

APPENDIX E

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

80% vs. 100% Wage Schedule Revised September 29, 2000

The College and the Union agree that employees should be compensated at a rate that matches the work being performed. To that end, they also agree that the 80% wage schedule is to be used for those employees who do not perform the scope of duties of the assigned classification, or who do not meet minimum qualifications for the positions.

If employees are to be paid using the 80% pay schedule, an explanation for the pay differential needs to be written and on file in the department, to be held for review upon request. This explanation must include the job classification assignments and the reason(s) for the requested exemption to the 100% wage schedule. The 80% wage schedule is applied at the job development stage prior to the hiring of an employee. The explanation and any supporting documentation must be revised when there are relevant changes in staffing or work assignments in the department.

This agreement applies to all non-contracted classified employees (HC) who are in the bargaining unit.