

### Contract Negotiations Summary 11/15/19

Item/Issue	LCCEA Proposal	College Proposal
<b>Term</b>	5 years w/ econ. set for 3 yrs	Same -- agreed
<b>Steps</b>	Full steps	FT Step "freeze" 1st year, 1/2 steps Jan 1 and July 1 ea. yr. for next 2 years; No changes to current part-time step advancement language.
<b>FT Faculty COLA</b>	1.55% (using inflation index each yr) (with 1% minimum and 3% max range)	1.0% this year; 1.25% for next year; 1.5% for year 3 of contract
<b>PT Faculty COLA</b>	COLA + PT Salary Schedule Restructure	1.5% this year; 2.0% for next year; 2.5% for year 3 of contract
<b>Insurance</b>	Status quo language	Status quo language -- agreed
<b>Sec. 125</b>	Status quo language	Eliminate College contributions Jan 2021
<b>Health clinic</b>	No changes	Eliminate faculty access to clinic
<b>Salary Schedule Changes</b>	Restructure PT salary schedule; tie to FT schedule; with reasonable, incremental increases toward pay equity each year	No changes
<b>Top Steps</b>	Add 1/2 steps at top in 2021; then odd yrs	Add 1/2 steps at top in 2021
<b>Work Year</b>	1 additional paid day for FT; 8 hours additional paid time for PT	1 additional paid day for FT but 4 additional hours paid time for PT
<b>PT Coaches</b>	Increase FTE to reflect actual required work; pay at PT faculty rate (not less)	Restructure coach stipends with formula
<b>Part-time Flight Tech faculty</b>	Provide weather closure pay consistent with other faculty; provide additional option for step advancement	Provide weather closure pay consistent with other faculty; provide additional option for step advancement -- agreed
<b>Faculty composition (Currently at &gt; 59% FT)</b>	Establish 60% full-time faculty FTE OR 225 positions, whichever is lower, threshold to limit replacement of vacant full-time positions with newly hired part-time	Establish minimum number roughly equivalent to current percentage and current number of full-time faculty; increase to 209 positions
<b>Professional Development</b>	Increase funds for FPD; include CCPD in evaluation	No increases to funding
<b>CD rate</b>	Set at top step of PT hourly rate	Move to PT hourly rate; a wage cut for some; makes CD work part of definition of contracted faculty and paid CD largely limited to PT faculty
<b>Workload</b>	No proposal; continue mutually agreed work of Joint Workload Taskforce to protect existing workload and class sizes	Maintain current examples in contract; redefine contracted faculty work
<b>Evaluations</b>	No other changes	College -approved evaluation instrument
<b>PECBA</b>	Add language consistent with new law	Response limited
<b>PERS</b>	Change manner of recording employee contribution, allowing OPSRP retirees to use final average salary formula; recuperate losses to individual accounts	Response does not recuperate losses
<b>Info and Actions, lceea.org</b>	Bargaining Team: Kelly Collins, Adrienne Mitchell, Russell Shitabata, Nancy Wood	
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