

Memorandum of Understanding
Between
Grand Rapids Community College
and the
Grand Rapids Community College
College Employees Benefit Association

September, 2025

This Memorandum of Understanding ("MOU") is made by mutual agreement between Grand Rapids Community College and the College Employees Benefit Association ("CEBA" or "Association") (collectively, the "Parties"). This MOU is entered into for the purpose of amending the Parties' collective bargaining agreement ("contract") to clarify the wage schedule placement for CEBA employees who voluntarily transfer to lower-paying positions within the Association.

The Parties mutually agree as follows:

1. The Parties hereby agree that the following will apply in all circumstances where a CEBA employee voluntarily transfers from a higher-paying classification or position to a lower paying classification or position (including voluntary transfers from Custodian II to Custodian I positions):
 - A. The employee's placement on the applicable wage schedule will correspond with their full years of seniority within the Association (as defined in Article XI, Section (A)(1)), exclusive of any such years when an employee did not obtain step movement based on performance.
 - B. Notwithstanding Subparagraph 1(A), above, an employee's step placement on the applicable wage schedule may not be reduced as a result of a transfer to a lower-paying classification or position.
 - C. An employee's eligibility for shift premium pay shall be based on the shift assigned to their new position.
2. This MOU shall not alter or amend the Parties' contract in any way except as specified herein.

Aranti Lowe
College Employees Benefit Association

9-26-25
Date

[Signature]
Grand Rapids Community College

9/30/25
Date