

MEMORANDUM OF UNDERSTANDING
Between the
Corbett School District
And the
Corbett Education Association/East County Bargaining Council

Oregon participates in "WorkShare," a federal program allowing employers to reduce employee hours to avoid layoffs. Corbett School District will participate in this program, and is required to continue health, retirement and other fringe benefits as if the employee worked their usual weekly hours.

Under WorkShare, employees with reduced hours receive a pro-rata share of their unemployment benefits and become eligible under the Federal CARES Act for an additional unemployment benefit of \$600 per week. Corbett School District employees will be furloughed for four days: May 14, May 21, May 28, and June 2.

During the period of this agreement, members will be furloughed 1 day per week and have their salary reduced in a proportionate amount. Part time members will be prorated (based on percentage of FTE) and workload will be prorated (same percentage of FTE). There will be no expected work and no duties of any purpose for any reason on furlough days.

Members health benefits, leave accruals and PERS contributions shall be maintained and be unchanged by this agreement.

Corbett School District shall pay the full contractual daily rate of pay, and be held harmless, as if there had been no reduction in workdays, to each affected bargaining unit member if any of the following occur:

1. if Corbett School District's WorkShare application is not approved,
2. if a bargaining unit member's application for unemployment benefits is denied, or
3. if a bargaining unit member is denied Federal Pandemic Unemployment Compensation [FPUC].

If for any reason the program becomes unavailable or an individual member is ineligible, members will be kept whole.

Members who are on leave shall not have their leaves changed by this MOU.

The District will take all measures to ensure that applications for Workshare and Unemployment benefits are streamlined and administered by the District to the extent feasible. Members can refuse to apply, but they cannot make themselves full time by their refusal during the term of this agreement.

No other portion of the contract is modified

This agreement shall expire on June 30, 2020.

