

ARTICLE 4 - COLLEGE FUNCTIONS

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- 4.3 ~~**Subcontracting.** Unless specified otherwise by this Agreement or properly executed Memoranda of Agreements, the College maintains the right to contract or subcontract work, subject to notification to the Association of its intent with enough lead time to permit the Association to enter into discussions with the administration prior to the final decision. Prior to the implementation of any contracting or subcontracting of faculty bargaining unit work, the College and Association shall negotiate the impact of the change. If the College intends to contract out bargaining unit work, it will notify the Association in writing of such intent. Within fifteen (15) working days of the receipt of this notice, the Association may demand to bargain over the impact of contracting out. The ninety (90) day expedited bargaining process described in ORS 243.698 shall be used by the parties for bargaining over the impact of contracting out in every instance, regardless of whether negotiations for a successor agreement are under way or not, and regardless of whether the collective bargaining agreement has expired or not. LCC shall not subcontract bargaining unit work.~~