



February 13, 2017

Human Resources Memorandum

To: Jim Salt, LCCEA President
Adrienne Mitchell, LCCEA Bargaining Co-chair

From: Dennis Carr, Chief Human Resource Officer

Re: **Article 10.2, Association Notice, 2017**

This communication is official notice to Association leadership consistent with article 10.2 of the LCCEA contract that the College anticipates it may be necessary to reduce or eliminate instructional programs and/or engage in involuntary retrenchment decisions impacting contracted faculty in order to balance the college's 2017/2018 budget. College management representatives are prepared to meet with Association representatives as soon as a meeting may be scheduled to "discuss the general subject and possible alternatives."

We are prepared to include discussions about the alternatives to involuntary instructional program eliminations or involuntary contracted faculty retrenchments during the LCCEA bargaining meetings scheduled on Wednesdays for the remainder of the 2017 winter term. College representatives are prepared to meet as early as Wednesday, February 15, 2017 and every Wednesday thereafter.

In addition, we note that there are labor/management meetings scheduled for February 28, 2017, and for March 7, 2017. The labor/management meetings on February 28, and March 7, 2017, may provide at least two additional opportunities to meet for purposes of processing this discussion. Please clarify who will represent the Association in these meetings and when Association representatives are available to meet.

Thank you!

Dennis Carr
Chief Human Resource Officer
541-463-5585
carrd@lanecc.edu

A handwritten signature in black ink that reads "Dennis Carr".

C: Mary Spilde, Lane Community College President
Dawn DeWolf, Vice President for Academic & Student Affairs
Brian Kelly, Vice President for College Operations
Kerry Levett, Executive Dean for Student Services – College Bargaining Team
Patrick O'Connor, Dean for Advanced Technology – College Bargaining Team