

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 for year 2019/2020.

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.
2. The College (employer) shall establish Health Savings Accounts (HSA) 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 item #6 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 are listed below. 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 "stop loss" language in #5 below.
 - a. \$824.48/Mo. — Employee Only
 - b. \$1,770.99/Mo. — EE + Spouse/Partner
 - c. \$1,770.99/Mo. — EE + Children
 - d. \$2,390.89/Mo. — Full Family

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. The College will maintain the current levels (noted below) of contribution to a Section 125 Flexible Spending Account, dependent on the employee meeting the minimum employee contribution level of \$240 annually.
 - a. Employee Only: \$670
 - b. Employee +1: \$1,340
 - c. Full Family: \$1,715
7. In consideration of a Cost of Living increase the LCCEF bargaining unit members will receive a 1.0% salary schedule adjustment effective July 1, 2019. All classified employees will receive the 1.0% adjustment.
8. In consideration of discontinuation of Health Clinic access effective October 1, 2019, LCCEF bargaining unit members will discontinue the \$2 per payroll period payroll deduction effective with the payroll period for September 25, 2019. Classified bargaining unit members may be granted release time equivalent to a 1 credit class per week to be used for College Wellness Program activities subject to the guidelines outlined in article 13.2 (Class Attendance) of the LCCEF contract. Year 19/20 will be considered a pilot year. Review will take place after the year to refine and improve for the benefit of employees and the college.
9. In equitable accordance with Management and Faculty contractual agreements or otherwise, LCCEF members will be eligible for Tuition Waivers for Retired Classified Bargaining Unit Members.
10. In consideration of the number of Full Time contracted work days in 2019, Full Time LCCEF employees will receive 16 hours of additional pay.
11. Vacation Sell Back - 16 hours remains the same.
12. Supplemental Insurance Contribution Increase to \$24.99 to include Short Term Disability option.

13. It is agreed that bargaining for the impact of House Bill 2016, Senate Bill 1049, Article 7 changes, possible insurance increases if an extension is necessary, and monetary compensation due to Classification and Compensation Study. All of these to be completed by December 31, 2019.

14. Revise Article 11.6.1 to read:

11.6.1 When a vacancy occurs, the posting will first be made available to internal candidates for a period of not less than five (5) working days. An internal candidate is defined as a current ~~.500 FTE or greater unit employee or an hourly classified employee~~ who was hired by means of a documented competitive process, and has completed ~~4040~~ ~~hour-trial service, and has worked at least 520 hours in the preceding twelve (12) months.~~

15. "Us Too" - In the event that Faculty or Managers reach an agreement for increased compensation that was not received by LCCEF, it is agreed that LCCEF Bargaining Unit will also receive comparable compensation.

16. 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.

For the College Shane Turner

Date: 7/24/19

For the Federation Robin Guy

Date: 7.24.19