

Memorandum of Understanding

Between

Grand Rapids Community College

And

Campus Police – Police Officers Labor Council

June, 2023

This Memorandum of Understanding (“MOU”) is made by mutual agreement between Grand Rapids Community College and the Grand Rapids Community College Campus Police – Police Officers Labor Council (collectively, the “Parties”) for the purpose of clarifying and reflecting the Parties’ understanding of their collective bargaining agreement (“contract”) regarding permissible purposes for the use of sick leave.

The Parties mutually agree as follows:

1. The Parties’ contract contains a provision regarding the use of sick leave providing, in relevant part, that sick time may be used for

Sick time, which shall be deducted from the employee’s accumulated sick leave bank, limited to maximum accumulation, may be used for:

A. Personal illness, injury, or on physician’s orders to remain absent because of disability caused by injury or illness.

D. To provide for emergency arrangements because of the illness or injury or the care of a disabled relative. The maximum number of sick time shall not exceed twenty (20) hours for each occurrence. Sick time, not to exceed ninety (90) hours per occurrence, may be used for circumstances surrounding critical illness.

(Art. 15, §§ (6)(3)(A), (D)).

2. The Parties seek to clarify and confirm that sick leave may be use by bargaining unit members in circumstances involving mental health conditions or to address an employee’s mental health.

3. The Parties further seek to clarify and confirm that sick leave may be used by bargaining unit members in circumstances relating to the provision of emergency arrangements for friends (in addition to relatives or immediate family).


4. The Parties agree that the provision referenced in Section 1 of this MOU shall be replaced with the following language:

Sick time, which shall be deducted from the employee's accumulated sick leave bank, limited to maximum accumulation, may be used for:

A. Personal illness, injury, mental health, or on physician's orders to remain absent because of disability cause by injury or illness (including relating to mental health).

D. To provide for emergency arrangements because of the illness or injury or the care of a disabled relative or friend. The maximum number of sick time hours shall not exceed twenty (20) hours for each occurrence. Sick time, not to exceed ninety (90) hours per occurrence, may be used for circumstances surrounding critical illness.


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


Police Officers Labor Council

June 29, 2023
Date


Grand Rapids Community College

7/13/2023
Date


Labor Representative

June 29, 2023
Date