

**Memorandum of Understanding**  
**Between**  
**Grand Rapids Community College**  
**and the**  
**Grand Rapids Community College**  
**College Employees Benefit Association**

June, 2024

This Memorandum of Understanding (“MOU”) is made by mutual agreement between Grand Rapids Community College (“College”) and the College Employees Benefit Association (“CEBA”) (collectively, the “Parties”), for the purpose of amending the Parties’ pending collective bargaining agreement (“contract”) to designate July 5, 2024 as an additional College holiday for CEBA employees on a one-time, non-precedential basis.

The Parties mutually agree as follows:

1. The Parties’ current contract contains provisions within Article VIII, Section B, which identify the dates of College holidays. Further, the Parties have ratified a new contract (the “pending contract”) which is scheduled to become effective on July 1, 2024, which will also contain the dates of College holidays applicable to CEBA employees within Article VIII, Section B.
2. The Parties’ contract current and pending contracts also contain provisions setting forth the conditions under which CEBA employees are eligible to receive pay for College holidays within Article VIII, Section B.
3. In recognition of the service provided by CEBA employees throughout the 2023-2024 fiscal/contract year, which has included services related to accreditation processes with the Higher Learning Commission, the Parties agree that it is appropriate to provide CEBA employees with an additional holiday on July 5, 2024.
4. This MOU will serve to amend the Parties’ pending contract to include July 5, 2024 as a College-observed holiday (involving the College’s closure) within the holiday tables contained in Article VIII, Section B for 41-52 week employees and non-52 week employees. (Art. VIII §§ (B)(2), (3)).
5. The provisions within Article VIII of the Parties’ pending contract regarding eligibility for holiday pay shall apply to the July 5, 2024 holiday, and eligible CEBA employees will receive pay for the July 5, 2024 holiday in accordance with those provisions. (Art. VIII §§ (B)(1), (2), (3), (5)).

6. This MOU shall accompany the Parties' pending contract, and shall become effective upon the pending contract's effective date of July 1, 2024.

7. This MOU shall not alter or amend the Parties' contract or pending contract in any way except as specified herein.

8. This MOU shall not be precedent-setting.

  
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College Employees Benefit Association

6-13-24  
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Date

  
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Grand Rapids Community College

6/13/24  
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Date