

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between the City of Grand Rapids (hereafter “City”) and the American Federation of State, County, and Municipal Employees, Local 3456A (hereafter “Union”).

**WHEREAS**, the City and the Union are parties to a collective bargaining agreement in effect January 1, 2023 until December 31, 2025; and

**WHEREAS**, the Governor signed Senate File 13 amending Minnesota Statute 645.44, subdivision 5 establishing June 19 (“Juneteenth”) as an official state holiday effective August 1, 2023; and

**WHEREAS**, the City of Grand Rapids prides itself in being a progressive government entity as demonstrated by the City’s Human Rights Commission that meets monthly to further the equality and the fair treatment of all people and the City’s record in being one of the first cities in Minnesota to change “Columbus Day” to “Indigenous Peoples Day; and

**WHEREAS**, the City wishes to provide Juneteenth as a paid holiday to all City employees effective immediately in 2023.

**NOW THEREFORE**, the parties agree as follows:

1. Juneteenth will be added to the list of paid Holidays found in Article 9, Section 9.1.
2. This Memorandum of Understanding represents the full and complete agreement between the parties regarding this matter.

FOR THE CITY OF GRAND RAPIDS

FOR LOCAL 3456A, AMERICAN  
FEDERATION OF STATE, COUNTY,  
AND MUNICIPAL EMPLOYEES, AFL-  
CIO

---

Name

---

Troy Bauch, Labor Rep./Organizer

---

Date

---

Dion Holcomb-Card, President