MEMORANDUM OF UNDERSTANDING
Clarifying Administration of the 2018-2021 Agreement Between
LINN-BENTON COMMUNITY COLLEGE AND
THE Full-Time Faculty Association
August 13, 2020

Agreement

To collaboratively address certain unique and/or special medical circumstances that may arise for Fulll-Time Faculty Association members due to the present COVID-19 outbreak, the parties agree that the recipient eligibility provisions, the provisions addressing advertising and solicitation of donations, and the pooled reserve limits in Article 20.D., part 5., shall be altered for the duration of this MOU.

Specifically, upon signing and for the duration of this MOU:

- Eligibility provisions articulated in 20.D.5 subpart e. shall be amended to read, "*are seeking support through the pooled reserve for their own illness or personal injury, or for the illness or personal injury of a family member.*"
    - For the purpose of this MOU, "family member" shall be defined (per AR 6060-02, Family and Medical Leave) as spouse, domestic partner, parent, child, parent-in-law, grandparent, or grandchild.
    - The remaining recipient eligibility provisions in Article 20.D.5 shall remain in full force and effect.
- Human Resources will disseminate to all bargaining unit members, an immediate opportunity for members with qualifying paid leave balances to contribute to the pooled reserve. All leave donor eligibility requirements in the opening paragraph of 20.D.5 remain in full force and effect.
- The 1500-hour limit on the pooled reserve articulated in the opening paragraph of 20.D.5 is lifted, and no cap will be applied to the reserve.
    - Upon expiration of this MOU, donated balances in excess of 1500 will remain in the pool until utilization brings the pool back to or below 1500 hours, at which time the limit will be reinstated.

This MOU remains in effect from the date of signing until June 30, 2021 unless extended by mutual agreement.

For The Association:

_____ / 8/26/2020
Jenny Strooband Date
Faculty Association President

For the College:

_____ / 8/17/2020
Lisa Avery Date
President, Linn-Benton
Community College