

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

September, 2026

This Memorandum of Understanding ("MOU") is made by mutual agreement between Grand Rapids Community College ("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") regarding the wage schedule placement of newly hired CEBA employees in certain maintenance positions.

The Parties mutually agree as follows:

1. The Parties' contract contains wage schedules for position classifications in the Association's "Maintenance" and "Operations" units. (Art. VI).
2. Subsequent to this MOU becoming effective, the initial wage schedule placement for newly hired CEBA employees in certain Maintenance positions will be step 3. Specifically, employees hired into the following positions will be placed at step 3:
 - a. Unlicensed Trades (specifically, Carpenters, HVAC Technicians, Welders, Electricians, and Plumbers); and
 - b. Licensed Trades (specifically, Carpenters, HVAC Technicians, Welders, Electricians, Plumbers).
3. An employee's placement under this MOU shall entitle them to the corresponding wage in their applicable wage schedule. An employee's placement under this MOU shall not alter any other term or condition of employment (including, without limitation, regarding seniority, probation, and performance evaluations).
4. The terms of this MOU shall only apply to employees hired into the specific positions listed above in Section 2(a) and Section 2(b). This MOU shall not apply to employees hired prior to this MOU becoming effective.
5. This MOU shall become effective immediately upon execution by both Parties and will remain in effect only through the duration of the current collective bargaining agreement.
6. Except as stated herein, this MOU shall not otherwise alter or amend the Parties' contract.



Ronald Luyk
College Employees Benefit Association



John Globeker
Grand Rapids Community College

9/14/2026

Date

9/14/26

Date