

LCCEF Bargaining Proposal #2
2019/2020 and 2020/2021
June 7, 2019

	2019-2020 Proposal	2020-2021 Proposal
Subject	One year	One year
LCCEF Compensation		
Salary Schedule Adjustment	1.55% CPI-U	CPU-I increase
Steps	1/2 step for step eligible	Full Steps
1/2 step at top of salary scale	zero	zero
Insurance		
Health Insurance	Add 1.75% on salary scale and stop loss contract language for going to OEBC	N/A
Premium Caps	EE 824.48 E+1 1770.99 E+C 1770.99 FF 2390.89	
Stop Loss	Same stop loss language as in Faculty Contract	Same as Faculty
Section 125 (employer contribution)	College contributes EE 450 E+1 700 FF 900 and 1 time lump sum to those currently using FSA into FSA account equal to current use	College contributes EE 450 E+1 700 FF 900
HSA	College contributes the deductible for the HDHS plan	Remains the same
Health Clinic Benefit	Remains the same	N/A
C3 Employees	Additional \$50.00 for insurance stipend = \$200.00	Remains the same
Insurance Extension	If we have extension of Pacific Source the college pays the difference	N/A
Other		
Leave Balances	16 hour sell back	Remains the same
Vacation	3 paid days to be used over Winter Break	Remains the same
LCCEF Officer Release Time	Additional release time of 25 hours (a month) to be distributed among officers	Remains the same
CPDT	\$50,000 (balance rolls) & .25 FTE Classified management	Remains the same
Monetary Implementation of Class and Comp	Retro back to July 1, 2018	
Back fill/floater pool	Begin Fall 2019	Ongoing
Stipend and/or Comp for Governance Representation	Begin Fall 2019	Ongoing
Plus 1	Active Timesheet employees allowed to apply internally to job postings	Remains the same
Us too MOA	Us too MOA	Us too MOA