Memorandum of Understanding

Between

Grand Rapids Community College

and the

Grand Rapids Community College

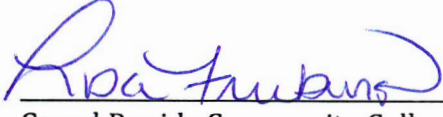**College Employees Benefit Association**

November, 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' collective bargaining agreement ("contract") to designate December 23, 2024 as an additional College holiday for CEBA employees on a one-time, non-precedential basis.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 applicable to CEBA employees.

2.   The Parties' contract also contains 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 current fiscal/contract year, the Parties agree that it is appropriate to provide CEBA employees with an additional holiday on December 23, 2024.

4.   This MOU will serve to amend the Parties' contract to designate December 23, 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' contract regarding eligibility for holiday pay shall apply to the December 23, 2024 holiday, and eligible CEBA employees will receive pay for the December 23, 2024 holiday in accordance with those provisions. (Art. VIII §§ (B)(1), (2), (3), (5)).

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

7.   This MOU shall not be precedent-setting.

_____
College Employees Benefit Association

_____11/14/24_____
Date

_____
Grand Rapids Community College

_____11/15/24_____
Date