

Memorandum of Agreement
Between
Management Steering Committee
And
Lane Community College

2019 – Employment Separation Incentive Agreement

This Memorandum of Agreement (MOA) reflects the agreement between Lane Community College Management Steering Committee (MSC) and Lane Community College (College) to the employment separation incentive outlined below for eligible College management/administrative employees. This Separation Incentive will remain in effect for the dates enumerated in the agreement. Neither the College nor MSC should consider this agreement to be precedent setting. MSC and the College agree that:

1. **Eligibility:** Current management/administrative employees who will be at least age 55 by or before July 31, 2019, and who were hired by or before January, 2009 into a budgeted (.50 – 1.0 FTE) management/administrative assignment, may exercise their interests to voluntarily separate from employment with Lane Community College in order to access the benefits outlined in #3 below. Current managers who meet the age eligibility criteria outlined above and who have served the College as full-time classified employees or contracted faculty before becoming managers may be considered eligible for the ten (10) years of service criteria through the “combination” of years of experience in both or multiple employee groups.
2. **Timeframe:** In order to access the benefits noted below, eligible management/administrative employees must submit a written, signed and non-revocable notice of voluntary separation from employment with Lane Community College by or before 5 pm on Friday, March 1, 2019. The written and signed notice of voluntary separation from employment must be submitted to the College’s Human Resource Department by or before 5 pm on Friday, March 1, 2019. The intention of this management employment separation incentive is that College managers/administrators exercising this option and accessing the benefits outlined in #3 below shall fully separate from employment with the College no later than July 31, 2019.

Managers/administrators exercising their right to separate from Lane Community College under this agreement have no guarantee for future work. Reemployment with Lane Community College would solely be based on the needs of the College.


3. **Incentive Options:** Eligible College managers/administrators who exercise this option may elect between the two different benefit options outlined below.

3(a). **Health Insurance Continuation** - The College will continue to make the employer contributions for health insurance premiums for Employee Only coverage for up to twelve (12) months, or until they are Medicare eligible, after the month of voluntary separation from employment. Separated managers/administrators must continue to pay the current employee contributions (based on the 2018-19 rate chart and plan choice) for Employee Only health insurance premiums during the twelve (12) months, or until they become Medicare eligible, in order for the health insurance benefits to continue.

3(b). One-time-payment, Stipend – In lieu of receiving the continuation of health insurance benefits noted in 3.a. above, eligible management/administrative employees may elect to receive a one-time-only stipend payment of \$10,000 subject to all standard payroll withholding requirements. Eligible management/administrative employees wishing to receive the one-time only \$10,000 stipend payment will be provided with a form on which they must designate the payroll period during their remaining active employment when this stipend payment will be made.

4. Unemployment Benefits: Management/administrative employees who choose to separate employment with Lane Community College through this Incentive Proposal are separating voluntarily without good cause. This means under ORS 657.176(2)(c) they may be disqualified for collecting unemployment benefits as a result of their separation.
5. Tuition Waiver: Managers/administrators electing this 2019 management voluntary separation incentive will be eligible for the tuition waiver benefit outlined in Appendix D of the Management Working Conditions Agreement on a space available basis for employees only.
6. Transportation Fee Exempt Class: Management/administrative employees electing to separate under this incentive shall be eligible for access to wellness related classes with an exemption from the term transportation fee through July 31, 2020. Employees will need to use the CRN number(s) provided each term.

The College and MSC agree and acknowledge that the voluntary separation incentives noted above for eligible management/administrative employees will expire effective at 5 pm on Friday, March 1, 2019.


(Matt Fadich)
For MSC

2/11/19
Date


Dennis Carr
For the College

2/4/2019
Date