

**Memorandum of Agreement  
Between  
Lane Community College (College)  
And  
Lane Community College Employees Federation (LCCEF)**

**Displaced 1039 Employees**

This memorandum of agreement (MOA) reflects the agreement between Lane Community College Employees Federation (LCCEF) and Lane Community College (College). LCCEF hereby agrees to the following:

The College will provide a tuition waiver of up to twelve credits to displaced 1039 employees for each of the Spring 2020, Fall 2020 and Winter 2021 terms.


These 1039 employees shall be treated as internal applicants for all positions that are posted during the next 12 months. Employee email accounts will be maintained during this period for inclusion on internal posting email distributions.

The College also agrees to explore an abbreviated search process that would reduce the burden on impacted 1039 employees in reapplying as well as on departmental staff in administering the recruitment.


Upon reemployment, any unused sick leave balance accrued by the displaced 1039 employee will be restored.

Upon reemployment, employees hired back into a position that they previously held will be placed at the same step placement as they held when their position was eliminated.

All other provisions of the LCCEF contract remain fully in effect. No precedent is set by this MOA.

  
Francette Cocanour, President  
LCCEF

3/31/20  
Date

  
Shane Turner, CHRO  
Human Resources

3/31/2020  
Date