding
Between
Grand Rapids Community College (GRCC)
And
The Police Officers Labor Council
Campus Police Unit of Grand Rapids Community College (POLC)

March, 2013

This MOU is made by mutual agreement for the purpose of clarifying the application of the GRCC Tuition Waiver Benefit. GRCC and POLC mutually agree to change the language in Article 14.1.7, effective immediately.

Article 14, Section 1 - Tuition Waiver for Grand Rapids Community College Tuition for Employee, Employee Spouse and Eligible Children
Existing Language:

7. Tuition waiver for each full-time employee, spouse and eligible child shall not exceed twelve (12) contact hours and related fees (regardless of residency) at Grand Rapids Community College per semester (Fall, Winter and Summer). Tuition waiver does not include books and the employee will be responsible for covering these costs. Part-time employees will have prorated tuition waiver based on the number of hours worked per week during the College’s fiscal year.

Replace with

New Language:

7. Tuition waiver for each full-time employee, spouse and eligible child shall not exceed twelve (12) contact hours and related fees (regardless of residency) at Grand Rapids Community College per semester (Fall, Winter and Summer). The tuition waiver may be used for non-credit courses at GRCC if they lead to national certification. The waiver benefit will be equated to dollars based on a calculation of 12 contact hours at the resident rate, and related fees. The tuition waiver cannot be applied to non-credit courses taken for personal interest, CEU and employer specific training. The tuition waiver does not include books and the employee will be responsible for covering these costs. Part-time employees will have prorated tuition waiver based on the number of hours worked per week during the College’s fiscal year.

POLC Representative:

[Signature]
POLC Representative:

[Signature]

[Date: 4/26/13] [Date: 4/26/13]
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March, 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 POLC mutually agree to change the language in Article 15.3, effective July 1, 2013.

Article 15, Section 3 – Family and Medical Leave Act

Existing Language:

The 12-month period is calculated rolling backwards from the date the requested last leave commences.

Replace with

New Language:

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.

POLC Representative

Deb Sanders

GRCC

4-26-13

date