

LCCEA Package Proposal Summary* -- 04282022

Economics	Brief Summary and Article(s)
Paid time	Restore contracted work days to 175 with commensurate salary increase; commensurate increase to part-time inservice hours (Art. 9)
Other paid working days	add non-instructional work days for voter registration and election day (Art. 9);
Holidays and other paid leave	add Juneteenth and Indigenous People's Day as paid holidays; add two floating holidays for religious/ cultural observance for holidays not officially recognized by LCC (Art. 9) Add bereavement leave (Art. 21); Allow faculty to use paid leave time to supplement Oregon Paid Family & Medical Leave Insurance & College pick-up of PFMLI payroll deduction (Art. 20); Allow annual payout of unused personal leave up to maximum number of hours allowed for vacation leave payout for any employee (Art. 21)
Tuition Waiver & leave	Expand definition of family to make more inclusive for tuition waiver. (Art. 19) Make language more inclusive for paid parental, family, & emergency leave (Art. 20; Art. 21);
Transport.	Provide LTD bus pass to all faculty (Art. 19)
CD rate	Increase CD rate to \$35.63 \$32.24 hour (increased by CPI-U Jan-Jan); Adjust for inflation each subsequent year (Art. 23)
Steps	Status quo language (Full steps for contracted and PT faculty per Art. 26); Add 1 step to the top of contracted and PT salary schedules; Add 2 longevity steps at top; drop bottom step (Art. 26)
COLA	CPI-U All Cities except that COLA shall be limited to 1-4% range (Art. 26)
Bilingual differential	Award steps for faculty using bi-/multilingual skills, including American Sign Language, in their faculty work (Art. 29)
Insurance	Status quo language (Art. 33)
Sec. 125	Status quo language (Art. 33)
Fl. Tech salary and benefits	Update advancement due to curriculum changes; PT Fl. Tech faculty to step on to new PT salary schedule; update insurance maintenance language to align with other PT faculty Adjust salary by COLA & pay parity adjustments (Art. 26)
Pay Parity for PT Salary	Eliminate part time faculty salary schedule; Create new schedule at 85% of contracted schedule; PT faculty "step on" to new schedule at next higher dollar amount. Parity adjustments of 5% in year 1 & 3% in year 2 (Art. 26)
PT Coaches	Increase stipends by 10% Adjust stipends by COLA & pay parity adjustments (Art. 26)
MUP faculty	Adjust hourly rate by COLA each year (Art. 26)
Separation incentive	Establish annual contracted faculty incentive program with notice requirements (Art. 26)

**Summary provided for reference/ convenience only. Not intended as proposal*