

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the City of Grand Rapids (hereafter "City") and American Federation of State, County and Municipal Employees, Local No. 3456A, Library (hereafter "Union").

WHEREAS, the City and the Union are parties to a collective bargaining agreement in effect January 1, 2026 until December 31, 2028; and

WHEREAS, effective January 1, 2026, full-time employees Michelle Johnson, Tracy Kampa, and Dion Holcomb-Card will have their work hours reduced from 40 hours per week to part-time status at 25 hours per week; and

WHEREAS, part-time employees who work less than 29 hours per week do not receive health insurance benefits at the City; and

WHEREAS, the City recognizes the hardship created by the reduction in work hours for these three long-term employees.

NOW THEREFORE, the parties agree as follows:

1. The City will continue to provide the regular full-time employee health insurance benefits and contributions as outlined in the collective bargaining agreement to Michelle Johnson, Tracy Kampa, and Dion Holcomb-Card after their work hours are reduced to 25 hours per week until they are no longer employed by the City.
2. This Memorandum of Agreement is based on the unique circumstances of the present matter and shall not constitute a precedent in future matters, grievances or negotiations.
3. This Memorandum of Agreement represents the full and complete agreement between the parties regarding this matter.

FOR THE CITY OF GRAND RAPIDS

Tasha Connally
Mayor

Kimberly Gibeau
City Clerk

AFSCME Union Local No. 3456A – Library

Alexandra Rosa
Alexandra Rosa (Oct 26, 2025 19:55:50 CDT)

AlexandraRosa
AFSCME Council 64

Dion Holcomb-Card
Dion Holcomb-Card (Oct 27, 2025 09:14:25 CDT)

Dion Holcomb-Card
President

MOU - Health Insurance Related to Hour Reduction

Final Audit Report

2025-10-27

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