

APPENDIX D

Memorandum of Understanding between Lane Community College and Lane Community College Employees Federation

December 11, 1996

This memo documents the understanding that was reached by the bargaining teams December 11, 1996 on timing for advancement from Trainee classification (Accountant Trainee). The job class description for this classification includes the following language:

Employees assigned to this class are automatically promoted to [Accountant} after 2 full years of experience with LCC systems.

The teams have discussed the intent of this language and have agreed that Trainees in this class should move to the higher class no later than 2 years after the date of hire into the Trainee class. This does not, however, preclude the manager from moving the employee at an earlier date if, in the manager's estimation, the employee can satisfy the requirements of the higher classification.