

APPENDIX N

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

Job Security

This is a Memorandum of Agreement between Lane Community College Employees Federation (Union) and Lane Community College (College) confirming “Job Security” for C-1 and C-2 Classified Employees (assigned .500 – 1.0 FTE) who have completed initial probationary trial service by or before May 2, 2008. This “job security” MOA confirms that there shall be no involuntary lay-offs under Article 11.4 of the LCCEF Main Agreement that impact C-1 and C-2 Classified Employees (assigned at .500 – 1.0 FTE) who have completed initial probationary trial service under Article 11.2.3 of the LCCEF contract by or before May 2, 2008, except those employees noted in item #1 below.

1. The Union and the College mutually agree that this Job Security MOA shall not apply to prevent involuntary lay-offs from impacting current employees who have completed probationary trial service prior to May 2, 2008, in a number of grant-funded assignments. The Union and the College agree to complete a comprehensive assessment concerning specifically which employees are not included in the job security provisions of this agreement because of the grant-funded nature of their assignment, and produce a final comprehensive list of such grant-funded assignments and employees who are not protected by this job security agreement, by or before final ratification of the Main Agreement by the Union and Lane Community College Board of Education in June, 2008.

2. A copy of the current LCCEF bargaining unit list for all employees in C-1 and C-2 job assignments (.500 – 1.0 FTE) as of May 2, 2008, is attached to this MOA. This shall be the list of C-1 and C-2 LCCEF bargaining unit employees used to finalize the assessment between the Union and the College concerning specifically which employees are in grant-funded assignments that are NOT included in the job security MOA, and therefore are not protected against involuntary reductions and lay-offs as defined by Article 11.4 of the Main Agreement. All C-1 and C-2 employees who are not specifically exempted from job security protection because of grant-funded status shall be considered covered by this job security MOA. Those bargaining unit members not covered by the terms of this MOA shall have all other lay-off rights as specified in the Collective Bargaining Agreement.

3. For all C-1 and C-2 members of the LCCEF bargaining unit (assigned at .500 – 1.0 FTE) who are protected by this job security MOA, the Union and College mutually agree that all such identified LCCEF bargaining unit members shall be exempt from involuntary reductions and lay-offs under Article 11.4 of the LCCEF Collective Bargaining Agreement. This “job security” and no lay-off protection for such identified LCCEF bargaining unit members shall be effective upon signature of this MOA and extend until June 30, 2023.