

Workshare Furlough MOA FAQ#1

Please find attached an MOA with the College on WorkShare furloughs. It is a one-time, non-precedent setting agreement. Contractual step advancements along the salary schedule for 20-21 and increases due to COLAs and part-time pay parity adjustments remain in place.

Key components of the agreement include:

- No layoffs for contracted faculty in 2020-2021. No program cuts in 2020-2021, which protects both part- and full-time faculty in programs vulnerable to elimination.
- Six furlough days for contracted faculty, all of which take place when additional CARES Act funding is available.
- Salary losses that impact contracted faculty will be offset by WorkShare reimbursements. The net will be a reduction in income from the 2020-2021 salary schedule because the reimbursements will not cover all losses.
- No furloughs or commensurate reductions to part-time faculty pay.
- Protection of 2020-2021 salary schedules with contractually provided steps and salary schedule increases (COLAs, part-time pay parity adjustments).
- Maintenance of language protecting a minimum number of contracted positions but reducing the number for 2020-2021 only.
- A concession of some FPD carryover funding, mitigated by recently increased FPD budget and reduced faculty travel.
- A stipend equivalent to \$200/month for faculty members (part-time or full-time) who are eligible for insurance from LCC who have double coverage and who choose to waive LCC insurance.

Please read the full FAQ below. There will be a **ratification vote**, but it will take place on an abbreviated schedule with **the vote ending on Wednesday at 10 a.m.** due to the short timeline and furloughs scheduled to take place this week. LCCEA typically provides a ratification vote for contracts but not MOAs; however, this MOA makes changes to compensation, and we have promised a vote. We recognize that the short timeline for voting and implementation adds pressure to faculty schedules at a busy time. Unfortunately, we do not have a choice that allows for a later implementation of the MOA due to the limited timeframe in which the CARES Act funding is available. Your LCCEA Bargaining Team recommends a “yes” vote.

In addition, in order to be eligible for the WorkShare reimbursements, contracted faculty must fill out a form and submit it this week. We encourage faculty to complete the form as soon as possible and submit it. (More details below.)

Q & A sessions will also be scheduled and announced.

Furlough and Workshare MOA FAQ

Who has furlough days and commensurate salary reductions?

Contracted faculty only. Part-time faculty have no changes to salary or work year.

Is there a salary or step freeze?

No. Step advancements and salary schedule increases (e.g. COLA) will be implemented consistent with the contract.

How many furlough days are there?

6. This includes 2 next week (Thursday and Friday) and 4 days from the 2020-2021 year (Wednesday and Thursday from Fall inservice, Tuesday of week 1 of Fall term, and Spring Conference day are all rescheduled as furloughs as described below.)

What happens to the work year this year? When are the furloughs?

June 11 and 12 are furlough days. Contracted faculty cannot work on these days and maintain eligibility for Workshare reimbursements for the week.

What happens to the work year next year? When are the furloughs?

In order to ensure sufficient time for online course preparation due to the pandemic and to protect both employer and employee with additional CARES Act funds available, 10 days from the 2020-2021 work year are rescheduled for July. These days include the three (non-instructional) Fridays of finals week from each term, the three days of Fall inservice (Wed-Fri), the two non-instructional days that are paid but unscheduled each year, Spring Conference, and Tuesday of week 1 of Fall term. From these, the three days of Fall inservice and Spring Conference will be furlough days. The remaining days will be course prep days.

This work year change is confusing. What does this mean?

Faculty will have 6 paid days of non-instructional time to prepare for Fall term over the summer; these days have been moved from from Fall and beyond to summer. During the 2020-2021 year, Fall Inservice week, Spring Conference, the Friday of Finals week each term, and Tuesday of Week 1 of Fall term will not be contracted faculty work days. (All these days are now either scheduled for course preparation time or for furloughs in July.) The first day of Fall term instruction will be Wednesday, September 30. (Monday 9/28 is a holiday, and Tuesday 9/29 has been rescheduled as a course preparation day in summer to prepare for Fall.)

Do I need to go to campus, attend meetings, or teach in July?

No. Faculty will work on course preparation and be paid for 6 days for this work during summer through the reconfiguration of the work year.

What do I have to do?

In order to be eligible for reimbursements, all contracted faculty members must submit the following form by June 12, 2020. You can find the form

at: <https://www.oregon.gov/employ/Businesses/WorkShare/Documents/Work%20Share%20Initial%20Claim%20Form-%20Form%201697.pdf>

Faculty only need to submit this form one time. It is required to receive any reimbursements from WorkShare.

What happens if I do not submit the paperwork?

If you do not submit the form, you will not receive reimbursements from workshare to offset salary reductions.

What happens if I am deemed ineligible for reimbursements by WorkShare or Oregon Employment Department?

Furloughs and commensurate salary reductions equivalent to 3 furlough days instead of 6 will apply to 2020-2021 pay. Faculty members who are ineligible must submit proof of denial to HR by August 15 and then will have 3 furloughs instead of 6. For instance, faculty members who are on medical leave during the weeks of any furloughs (weeks of June 3, July 13, and July 20) are ineligible.

What will happen to my salary?

No salary reductions will take place in June for the furlough days due to the shortened timeline for payroll. However, all six furlough days will be accounted for in salary payments for the 2020-21 year, which means salary payments to contracted faculty will be **reduced by 3.49%** from the 2020-2021 salary schedule, but the reduction will be **offset by Work Share reimbursements**. *The reduction will be made after steps and COLAS are applied to the salary schedule.*

When will I receive reimbursements?

There are delays, so it may take several weeks, a month, or longer. However, the reductions in salary will not take effect in paychecks until implementation of the 2020-2021 salary schedule. **Faculty are advised to keep in mind that salary payments for the entire 2020-2021 year will be reduced 3.49%.** The reimbursements will offset the losses, but will be paid in lump sums for the three weeks with furlough days via WorkShare. The first week is called the waiting week and is usually not eligible for reimbursement, but due to the pandemic the Governor has waived the waiting week. This will be implemented retroactively, so the reimbursement for the first week will likely take longer.

How does this impact contracted faculty salaries?

Please see examples below.

Current Step	Reduced salary for 6 furlough days	WorkShare Reimbursement for 3 weeks (2 days per week for a total of 6 furlough days)	Estimated net impact to individual earnings compared to 20-21 salary schedule
11	-\$2686	+\$2187-\$2577	Loss ranging from \$109-499
14.5 (top step)	-\$3059	+\$2187- \$2577	Loss ranging from \$482-872

What is the total impact at the aggregate of the MOA?

The College will save approximately \$1,250,000, which is a substantial contribution from faculty to the College's projected budget deficit. LCCEA has made clear that we do not agree with the College's framing of equity or calculations that derive the expectation, yet have constructed a means to reach this amount through creative reconfiguration of the work days, which provide WorkShare reimbursements to offset reductions in salary.

What about salaries in the future?

This is a one-time, non-precedent setting agreement. It makes no changes that impact steps, COLAs, or part-time pay parity adjustments to the salary schedules.

What else is in the MOA?***Program Cut and Layoff Protection***

The MOA provides that there will be no program cuts or contracted faculty retrenchments during the 2020-2021 year. The college had identified three programs and then added two more for a total of five programs that were vulnerable to reduction or elimination that would have impacted part-time and full-time faculty in the programs. **These programs are no longer at risk for reduction or elimination during 2020-2021.**

Stipend for Insurance Waiver

Contracted faculty members and part-time faculty members who are eligible for insurance but who have double coverage may choose to waive LCC-provided insurance and receive a stipend that is equivalent to \$200 per month.

FPD carryover return

The MOA requires a one-time return of approximately \$81,000 from the FPD carryover. This will reduce the amount of funding that FPD has for faculty professional development. The fund received an increase in the most recent contract, and travel has subsided due to the pandemic, both of which will mitigate the impact to professional development offerings.

Faculty Positions

The MOA allows the College to fulfill the obligation of a minimum number of faculty positions with 201 contracted faculty for the 20-21 year, 3 of which may be temporary. This change is in effect for 2020-2021 only. This will still require the college to hire 14 or more contracted positions for next year but helps achieve savings to mitigate pressure on the overall budget. For the 21-22 year, the number will increase consistent with the contract.

How can I learn more?

Please feel free to email questions. Q & A sessions will also be scheduled for Monday and Tuesday.