

MEMORANDUM OF AGREEMENT

between

Lane Community College (LCC)

And

Lane Community College Education Association (LCCEA)

GRIEVANCE AND UNFAIR LABOR PRACTICE SETTLEMENT AGREEMENT

This memorandum of agreement (MOA) reflects the agreement between Lane Community College Education Association (LCCEA) and Lane Community College (LCC) regarding an employee separation agreement, grievance, and unfair labor practice. All terms of the LCC-LCCEA Collective Bargaining Agreement and associated Memoranda of Agreement remain in effect.

1. LCC shall provide mandatory training for 2 hours per year (or every other year) for managers for a total of 4 hours over 3 years. The professional development must be specific and include cultural training that helps mid- and upper-level management to understand how to help their departments create a more inclusive environment for BIPOC students and employees. This cultural competency training must include the following topics: microaggressions, understanding racialized trauma, understanding the impact of systems of oppression on BIPOC people, and understanding white supremacy culture and its impacts. The training shall be scheduled for Spring Conference or Fall Inservice and shall be open to all employees with the first training to take place no later than Spring Conference 2023.
2. All new LCC managers shall participate in no less than eight hours of training on the collective bargaining agreement upon hire.
3. In addition, all LCC managers shall participate in no less than eight hours of annual training on the collective bargaining agreement.
4. The College & HR commit to meeting with the LCCEA Racial Equity and Social Justice Committee and to collaboratively developing a BIPOC employee recruitment and retention plan to go into effect no later than Fall 2023.
5. LCC shall maintain the Native American Student Program Coordinator full-time faculty position and the Longhouse Steward full-time classified position as two separate positions.
6. LCCEA shall not pursue an unfair labor practice claim, which was the subject of the June 3, 2022 cease and desist notice sent by LCCEA. This MOA, together with the fully executed individual compromise and release agreement, fully resolves the relevant grievance.


For LCCEA

9/6/22
Date Signed

Shane Turner
For LCC

9/6/2022
Date Signed