

APPENDIX K

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

Part-Time Classified / Part-Time Faculty Benefit Eligibility

May 1, 2000

Employees of the College that serve in two bargaining units are eligible for specific joint benefits not to be exclusive of either of the two collective bargaining agreements. This agreement augments the rights, privileges and benefits available to these employees under either the LCCEA or the LCCEF contract.

The issue of this agreement is the benefiting a College employee for their total college hours worked in both the Classified and the Faculty bargaining unit. To be eligible, the employee must be in the bargaining unit of both local unions.

The following benefits are made available to these employees of both bargaining units effective July 1, 2000 (Day 1 of the Fiscal Year):

- 1) Sick Leave - the employee qualifies for sick leave under each contract based on their hours worked.
- 2) Dual Memberships - the employee will pay dues to both locals and be considered members of both locals based upon the salary or hourly rate earned for each bargaining unit as set by the individual local.
- 3) Predominant Bargaining Unit Declaration - An employee's predominant bargaining unit is defined by the hours worked. If the predominant hours worked are Faculty work, then the employee is considered a Faculty member for the purposes of insurance eligibility and vice versa for Classified hours work. If an employee is within a 20% range of predominance, then the employee may select either bargaining unit.
- 4) Due Process - An employee will be represented by either the Faculty or the Classified Union depending on the issue raised for Due Process.

An employee may be duly represented in any case where the issue or event may not be identifiable to a specific bargaining unit. At such time, both locals will be responsible for representation and split expenses for any arbitration proceeding. At such time that a definitive bargaining unit can be identified, both locals will split the costs to date.

- 5) Overtime/Overload - An employee is eligible for overtime/overload as stated under law and under the LCCEA or LCCEF contracts or memorandums of agreement(s) with the College.
- 6) Insurance Eligibility - Employees are eligible for insurance using their combined Classified and Faculty FTE. The employee's unit predominance will make them eligible for that bargaining unit's insurance benefits. An employee must accept the assigned or declared insurance package for one year until the next available open enrollment. Employees are eligible on a term by term basis using Classified hours history for the prior term excluding Summer Term and Faculty expected assignment in the future term.