

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered into by and between the Umpqua Community College District Board of Education, hereinafter referred to as the "College," and the Umpqua Community College Classified Association of the Oregon Education Association, hereinafter referred to as the "Association."

RECITALS:

- Whereas, the current Collective Bargaining Agreement ("CBA") between the College and the Association expires on July 1, 2020;
- Whereas, negotiations of the CBA are supposed to begin by March 1, 2020 as stated in Article XXIV Term and Execution of Agreement, Section B.;
- Whereas, the position of Director of Human Resources has recently been filled;
- Whereas, the Association has voted on and, by majority, agreed to these terms;

AGREEMENT:

The College and the Association agree:

1. That the college will conduct a salary study of Classified employee positions during the 2020 fiscal year;
2. To the following changes to the CBA language:

ARTICLE II ASSOCIATION RIGHTS

G. BARGAINING UNIT ROSTERS

1. Within twenty (20) College business days of the beginning of each fall term a report containing the names, addresses, and location of all bargaining unit members shall be provided to the Association. Within twenty (20) College business days after the start of winter and spring terms, the Association will be provided a report containing all changes to the bargaining unit.
2. The names of all new employees shall be furnished to the Association within the first ten (10) days of employment.
3. The Association will be notified on new hires and the College will provide a new member packet containing at least communications, membership forms, contracts and contact lists.

J. ASSOCIATION BUSINESS

1. Whenever any representative of the Association or any member participates in Association business (ex. negotiations, grievance proceedings, conferences, meetings, new hire orientation, etc.) during the employee(s) work day he/she shall suffer no loss in pay or disciplinary action.
2. The Association President or Association Designee must notify his/her supervisor before being relieved from duty to participate in Association business.

ARTICLE XIV COMPENSATION

A. WAGE

1. The Classified Wage Schedule (Appendix A) will continue to be implemented with annual steps on July 1st until each employee reaches the top step of their grade, with the following increases:

The first step of each grade on the Classified Wage Schedule was increased by 1% and the index was increased to by 2% retroactive to July 1, 2017.

On July 1, 2018 and July 1, 2019 step 1 of each grade was increased by 1%. The index between each step remained 2%.

On July 1, 2020 step 1 of each grade shall again be increased by 1%. The index between each step shall remain 2%.

ARTICLE XV EMPLOYEE BENEFITS

A. INSURANCE BENEFITS AVAILABLE

For each eligible full-time bargaining unit member who has elected to participate in the 2018-19 benefit year, the College contributed \$1280 per month toward the purchase of the insurance benefits listed below through June 30, 2019.

Effective July 1, 2019 the College contributed \$1330 per month toward the purchase of the insurance benefits listed below for each eligible full-time bargaining unit member who has elected to participate.

Effective July 1, 2020 the College shall contribute \$1380 per month toward the purchase of the insurance benefits listed below for each eligible full-time bargaining unit member who has elected to participate.

- Full Family Medical
- Full Family Vision
- Full Family Dental
- Employee AD&D/Group Life - \$30,000

The College will contribute an additional \$50 per month for any full-time member whose annual salary is \$36,000 or less. Employee contributions shall be deducted from the employee paychecks. Insurance options will be discussed and reviewed with the College at the earliest opportunity.

1. For each employee who selects a plan with a Health Savings Account (HSA) option the College shall contribute any remaining premium contribution, after the monthly premium has been paid, into the employee's HSA account until it is no longer allowed by state law, statute, or OEGB rule.

ARTICLE XIX PAID LEAVES OF ABSENCE

E. PERSONAL LEAVE

Effective July 1, 2020 each full-time employee during the first six (6) months of employment, shall be entitled to use eight (8) hours of paid personal leave. After the first six (6) months of employment, each full-time employee shall be entitled to use two (2) additional personal leave days during the remainder of the fiscal year. After the first year of employment, full-time employees shall receive twenty-four (24) hours and part-time employees shall receive eight (8) hours of personal leave per fiscal year. The employee shall not be required to state the reasons for said leave. This leave does not accumulate from year to year. Arrangements must be made in advance as mutually agreed with the immediate supervisor.

ARTICLE XXIV TERM AND EXECUTION OF AGREEMENT

A. DURATION

This Agreement shall be binding on the College and the Association and shall remain in full force and effect through June 30, 2021.

B. SUCCESSOR AGREEMENT

Negotiations for a successor agreement shall begin by March 1, 2021. If the contract expires prior to completion of negotiations, this Agreement shall remain in effect until the successor Agreement is ratified.


APPENDIX A

Effective July 1, 2020

GRADE STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
100	25.22	25.72	26.24	26.76	27.30	27.84	28.40	28.97	29.55	30.14	30.74	31.36	31.98	32.62	33.28	33.94	34.62	35.31
90	22.53	22.98	23.44	23.91	24.39	24.88	25.38	25.88	26.40	26.93	27.47	28.02	28.58	29.15	29.73	30.33	30.93	31.55
80	20.04	20.44	20.85	21.26	21.69	22.12	22.57	23.02	23.48	23.95	24.43	24.92	25.41	25.92	26.44	26.97	27.51	28.06
70	17.64	18.00	18.36	18.72	19.10	19.48	19.87	20.27	20.67	21.09	21.51	21.94	22.38	22.83	23.28	23.75	24.22	24.71
60	16.61	16.95	17.29	17.63	17.98	18.34	18.71	19.08	19.47	19.86	20.25	20.66	21.07	21.49	21.92	22.36	22.81	23.26
50	14.60	14.90	15.19	15.50	15.81	16.12	16.45	16.78	17.11	17.45	17.80	18.16	18.52	18.89	19.27	19.66	20.05	20.45
40	13.90	14.18	14.46	14.75	15.04	15.34	15.65	15.96	16.28	16.61	16.94	17.28	17.63	17.98	18.34	18.70	19.08	19.46
30	12.37	12.62	12.87	13.13	13.39	13.66	13.93	14.21	14.50	14.79	15.08	15.38	15.69	16.01	16.33	16.65	16.98	17.32
20	11.78	12.01	12.25	12.50	12.75	13.00	13.26	13.53	13.80	14.07	14.36	14.64	14.94	15.23	15.54	15.85	16.17	16.49
10	11.22	11.45	11.67	11.91	12.15	12.39	12.64	12.89	13.15	13.41	13.68	13.95	14.23	14.52	14.81	15.10	15.40	15.71

This Memorandum of Agreement is effective upon execution by the parties. By signing below the parties acknowledge that they have read and fully understand and agree to the terms of this MOA.

FOR THE UMPQUA COMMUNITY COLLEGE CLASSIFIED ASSOCIATION:



 Designated Representative

5/14/20

 Date


FOR THE UMPQUA COMMUNITY COLLEGE DISTRICT BOARD OF EDUCATION:



 Designated Representative

May 14, 2020

 Date



 ACEUC President

5/14/2020

 Date

