

Memorandum of Understanding
Between
Grand Rapids Community College
and the
Grand Rapids Community College
Alliance of Professional Support Staff

October, 2025

This Memorandum of Understanding ("MOU") is made by mutual agreement between Grand Rapids Community College and the Grand Rapids Community College Alliance of Professional Support Staff ("APSS") (collectively, the "Parties"). This MOU is entered into for the purpose of amending the Parties' collective bargaining agreement ("contract") regarding the maximum reimbursement amounts under the Dental and Vision Reimbursement Program provided for eligible APSS employees.

The Parties mutually agree as follows:

1. The Parties' contract contains a Section relating to the "Dental/Vision Reimbursement Program." (Art. 11 § 3). That Section includes a provision regarding the maximum reimbursement amount for eligible employees per calendar year. (Art. 11 § 3(A)(2)).

2. The Parties hereby agree to amend their contract by replacing the language in Article 11, Section 3(A)(2) with the following:

For Dental and Vision care provided each calendar year (January 1 to December 31), the College shall reimburse ninety percent (90%) of the actual charges an employee has paid for covered services and materials for the employee and their immediate dependent family members (as defined in Article 12, Section 2.F). The College is the secondary provider. All claims should be filed with the primary provider before reimbursement from the College.

Reimbursement for employees with one or fewer immediate dependent family members shall not exceed two-thousand, five hundred and seventy-five dollars (\$2,575.00) in total combined dental and vision benefit per calendar year.

Reimbursement for employees with two or more immediate dependent family members shall not exceed three thousand dollars (\$3,000.00) in total combined dental and vision benefit per calendar year.

3. The contract amendment set forth in this MOU shall become effective on January 1, 2026.

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



Grand Rapids Community College



Alliance of Professional Support Staff

10/6/25

Date

10/3/25

Date