

Proposal Comparison -- 05172022		
Economics	Faculty	College
Paid work days	Restore contracted work days to 175 with commensurate salary increase; commensurate increase to part-time inservice hours	Increase contracted work days by two days (to 174 or 174.5) with commensurate salary increase. Second day to be scheduled at any time according to "administration priorities"
PT paid time	Add 16 paid hrs for inservice/meetings/workshops on campus	Add 8 hours for inservice/meetings/workshops
COLA	Range of 1%-4% based on inflation index (CPI-U All Cities Art. 26), which would be 4% in year 1	2.25%; Delete all language referring to standard governmental inflation rates from contract.
Steps	Current language (Steps for contracted and PT per Art. 26)	Current language (Steps for contracted and PT per Art. 26)
Top steps	Add 1 step to the top of contracted and PT salary schedules to address inequities locally & within OR; drop bottom step (Art. 26); Add 1 longevity step at top of salary schedules.	None
Pay Parity for PT Salary	Pay parity adjustments in addition to COLA of 3% in year 1 and 2% in year 2	Pay parity adjustment in addition to COLA of 1% in year 1 and none in year 2
Part-time Flight Tech salary	Apply COLA and pay parity adjustments to PT Fligh Tech faculty	COLA adjustment only
PT Coaches	Apply COLA and pay parity adjustments to PT coaches	COLA adjustment only
Holidays, Paid Parental, family, medical, emergency, bereavement, & personal 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) Make definition of family more inclusive for paid parental, family, & emergency leave (Art. 20; Art. 21); Expand 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 one day (Art. 21)	Add Juneteenth; Movement toward more inclusive definition of family for leaves. Add bereavement leave with manager approval.
Tuition Waiver	Expand definition of family to make more inclusive. (Art. 19)	Movement toward more inclusive definition of family for waiver.
CD rate	Increase CD rate to \$32/ hour; Adjust for inflation each subsequent year (Art. 23)	Increase to \$32.50/hour rate; no adjustments provided in future years
Bilingual differential	Award steps for faculty using bi-/multilingual skills, including American Sign Language, in their faculty work (Art. 29)	None