

Memorandum of Agreement  
between  
Lane Community College  
And  
Lane Community College Employee Federation

This communication represents a Memorandum of Agreement (MOA) between Lane Community College (College) and Lane Community College Employee Federation (LCCEF).

This MOA covers the following details and agreement beginning with year 2020/2021.


1. LCCEF and Lane Community College agree to strike article 14.5.2 and the \* shown in article 14.5.1 directly after the words Christmas Day in the last sentence. The intent is for December 24th and December 25th to be two of the 3 paid days of the Christmas Holiday in the years these 2 days are week days/working days.

14.5 Holidays


(For employees hired into budgeted positions of .500 FTE or greater)

14.5.1 Paid Holidays shall be awarded to eligible LCCEF bargaining unit employees consistent with the twelve (12) designated Holidays listed below. Holiday compensation shall be prorated for part-time employees working .500 - .999 FTE. When less than full time (.500 - .999 FTE) employees are not scheduled to work on designated Holidays, such employees shall be paid for Holiday leave in the final June payroll annually (example: academic year employees who are not assigned to work in July or early September shall be paid consistent with their annualized FTE for July 4, and Labor Day). Employees other than continuous operations personnel shall receive the following recognized paid holidays: New Year's Day, Martin Luther King Day, President's Day, Memorial Day (last Monday in May), Independence Day, Labor Day (first Monday in September), Veterans Day (November 11), Thanksgiving Day, the Friday following Thanksgiving Day, Christmas Day\*, the (last working) day before Christmas Day, the (first working) day after Christmas Day.

14.5.2 ~~\*(When Christmas Day falls on a Wednesday, the following Thursday and Friday are observed as holidays instead of the last working day before and the first working day after Christmas Day.)~~

  
\_\_\_\_\_  
For the Federation

11.19.19  
Date

  
\_\_\_\_\_  
For the College

11/19/19  
Date