

Memorandum of Understanding

Between

Grand Rapids Community College

and the

Grand Rapids Community College

Campus Police – Police Officers Labor Council

June, 2024

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agreement (“contract”) to designate July 5, 2024 as an additional College holiday for POLC employees on a one-time, non-precedential basis.

The Parties mutually agree as follows:

1. The Parties’ contract contains provisions within Article 12, which identify the dates of College holidays.
2. The Parties’ contract also contains provisions within Article 12 setting forth the conditions under which POLC employees are eligible to receive pay for College holidays, and the amount of pay eligible employees will receive (including regarding pay for working on College holidays). (Art. 12 §§ (1), (2)).
3. In recognition of the service provided by POLC 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 POLC employees with an additional holiday on July 5, 2024.
4. This MOU will serve to amend the Parties’ contract to include July 5, 2024 as a College-observed holiday (involving the College’s closure) within the holiday table contained in Article 12, Section 1 of the Parties’ contract.
5. The provisions within Article 12 of the Parties’ contract regarding eligibility for holiday pay (and the amount of holiday pay) shall apply to the July 5, 2024 holiday, and eligible POLC employees will receive pay for the July 5, 2024 holiday in accordance with those provisions. (Art. 12 §§ (1), (2)).

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

7. This MOU shall not be precedent-setting.

David Thomas
Police Officers Labor Council

Ron Turner
Grand Rapids Community College

June 12, 2024
Date

6/13/2024
Date

Mike Khan
Labor Representative

June 12, 2024
Date