

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding 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, 2023 until December 31, 2025; 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

Union

\_\_\_\_\_  
Tasha Connelly                      Date

\_\_\_\_\_  
Representative                      Date

\_\_\_\_\_  
Kim Gibeau                              Date