

Memorandum of Understanding

Between

Grand Rapids Community College

And the

Grand Rapids Community College

Alliance of Professional Support Staff (APSS)

August, 2025

This Memorandum of Understanding ("MOU") is made by and between Grand Rapids Community College ("College") and the Grand Rapids Community College Alliance of Professional Support Staff (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 insurance benefits.

The Parties hereby agree as follows:

1. The Parties' contract contains a provision within Article 12, Section (2)(B) relating to cash payments in lieu of hospital/medical insurance benefits (the "Cash-in-Lieu Provision").
2. The Parties agree to amend the Cash-in-Lieu Provision by replacing the language within Article 12, Section (2)(B) with the following:

If an employee is not in need of such benefits, the College shall pay the employee one hundred fifty dollars (\$150) per month. Employees must submit a completed waiver of coverage form and proof of other health insurance coverage to Human Resources by December 1 of each year 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.


Grand Rapids Community College


Alliance of Professional Support Staff

8/15/25

8/12/25

Date 8/15/25

Date