

**College Bargaining Proposal #3**  
**2019/2020 and 2020/2021**  
**July 10, 2019**  
**LCCEF Bargain**

<b>2019-2021 LCCEF Economic Reopener</b>		
<b>College official proposal July 10, 2019</b>		
Subject	2019-2020 Proposal	2020-2021 Proposal
<b>Length of Economic Agreement</b>	<i>One Year</i>	<i>One Year</i>
<b>LCCEF Compensation</b>		
<b>Salary Schedule Adjustment</b>	The College proposes a one-point-seven-five percent (1.75%) salary schedule adjustment for 2019/2020, contingent on classified employees moving to the OEBC health insurance plans effective October 1, 2019.	The College proposes a one percent (1.00%) salary schedule adjustment effective July 1, 2020 for 2020/2021
<b>Steps</b>	The College proposes a one-half (1/2) step adjustment for step-eligible classified employees effective January 1, 2020 for the 2019/2020 fiscal year. 1/2 steps for step-eligible classified employees result in a 1.0175% salary adjustment when implemented effective January 1, of a given year.	The College proposes a one-half (1/2) step adjustment for step-eligible classified employees effective January 1, 2021 for the 2020/2021 fiscal year. 1/2 steps for step-eligible classified employees result in a 1.0175% salary adjustment when implemented effective January 1, of a given year.
<b>Insurance</b>		
<b>Health Insurance</b>	The College proposes to move all insurance eligible employees in the LCCEF bargaining unit, and their enrolled dependents, into the Oregon Educator Benefits Board (OEBB) health insurance plans effective October 1, 2019. Note that there may also be restrictions against "dual enrollment" of eligible LCCEF bargaining unit employees on the OEBB plans. The College's employer contribution toward the total cost of health insurance premiums shall remain \$824.48/Mo. - Empl. Only, \$1,770.99/Mo. EE + Spouse, \$1,770.99/Mo. - EE + Children, and \$2,390.48/Mo. - Full Family through September 30, 2021. The College's employer contributions for Health Savings Accounts (HSAs) shall be \$800.00/year for Employee Only and \$1,700.00/year for Full Family enrollment in the OEBB health insurance plan(s) that qualify as HSA plans. Assuming the movement to the OEBB health insurance plans is accomplished, the College will also incorporate the health insurance "Stop Loss" insurance language that was included in the OEBB MOA that was not ratified. <b>See below for the "value" to classified employees of moving to the OEBB plans.</b>	The College proposes to move all insurance eligible employees in the LCCEF bargaining unit, and their enrolled dependents, into the Oregon Educator Benefits Board (OEBB) health insurance plans effective October 1, 2019. Note that there may also be restrictions against "dual enrollment" of eligible LCCEF bargaining unit employees on the OEBB plans. The College's employer contribution toward the total cost of health insurance premiums shall remain \$824.48/Mo. - Empl. Only, \$1,770.99/Mo. EE + Spouse, \$1,770.99/Mo. - EE + Children, and \$2,390.48/Mo. - Full Family through September 30, 2021. The College's employer contributions for Health Savings Accounts (HSAs) shall be \$800.00/year for Employee Only and \$1,700.00/year for Full Family enrollment in the OEBB health insurance plan(s) that qualify as HSA plans. Assuming the movement to the OEBB health insurance plans is accomplished, the College will also incorporate the health insurance "Stop Loss" language that was included in the OEBB MOA that was not ratified.
<b>Employer Section 125 Contribution</b>	The College proposes to maintain the employer (college) contributions to classified employee section 125 flexible spending plans effective January 1, 2020 for the 2020 calendar year.	The College proposes to standardize the employer (college) contributions to employee section 125 flexible spending accounts effective January 1, 2021. The College employer contributions for eligible classified employees who make the required minimum contribution of \$240.00/year shall be \$450.00 - Employee Only, \$700.00 - EE + Spouse or Children, and \$900.00 - Full Family for the 2021 calendar year. This adjustment to the employer contribution for section 125 flexible spending accounts effective January, 2021, is directly related to the move to OEBB and the creation of HSA accounts as well as the addition of "Stop Loss" insurance language for classified employees.
<b>Health Clinic</b>	The College proposes to discontinue employee access to Lane Health Clinic services effective October 1, 2019, and eliminate the \$2.00 per payroll period deduction from classified employees' payroll for Health Clinic access.	Access to the Lane Health Clinic for Lane employees shall be discontinued effective October 1, 2019.
<b>Value of the College Proposals for Classified Employees</b>		
	<b>2019/2020 College Proposal</b>	<b>2020/2021 College Proposal</b>

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<b>Value of 1.75% Salary Schedule Adjustment</b>	Pay level 4, step #10 = @ <b>\$516.00 increase/year</b> ; Pay level 8, step #10 = @ <b>\$661.00 increase/year</b> ; Pay level 12, step #10 - @ <b>\$849.00 increase/year</b> ; pay level 14, step #10 = @ <b>\$982.00 increase/year</b> .	
<b>Value of 1/2 step increase effective 1/1/2020</b>	A 1/2 step adjustment effective January 1, 2020 results in the following increases: Pay level 4, step #10 = @ <b>\$322.50 increase</b> ; pay level 8, step #10 = @ <b>\$414.00 increase</b> ; pay level 12, step #10 = @ <b>\$530.50 increase</b> ; pay level 14, step #10 = @ <b>\$601 increase</b> .	
<b>Value of Move to OEBB</b>	The "savings" for each classified employee from the move to the OEBB health insurance plans (same tier enrollment to same tier enrollment) will be approximately the following (the "savings" factors in the October 1, effective date): <b>Employee Only = @ \$2,825/first year</b> ; <b>E + One = @ \$7,395/first year</b> ; <b>Full Family = @\$8,793/first year</b> .	
<b>Estimated Total Value of First Year offer to Classified Employees</b>	The result of the College's Year #1 (2019/2020) proposals (see above) in terms of compensation increases for full-time clasified employees (those working in budgeted .501 - 1.0 FTE assignments) will vary between a <u>\$3,000 increase</u> to gross compensation for classified employees on the lower pay levels who enroll in Employee Only health insurance coverage, to a <u>\$10,000 increase</u> to gross compensation for classified employees on higher pay levels who enroll in Full Family health insurance coverage.	