

Memorandum of Understanding

Between

Grand Rapids Community College

And

College Employees Benefit Association

May, 2024


This Memorandum of Understanding (“MOU”) is made by mutual agreement between Grand Rapids Community College (“College”) and the College Employees Benefit Association (“CEBA” or “Association”) (collectively, the “Parties”), for the purpose of amending the Parties’ collective bargaining agreement (“contract”) to contemplate the posting and filling of new positions at mutually agreed upon wage schedules during the remainder of contract.

The Parties mutually agree as follows:

1. The Parties’ contract became effective on July 1, 2021, and is scheduled to expire on June 30, 2024. (Art. XV). In advance of the contract’s expiration, the Parties have been engaged in collective bargaining negotiations.
2. In advance of a new contract, the Parties have conferred regarding wages relating to two (2) new CEBA positions: Parking Ramp Service Employee; and Assistant Parking Ramp Service Employee (collectively, “the new positions”).
3. The Parties understand and agree that, once effective, a new contract will govern the wage schedules associated with the new positions. However, the College also seeks to post the new positions and, if applicable, hire employees to fill the new positions prior to the current contract’s expiration.
4. Consequently, the Parties agree to amend the current contract to provide the following wage schedules attributable to each new position:
 - a. Parking Ramp Service Employee: The wage schedule for this position will be the average wage (at each corresponding step) between the wages identified in Article VI of the Parties’ contract for the Head Custodian II and Grounds Manager positions (in the 2023-2024 contract year, for employees hired before June 30, 2018).
 - b. Assistant Parking Ramp Service Employee: The wage schedule for this position will be identical to the wages identified in Article VI of the Parties’

contract for the Grounds Maintenance position (in the 2023-2024 contract year, for employees hired before June 30, 2018).

5. This MOU will terminate upon a new collective bargaining agreement between the Parties becoming effective.
6. This MOU shall not alter or amend the contract in any way except as specified herein.
7. This MOU shall not be precedent-setting.



College Employees Benefit Association



Grand Rapids Community College

5-30-24
Date

5/30/24
Date