Memorandum of Agreement
August 12, 2015

A. This Memorandum of Agreement (MOA) is entered into between Umpqua Community College ("College") and the Association of Classified Employees of Umpqua Community College ("Association").


AGREEMENT:

The College and the Association hereby agree that the 2013-2015 Agreement is modified as set forth below. Any conflict between this MOA and the Agreement shall be resolved in favor of this MOA.

1. In order for the College to reduce budget deficits, and finding no other resources to do so, Association members will delay their annual step on the salary schedule until November 1, 2015. Effective November 1, 2015, all full-time classified employees will receive a one-step increase in salary. Part-time classified employees (.5 or greater FTE), will also receive a step increase effective November 1, 2015. (Modifies Article XIV, Salary)

2. The full-time classified staff will have seven (7) furlough days during the 2015-2016 year, to be designated by the administration. As many of the furlough days as possible will be scheduled on the same days for the whole college. Salary reductions will be spread out equally over paychecks from August 31, 2015 to June 30, 2016. Each member’s pay will be reduced by 7 days over the same period with an equal amount deducted on each scheduled pay date during that period. (Modifies Article XIV, Salary).

3. For fiscal year 2015-2016 there will be no additional reduction-in-force for bargaining unit employees.

4. Classified Professional Development shall not be available for fiscal year 2015-2016. To reduce the number of classified furlough days for 2015-16, the Association is returning the balance of this year’s classified Professional Development funds to the College in the amount of $29,964. (Modifies Article XXI, Professional Growth and Development.)

5. This Memorandum of Agreement represents the complete understanding between the College and the Association regarding collective bargaining negotiations for 2015-2016.
6. This MOA is effective on the date last signed and will remain in effect until June 30, 2017 unless otherwise modified in writing by mutual agreement of the parties.

7. This is a one-time situation and is not precedent setting.

Judy Ode, President, ACEUCC

Dr. Rita Cavin, Interim President, Umpqua Community College

8/18/15

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