

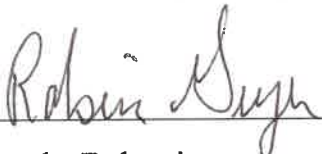
Memorandum of Agreement
between
Lane Community College
and
Lane Community College Employee Federation

This communication represents a Memorandum of Agreement (MOA) between Lane Community College (College) and Lane Community College Employee Federation (LCCEF). This MOA shall be subject to ratification by the LCCEF bargaining unit and the Lane Community College Board of Education. Once ratified by both LCCEF and Lane's Board of Education, this MOA shall be considered irrevocable and the details shall be integrated into the language of the LCCEF collective bargaining agreement (CBA). This MOA covers the following details and agreements.

1. Members of the LCCEF bargaining unit who are eligible for health insurance coverage consistent with LCCEF contract shall move into the OEGB health insurance plans effective October 1, 2019. LCCEF leadership shall collaborate to confirm OEGB plans elections for October 1, 2019 OEGB implementation no later than July 1, 2019.
2. If the OEGB Plan 6 "high deductible" plan is selected for classified employees to consider enrolling in, the College (employer) shall establish Health Savings Accounts for employees who enroll in Plan 6, and the College (employer) shall contribute \$800.00 for the Employee Only enrollment tier, and the College (employer) shall contribute \$1,700.00 for the Full-Family enrollment tier. Classified employees who enroll in HSA plans are not eligible to participate in the section 125 flexible spending plans outlined in items #6, #7 and #8 noted below.
3. In consideration of the movement of health insurance eligible LCCEF bargaining unit members to the OEGB plans, a 1.75% salary schedule adjustment shall be made for the LCCEF salary schedule effective July 1, 2019. All classified employees will receive the 1.75% salary schedule increase.
4. The College (employer) contributions toward the total cost of OEGB health insurance premiums for classified employees shall be: \$824.48/Mo. – Employee Only, \$1,770.99/Mo. – EE + Spouse, \$1,770.99/Mo. – EE + Children, and \$2,390.89/Mo. – Full Family. These College (employer) contribution levels toward the total cost of health insurance premiums shall be considered the "cap" (or "base") for College (employer) health insurance premium contributions for purposes of the following "stop-loss" language.
5. Stop Loss - The Employer contribution toward monthly insurance premiums are the amounts listed in #4 above. If the premium for a plan exceeds the cap, classified employees may be


responsible for picking up a portion of the insurance premium increase using the formula below:

- a. Employee Only – Employer pays 100% of increase.
 - b. Employee + One – Employer pays 95% of increase. Employee pays 5%.
 - c. Full Family – Employer pays 90% of increase. Employee pays 10%.
6. College (employer) contributions to employee section 125 flexible spending accounts shall remain at the same dollar levels (see immediately below) during calendar 2020 for current classified employees who have participated in section 125 flexible spending accounts during calendar 2019. For the College (employer) contribution levels for calendar year 2020, and exclusively for classified employees who have participated in section 125 flexible spending accounts during 2019, the College will maintain the current levels of contribution to a FSA, dependent on the employee meeting the minimum employee contribution level of \$240 annually: Employee Only: \$670, Employee +1: \$1,340, Full Family: \$1,715.
7. All new classified employees hired into budgeted assignments between .50 – 1.0 FTE after July 1, 2019, shall be eligible to receive a College (employer) contribution toward section 125 flexible spending plans at the following levels, dependent on the employee meeting the minimum employee contribution level of \$240 annually: Employee Only: \$450; Employee + One: \$700; Full Family: \$900.
8. Effective for the 2021 calendar year, all classified employees who are eligible to enroll in section 125 flexible spending accounts, and dependent on the employee meeting the minimum contribution level of \$240 annually, shall receive the following College (employer) contribution levels: Employee Only: \$450; Employee + One: \$700; Full Family: \$900.
9. The details and agreements noted in this MOA are a package agreement, and are to be accepted in full. Ratification shall affirm that all the details of the MOA agreement are accepted and shall be implemented. It is further agreed that bargaining will continue between the Federation and the College on other economic issues (steps, COLA, etc.) for the 2019/2020 year and 2020/2021 year.



For the Federation

6.12.19
Date



For the College

6/12/2019
Date