

MEMORANDUM OF UNDERSTANDING

The Grand Rapids Public Utilities Commission ("Employer") and American Federation of State, County & Municipal Employees, Local No. 3456 ("Union") are parties to a Collective Bargaining Agreement, effective January 1, 2021 to December 31, 2023 ("CBA").

Governor Walz signed Senate File 13 amending Minnesota Statute 645.44, subdivision 5 establishing June 19 ("Juneteenth") as an official state holiday effective August 1, 2023. A provision contained in House File 1830, the state and local government omnibus bill, changes the effective date to make the new holiday effective before June 19 of this year, requiring that the day be observed in 2023.

The Employer and the Union agree to provide Juneteenth as a paid holiday to all GRPUC employees effective immediately in 2023.

Article 4 (Holidays), Section 1 of the CBA shall be amended to include Juneteenth as a paid holiday.

The provisions of this Memorandum of Understanding do not modify the CBA in any other way. All other provisions of the CBA shall continue in full force and effect.

Our respective signatures below indicate the parties' agreement to the terms of this Memorandum of Understanding.

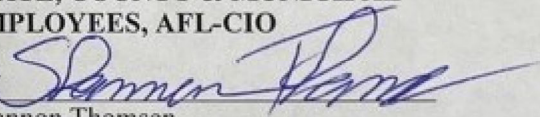
GRAND RAPIDS PUBLIC UTILITIES COMMISSION

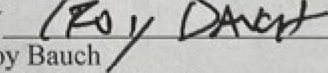
BY _____
Thomas G. Stanley
President

BY _____
Luke Francisco
Secretary

Date _____

LOCAL UNION NO. 3456 AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES, AFL-CIO

BY 
Shannon Thomsen
President

BY 
Troy Bauch
Labor Representative

Date 6/5/23