MEMORANDUM OF UNDERSTANDING
Clarifying Administration of the 2018-2021 Agreement Between
LINN-BENTON COMMUNITY COLLEGE AND
THE INDEPENDENT ASSOCIATION OF CLASSIFIED EMPLOYEES
May 11, 2020

Context

The parties agree that periodic time away from work without loss of compensation is important to the health and wellness of employees. Due to the current COVID-19 pandemic, and the workload challenges that have presented for some members, certain IACE members have not had the opportunity to utilize paid leave accruals at normal levels.

Agreement

To collaboratively address the challenges that some IACE members may face due to the current need for remote operations, the parties agree to conditionally and temporarily set aside the fixed 200 hour annual carry over limit set forth in article 23.D. of the IACE agreement. For the duration of this MOU, individual requests for exceptions to the 200 hour annual paid leave carry over limit, may be submitted in writing to the appropriate Division Dean, Director or supervisor, and will be timely reviewed by the appropriate Vice-President. Such exceptions, if granted, will not impact the employee's pay out limits upon separation. The parties further agree that if such an extension is granted, it shall not extend beyond the last day of the summer term of academic instruction. If requests are not granted, the dictates of Article 23.F. remain in full force and effect.

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

For The Association:

5/15/2020

Sheri McIntyre — Date
President, IACE

For the College:

Greg Hamann — Date
President, Linn-Benton Community College