

## **Memorandum of Understanding**

**Between**

**Grand Rapids Community College**

**and the**

**Grand Rapids Community College**

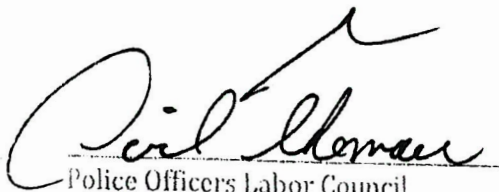
**Campus Police – Police Officers Labor Council**

**September, 2025**

This Memorandum of Understanding ("MOU") is made by mutual agreement between Grand Rapids Community College ("College") and the Grand Rapids Community College Campus Police – Police Officers Labor Council ("POLC") (collectively, the "Parties"). This MOU is entered into for the purpose of amending the Parties' collective bargaining agreement ("contract") to designate January 2, 2026 as a College holiday for POLC employees.

The Parties mutually agree as follows:

1. The Parties' contract contains provisions within Article 12 which identify the dates of College holidays.
2. The Parties' contract also contains provisions within Article 12 setting forth the conditions under which POLC employees are eligible to receive pay for College holidays, and the amount of pay eligible employees will receive (including regarding pay for working on College holidays). (Art. 12 §§ (1), (2)).
3. This MOU will serve to amend the Parties' contract to designate December January 2, 2026 as a College-observed holiday (involving the College's closure) within the holiday table contained in Article 12, Section 1 of the Parties' contract.
4. The provisions within Article 12 of the Parties' contract regarding eligibility for holiday pay (and the amount of holiday pay) shall apply to the January 2, 2026 holiday in the same manner as other holidays identified within Article 12, Section 1. Eligible POLC employees will receive pay for the January 2, 2026 holiday in accordance with those provisions. (Art. 12 §§ (1), (2)).
5. This MOU shall not alter or amend the Parties' contract in any way except as specified herein.
6. This MOU shall not be precedent-setting.

  
Paul Herman  
Police Officers Labor Council

September 16, 2025  
Date

  
M. DeKam  
Labor Representative

September 16, 2025  
Date

  
M. L.  
Grand Rapids Community College

9/18/25  
Date