

**Memorandum of Understanding between
Lewis & Clark College and the
Lewis & Clark College Staff Support Association (LCCSSA) regarding
Bargaining Unit Members Hired for Non-Bargaining Unit Work**

Lewis & Clark College (“College”) and Lewis & Clark Staff Support Association, Local 4912 AFT (“LCCSSA”) enter into this Memorandum of Understanding on 01 / 23 / 2023.

From time to time, members of the LCCSSA bargaining unit may seek to be employed by the College to perform work that is separate and distinct from the work that is part of the bargaining unit member’s primary LCCSSA-represented role.

For instance, a bargaining unit member may seek to be employed as an adjunct instructor by an academic unit for one or more semester, even though work as an adjunct instructor is excluded from LCCSSA representation (per Art. 1.1 of the parties’ collective bargaining agreement). The College and LCCSSA share an interest in allowing bargaining unit members to pursue such opportunities.

The parties agree that bargaining unit members are permitted to enter a separate employment agreement with the College, apart and distinct from their role in a LCCSSA-represented position, to perform non-bargaining unit work (e.g., such as serving as an adjunct instructor), and that such employment agreement and work are not within the scope of LCCSSA’s representation of the employee or subject to the parties’ collective bargaining agreement.

For the College:

For LCCSSA:

David C Reese

Chad Pennock

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