Issues Clarification Committee  
Statement of Mutual Understanding  
11/7/2012

The parties to this statement of mutual understanding are the Linn-Benton Community College Faculty Association (Association) and the Linn-Benton Community College (College).

Background  
On or about November 14, 2011, the Association and the College began negotiations for a successor to the 2006-2011 agreement, which had previously been extended through June 30, 2012. A successor agreement was not reached prior to expiration, and negotiations continued into 2012-13 academic year.

In September 2012, College administration announced an educational redesign effort that included “solutions” to four (4) identified impediments to student progress and completion: 1) Foundational Solutions, 2) Transfer Solutions, 3) Occupational Solutions, and 4) Virtual Solutions. The Association queried the College at the bargaining table about whether it intended the “solutions groups” to impact implementation of Article 11, Reduction, which provides for reductions of faculty within “work units.” Because “work units” are defined as “departments, programs, and disciplines” (DPDs), and because “solutions groups” are neither mentioned in Article 11 nor equivalent to departments, programs, or disciplines, the Association maintained that “solutions groups” cannot be “work units,” in the context of Article 11. Because Article 11 provides that a faculty member is a member of the “largest” work unit (department, program, discipline) in which he/she is qualified and has demonstrated competency at the College, the Association specifically sought to clarify that the College did not intend for these new “solutions groups” to constitute “work units” for the purposes of reductions.

Clarification  
The Association and the College agree that “solutions groups” do not constitute work units, departments, programs, or disciplines within the meaning of Article 11 of the current Agreement. We also agree that, under the terms of the current Agreement, “solutions groups” will not be listed among the DPDs provided to the Association and that the College will continue its current practice of providing a list of DPDs to the Association, and each faculty member will continue to be considered a member of the largest department, program, or discipline, without regard to the individual “solutions group” they participate in.

[Signatures]
For the College  Date  For the LBCC Faculty Association  Date
Greg Hamann, President  Richard Gibbs, President