

Memo of Understanding
Between
Grand Rapids Community College (GRCC)
and
Grand Rapids Community College Faculty Association

This Memorandum of Understanding ("MOU") is made by and between Grand Rapids Community College and the Grand Rapids Community College Faculty Association (collectively, "the Parties"). The purpose of this MOU is to memorialize the Parties' agreement to amend language within their collective bargaining agreement ("contract") regarding cash payments in lieu of hospital medical benefits.


The Parties hereby agree as follows:

1. The Parties' contract contains a provision within Article 7(P)(2)(b)(e)(ii) relating to "cash payment[s] in lieu of hospital medical benefits" (the "Cash-in-Lieu Provision").
2. The Parties agree to amend the Cash-in-Lieu Provision by replacing the language within Article 7(P)(2)(b)(e)(ii) with the following:

If the faculty member is not in need of such benefits, the College will pay three hundred thirty-nine dollars and ninety cents (\$339.90) per month toward a cash payment in lieu of hospital medical benefits. Employees must submit a completed waiver of coverage form and proof of other health insurance coverage to Human Resources by December 1 in order to be eligible to receive the monthly cash payments for the following benefit year (January 1 through December 31).

3. This MOU shall not otherwise amend or revise the Parties' contract except as set forth herein.


Mike Light
President, Faculty Association


Dr. Nygil Likely
Vice President
for People, Culture, and Equity

Jul 07, 2025

Date

7/9/25

Date