

February 13, 2017

Proposal for Contracted Faculty Voluntary Separation Incentive:

1. Eligibility – Limited to contracted faculty (F-1, .501 – 1.0 FTE) who were hired by or before September, 2008.
2. The voluntary separation incentive shall include a \$10,000 one-time-only payment to eligible and voluntarily separating contracted faculty to fully separate from employment with Lane. If the voluntarily separating contracted faculty member is not eligible for the early retirement incentive under article 41 of the LCCEA contract, then the separating contracted faculty member may select either the \$10,000 or Employee Only insurance for one year (12 months) post separation.
3. If the separating contracted faculty member is eligible for the early retirement incentive under article 41 of the LCCEA contract, then the \$10,000 one-time-only payment is in lieu of (NOT in addition to) the stipend outlined in article 41.1. Contracted faculty members who are eligible for the early retirement health insurance benefits outlined in article 41.3 of the LCCEA contract may elect two-party post-retirement health insurance consistent with article 41.3 of the LCCEA contract.
4. Contracted faculty who are completing the “contracted faculty teach-out” through June, 2017, under former article 41.6 of the LCCEA contract are NOT eligible for this separation incentive.
5. Contracted faculty desiring to access this separation incentive must submit their written and signed notification of voluntary separation from college employment to Lane Human Resources by or before March 31, 2017. Such written and signed separation notifications are irrevocable. Contracted faculty separations must be effective no later than the end of the 2017 spring academic term in June, 2017.
6. Discussions and considerations about requests from contracted faculty who are accepting this voluntary separation incentive to enter the part-time faculty seniority pool linked to article 34.5.8 are not in any way connected to this contracted faculty separation incentive. Such requests and considerations are entirely separate from this voluntary separation incentive. No discussions or decisions about contracted faculty entering the part-time seniority pools will be entertained or allowed in connection with this voluntary separation incentive.
7. We look forward to discussing this matter with LCCEA leadership and encourage a prompt resolution of the details for resolution of a contracted faculty ESI agreement. Ideally, we hope for resolution of an MOA to roll-out during the week of February 13 – 17, 2017.