Memorandum of Agreement

between

Lane Community College Education Association (LCCEA)

and

Lane Community College (LCC)

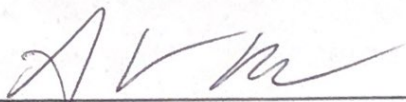<u>2021 Voluntary Faculty Separation from Employment Incentive</u>

This non-precedent setting Memorandum of Agreement (MOA) between Lane Community College Education Association (LCCEA) and Lane Community College (College) provides for a 2021 Voluntary Faculty Separation from Employment Incentive for eligible contracted faculty, as follows. All terms of the LCC-LCCEA collective bargaining agreement remain in effect.

1. Eligibility – This voluntary separation from employment incentive shall be limited to contracted faculty (F-1, .501 – 1.0 FTE) who will be at least 55 years of age by December 31, 2021. In order to be eligible, faculty must be currently active on payroll for the 2021 winter term and must have been hired into a faculty position at LCC no later than October 2017. Eligible faculty who have previously communicated to the College during the 2020/2021 academic year their plan to retire or separate from the College on or after the date set forth in paragraph 3 herein, and who meet the eligibility criteria specified above, shall be eligible for this voluntary employment separation incentive.

2. The voluntary separation incentive shall include a one-time-only payment of $12,000 to eligible and voluntarily separating contracted faculty to fully separate from contracted employment with the College by or before June 30, 2021 or $8,000 to fully separate from contracted employment with the college by or before December 31, 2021.

   A. If the voluntarily separating contracted faculty member is not eligible for the early retirement incentive provisions under Article 41 of the LCCEA contract, then the separating contracted faculty member may select either (i) the one-time payment outlined in #2 above or (ii) Employee Only health insurance for one year (12 months) post separation.

   B. For separating contracted faculty members who are eligible for the early retirement provisions outlined in Article 41 of the LCCEA contract, this one-time-only payment outlined in #2 above is in addition to the stipend outlined in Article 41.1.

   [Notes regarding current contract language: 1) Contracted faculty members who are eligible for the early retirement health insurance benefits outlined in Article 41.3 of the LCCEA contract may elect two-party post-retirement health insurance consistent with

Article 41.3 of the LCCEA contract; and 2) Insurance benefits continue through
September 2021 for all faculty having completed the work year through Spring 2021]

3. Contracted faculty desiring to access this voluntary separation incentive must have their written and signed notification of voluntary separation from college employment received by the Lane Human Resource Department by or before April 9, 2021. Establishing such receipt by the College is the responsibility of the faculty member accessing the incentive. Such written and signed separation notifications of voluntary employment separation are irrevocable. Contracted faculty who voluntarily separate from employment under this agreement are not eligible for unemployment insurance benefits from the College. The Lane Community College Human Resource Department will provide a voluntary employment separation form that must be completed and received by the College Human Resources by or before the end of the work day on Friday, April 9, 2021.

4. The College and Association will track the savings.

5. The retirement incentives provided in this MOA shall be raised to match any higher retirement incentives provided by the College to LCC managers and/ or to LCC classified staff.

6. In addition to the emeritus tuition waiver provision in the CBA, faculty members electing to accept this 2021 separation from employment incentive shall be eligible for tuition-free class registration using the "tuition waiver" process through June 30, 2022. The tuition waivers apply only to the former Lane faculty and may be used only on a space available basis.

_____   ___3/8/2021___
For the Association   Date

_____   ___3/8/21___
For the College   Date