

Memorandum of Agreement

Between

Lane Community College

And

Lane Community College Employee Federation

This communication represents an addendum to the Memorandum of Agreement (MOA) signed by both Lane Community College (College) and Lane Community College Employees Federation (LCCEF) on Wednesday, July 24, 2019. This MOA clarifies the intentions of the parties concerning the language for item #14 from the MOA dated July 24, 2019. The primary MAO (signed on July 24, 2019), as well as this addendum MOA, shall be subject to ratification by the LCCEF bargaining unit and the Lane Community College Board of Education. Once ratified by both LCCEF and Lane's Board of Education, the primary MOA and this MOA addendum shall be considered irrevocable and the details shall be integrated into the language of the LCCEF collective bargaining agreement (CBA). This MOA addendum covers the following details and agreements for the year 2019/2020.

1. The language in item #14 of the primary MOA (signed July 24, 2019 – attached) shall be struck and deleted as follows.

~~Revise Article 11.6.1 to read:~~

~~11.6.1 — When a vacancy occurs, the posting will first be made available to internal candidates for a period of not less than five (5) working days. An internal candidate is defined as a current .500 FTE or greater unit employee or an hourly classified employee who was hired by means of a documented competitive process, and has completed 1040 hour trial service, and has worked at least 520 hours in the preceding twelve (12) months.~~

2. The new language for Article 11.6.1 shall read as follows:

Article 11.6.1 Revision: When a vacancy occurs, the posting will first be made available to internal candidates for a period of not less than five (5) working days. An internal candidate is defined as a current classified employee (active on the college's payroll) who was hired by means of a documented competitive process, and has completed 520 hours of work.

3. Related to the new language in Article 11.6.1 (read above), there shall be new language for Article 11.2.4.1 of the LCCEF CBA which shall read as follows.

Article 11.2.4 Revision: Current Employees in New Positions (For employees hired into budgeted positions of .500 FTE or greater)

11.2.4.1 Employees *hired*, promoted or transferred into a position in a different classification shall serve a trail service period of three (3) months. If the College determines that an employee on trial service is unable to perform satisfactorily in the new position, such employee shall have the option of reverting to his/her previous position if that position exists. If the previous position

no longer exists, the employee shall be subject to the provisions of Article Eleven, Section 11.4 (Layoff/Recall).

Robin Sapp

For LCCEF

8.5.19

Date

Travis Damme

For the College

8/5/19

Date