

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between the City of Grand Rapids (hereafter "City") and Law Enforcement Labor Services, Local No. 239 (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, Section 14.2 of agreement, states *Existing level of benefits shall be continued for the duration of this Agreement subject to the application of Section 14.3 of this Article and Section 14.3, states In the event that the level of benefits offered by the existing or new provider is modified downward, the parties agree that within thirty (30) calendar days of notification of change, Article 14 may be opened by either signatory party hereto for the purposed of discussing the effect of such change.*; and

WHEREAS, MN Statutes, Section 471.6161 states *The aggregate value of benefits provided by a group insurance contract for employees covered by a collective agreement shall not be reduced, unless the public employer and exclusive representative of the employees of an appropriate bargaining unit, certified under section 179A.12, agree to a reduction in benefits;* and

WHEREAS, the Operating Engineers Local 49 Health & Welfare Fund, providing health insurance to city employees, increased the deductible from five hundred dollars (\$500) to one thousand dollars (\$1,000) annually.

NOW THEREFORE, the parties agree as follows:

1. The City will deposit five hundred dollars (\$500) into each insurance eligible union employees MSRS Health Care Savings Plan for calendar year 2025.
2. This Memorandum of Understanding represents the full and complete agreement between the parties regarding this matter.

FOR THE CITY OF GRAND RAPIDS

Name

Date

FOR LELS, LOCAL NO. 239

Rick Mathwig

Name

5-5-25

Date

Tyler H

Name
5/12/25

Date