

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between the City of Grand Rapids (hereafter “City”) and Local 49 of the International Union of Operating Engineers, Public Works (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**, Appendix B-1, Section 3 of agreement, 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, Appendix B-1 may be opened up by either signatory party hereto for the purpose 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 49ers HRA 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

FOR LOCAL 49, IUOE

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Tasha Connelly      Date

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Dan Revier      Date

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Kim Gibeau      Date