

APPENDIX O

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

This MOA is to clarify the Step placement for a bargaining unit member offered a non-bona fide position while on the recall list.

Employees who refuse non-bona fide job offers shall retain full recall rights under this Agreement. Employees who accept non-bona fide job offers shall also retain full recall rights under this Agreement unless they explicitly waive such rights in writing upon acceptance of the non-bona fide job offer. Employees who accept non-bona fide job offers shall be placed at a step on the new classification pay level that is as close to, but no less than, their former hourly pay level at the time of lay-off. Employees with a former hourly pay level that exceeds the highest step and hourly pay level of the new classification shall have their hourly rate of pay "red-lined" (guaranteed) until the salary schedule is adjusted upward beyond the red-lined salary level.