

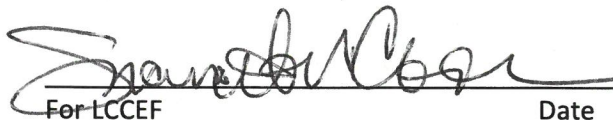
**Memorandum of Agreement  
Between  
Lane Community College Employees Federation  
And  
Lane Community College**

**Joint Review Committee (JRC) Agreement**

This memorandum of agreement (MOA) reflects the agreement between Lane Community College Employees Federation (LCCEF) and Lane Community College (College) to change the number of alternate positions on the JRC from 1 to 2 for each group, classified and managers. The justification for this change largely relates to the additional work created by the Classification and Compensation Study 2017-2020, the Pay Equity Act of 2019.

11.7.2.1.2 The appeal will be considered by the Joint Review Committee (JRC).

11.7.2.1.2.1 The permanent JRC will consist of three (~~3~~ 4) managers, from three different departments, who are appointed by the President, and three (~~3~~ 4) classified employees, from three different departments, who are appointed by the Union. Human Resources staff may not be appointed to the permanent JRC. Four members, two (2) from the above-designated management group and two (2) from the above-designated Union, will become the appeal committee with ~~one~~ two alternates from each group. Alternates will be non-voting members of the JRC unless seated to fill a permanent vacancy or a temporary vacancy resulting from a conflict of interest. A conflict of interest will exist when any of the four (4) appeal committee members are from the same departments as the appealing employee.

  
For LCCEF

Date

  
For the College

1/23/2020  
Date

**Memorandum of Agreement  
Between  
Lane Community College (College)  
And  
Lane Community College Employees Federation (LCCEF)**

**Temporary Assignment – One (1) 1.00 FTE CSE Facilitator Assignment**

This memorandum of agreement (MOA) reflects the agreement between Lane Community College Employees Federation (LCCEF) and Lane Community College (College). LCCEF hereby agrees to the following:

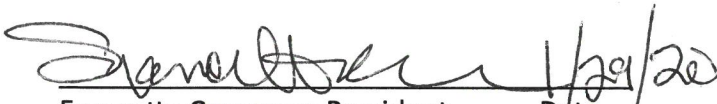
- 1) Waive the provisions of Article 11.4 (Layoffs/Recall) for hourly classified employees hired into the one (1) 1.00 FTE Temporary CSE Facilitator assignment in Student Engagement. The duration of this temporary assignments is for six months, approximately February 1, 2020 -July 31, 2020.

For the employee hired into this assignment:

Employees who do not have a contracted (.500 FTE or greater) classified assignment, prior to accepting this temporary assignment, shall have no recall, bumping or layoff rights. At the end of the temporary 1.0 FTE contracted classified assignment, this employee may return to their hourly classified assignment, if that assignment is still available.

Employees who do have a contracted (.500 FTE or greater) classified assignment, prior to accepting this temporary assignment, shall have job security rights as outlined under Article 11.4 and/or Appendix N of the LCCEF Collective Bargaining Agreement.

All other provisions of the LCCEF contract remain fully in effect. No precedent is set by this waiver.

  
Francette Cocanour, President  
LCCEF  
Date 1/29/20

  
Shane Turner, CHRO  
Human Resources  
Date 1/29/2020