

Memorandum of Understanding
Between
Grand Rapids Community College
And
College Employees Benefit Association

July, 2023

This Memorandum of Understanding (“MOU”) is made by mutual agreement between Grand Rapids Community College and the College Employees Benefit Association (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 days, providing in relevant part that:

Accumulated sick leave time may be used for:

- a. Absence from work because of personal injury or illness or on orders of a physician.

- c. To provide for emergency arrangements for the care of disabled relatives or immediate family, not to exceed two (2) working days for relatives and five (5) working days for immediate family members for emergency or injury.

(Art. IX, §§ (B)(2)(a), (c)).

2. The Parties seek to clarify and confirm that sick leave may be used by bargaining unit members in circumstances involving mental illness 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:

Accumulated sick leave time may be used for:

a. Absence from work related to physical illness, mental health or because of disability caused by personal injury or illness (including relating to mental health) or on orders of a physician.

c. To provide for emergency arrangements for the care of disabled relatives, friends or immediate family, not to exceed two (2) working days for relatives and friends, and five (5) working days for immediate family members for emergency or injury.

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


College Employees Benefit Association


Grand Rapids Community College

7-14-23
Date

7/14/23
Date