

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”).

The Employer and the Union agree that, effective July 1, 2023, all employees covered by the CBA shall receive a 2.5% increase to their 2023 wages, as set forth in Article 17, Section 5, of the CBA.

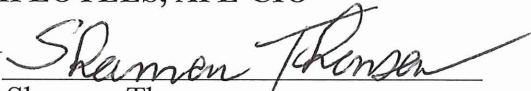
The provisions of this Memorandum of Understanding do not modify the CBA in any other way. All other provisions of the CBA shall continue in full force and effect.

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


**GRAND RAPIDS PUBLIC UTILITIES
COMMISSION**

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

BY _____
Thomas G. Stanley
President

BY 
Shannon Thomsen
President

BY _____
Luke Francisco
Secretary

BY 
Troy Bauch
Labor Representative