

MEMORANDUM OF AGREEMENT

Compensation for Work Days in Excess of 260 Annually

I. Parties

The parties to this agreement are Lane Community College, hereinafter referred to as LCC, and Lane Community College Employee Federation, American Federation of Teachers, Local 2417, hereinafter referred to as LCCEF.

II. Background

During contract reopener negotiations between the parties it was discovered that the number of working days in a calendar year fluctuates between 260 and 262, however the payroll system only accounts for 260 days, regardless of how many work days are in the year. The result is that in those years where there are more than 260 work days, employees are not compensated for the excess days. The purpose of this Memorandum of Agreement is to rectify the shortfall, ensuring that employees are properly compensated for all days worked.

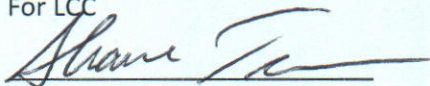
In the current fiscal year there are 262 working days.

III. Agreement

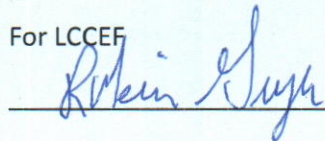
Beginning with the current fiscal year, on an annual basis LCC and LCCEF shall jointly determine how many non-weekend days make up the fiscal year. If the fiscal year contains more than 260 work days, at the end of the fiscal year LCC will process payment for each eligible LCCEF-represented employee in an amount reflecting the employee's hourly wage and number of hours worked on the excess days.

Agreed on this date 22<sup>nd</sup> October, 2019.

For LCC



For LCCEF

 10-22-19