

MEMORANDUM OF UNDERSTANDING

The Grand Rapids Public Utilities Commission ("Employer") and American Federation of State, County & Municipal Employees, Local No. 3456 ("Union") are parties to a Collective Bargaining Agreement, effective January 1, 2024, to December 31, 2026 ("CBA").

The Employer seeks to amend Article 17, Section 2 to offer a stipend to employees who hold professional licenses or certifications that, while not required by their current job description, are considered beneficial to the organization.

The Employer and the Union agree to amend Article 17, Section 2 as follows:

Section 2. License Expenses and Stipend: For employees who are seeking a professional license that is required or preferred by the Employer, the Employer shall pay the cost of the class or training and shall pay the fee for up to three (3) examinations. If an employee fails an examination on the first attempt, the Employer will cover the fee for two more attempts but will not pay for further classes or training to prepare for the examination. Mileage and work time shall be compensated for up to three attempts. If an employee does not pass the second attempt, management shall work with the employee to objectively identify the reasons for not passing, such as test-taking challenges or difficulties with knowledge retention and provide appropriate guidance or support where possible.

For employees who are maintaining a professional license that is required or preferred by the Employer, the Employer shall pay the cost of required continuing education and renewal fees.

For employees who are maintaining a special license that is not required or preferred in the employee's job description, but which the Employer deems beneficial, the Employer shall pay a stipend as shown below in the table. For water and wastewater licenses, the employee shall receive the stipend for only the highest license acquired. If the Employer deems a special license not shown below is beneficial, a stipend amount may be determined after negotiation with the Union and an updated MOU would be drafted for approval.

Employer shall pay the following stipends:

Certification/License	Not required or preferred, but deemed beneficial by Employer
Water or Wastewater Operator Class C	\$1000 annual stipend, paid out semi-annually
Water or Wastewater Operator Class B	\$2000 annual stipend, paid out semi-annually
Water or Wastewater Operator Class A	\$3000 annual stipend, paid out semi-annually
Master Electrician	\$6000 annual stipend, paid out semi-annually
Master Plumber	\$2000 annual stipend, paid out semi-annually

Backflow Certification	\$2000 annual stipend, paid out semi-annually
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Employees seeking a special license not required or preferred in their job description must obtain written confirmation from the Employer affirming the special license’s benefit. If confirmed, the Employer shall pay training and examination costs consistent with the above language, followed by the stipend specified in the table upon license acquisition.

Any expenses under this Section must be approved in advance by the Employer.

The provisions of this Memorandum of Understanding do not modify the CBA in any other way. All other provisions of the CBA shall continue in full force and effect.

Our respective signatures below indicate the parties' agreement to the terms of this Memorandum of Understanding.

**GRAND RAPIDS PUBLIC UTILITIES
COMMISSION**

**LOCAL UNION NO. 3456
AMERICAN FEDERATION OF
STATE, COUNTY & MUNICIPAL
EMPLOYEES, AFL-CIO**

BY _____
Thomas G. Stanley
President

BY _____
Shannon Thomsen
President

BY _____
Luke Francisco
Secretary

BY _____
Troy Bauch
Labor Representative

Date _____

Date _____