

Memorandum of Understanding  
Between  
Grand Rapids Community College  
And  
Grand Rapids Community College Faculty Association

This Memorandum of Understanding (“MOU”) is made by and between Grand Rapids Community College and the Grand Rapids Community College Faculty 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 leave, providing in relevant part that:

Leave time may be used for absence from duty because of dental, vision and medical appointments that cannot be scheduled outside of working hours; or for personal illness, injury; or on orders of a physician to remain absent due to exposure or for any FMLA qualified approved absence. In cases subject to the Workers’ Compensation Law, such leave time may be used to supplement Workers’ Compensation so that the total amount paid a faculty member shall equal, but not exceed, their base salary for the period of absence from duty.

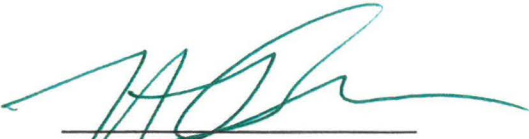
(Art. 9, § (B)(c)).

2. The Parties seek to clarify and confirm that sick leave may be use by faculty members in circumstances involving mental health conditions or to address a faculty member’s mental health.

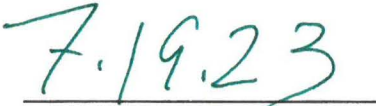
3. The Parties agree that the provision referenced in Section 1 of this MOU shall be replaced with the following language:

Leave time may be used for absence from duty because of dental, vision and medical appointments that cannot be scheduled outside of working hours; or for mental health or personal injury or illness (including relating to mental health); or on orders of a physician to remain absent due to exposure or for any FMLA qualified approved absence. In cases subject to the Workers’ Compensation Law, such leave time may be used to supplement Workers’ Compensation so that the total amount paid a faculty member shall equal, but not exceed, their base salary for the period of absence from duty.

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



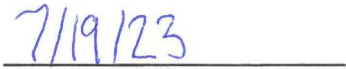
Frank Conner  
President, Faculty Association



Date



Brett Meyer  
General Counsel



Date