

LCCEA 2009-2011 Economic Reopener Bargaining Survey

The LCCEA Bargaining Team is preparing to bargain our Economic Reopener agreement for 2009-2011. Please take a few minutes to complete the following bargaining survey of faculty members. The survey incorporates regular bargaining issues and goals proposed by individual faculty members in the previous bargaining survey. Please submit a completed survey by the end of the day, Friday March 20, 2009 (you may submit responses after this date, but we will begin to analyze the results then). Your responses will be anonymous. Your LCCEA Bargaining Team: Dean Bergen, Chair, bergend@lanecc.edu; Stacey Kiser, kisers@lanecc.edu; Adrienne Mitchell, mitchella@lanecc.edu; Jim Salt, saltj@lanecc.edu

1. LCC Faculty Status

Contracted	75.0%	(12)
Part-time	18.8%	(3)
TOTAL	93.8%	15 (16)

2. Contracted Faculty members ONLY: What is your salary step?

1		(0)
2		(0)
3		(0)
4		(0)
5		(0)
6		(0)
7	6.2%	(1)
8	18.8%	(3)
9	6.2%	(1)
10		(0)
11	12.5%	(2)
12		(0)
13	18.8%	(3)
Don't know	18.8%	(3)
TOTAL	81.2%	13 (16)

3. Part-time Faculty members ONLY: What is your salary step?

1		(0)
2		(0)
3		(0)

4		(0)
5	6.2%	(1)
6		(0)
7		(0)
8		(0)
9		(0)
10		(0)
11		(0)
12		(0)
13		(0)
14	12.5%	(2)
Don't know		(0)
TOTAL	18.8%	3 (16)

4. Flight Tech Part-time Faculty members ONLY: What is your salary level/step?

1-1		(0)
1-2		(0)
1-3		(0)
1-4		(0)
1-5		(0)
1-6		(0)
1-7		(0)
2-1		(0)
2-2		(0)
2-3		(0)
2-4		(0)
2-5		(0)
2-6		(0)
2-7		(0)
Don't know		(0)
TOTAL	0.0%	0 (16)

5. LCC department/division (small departments not included here in order to protect anonymity; please use 'Other')

Academic Learning Skills	12.5%	(2)
Adult Basic and Secondary Education		(0)
Advanced Technology		(0)
Art and Applied Design		(0)
Business	12.5%	(2)
Child & Family Education		(0)
Computer Information Technology	6.2%	(1)
Cooperative Education	6.2%	(1)
Counseling	12.5%	(2)
Culinary Arts and Hospitality		(0)

Management		
English as a Second Language		(0)
Flight Technology		(0)
Health and Physical Education	12.5%	(2)
Health Professions	6.2%	(1)
Language, Literature, and Communication	6.2%	(1)
Library		(0)
Mathematics		(0)
Media Arts and Technology		(0)
Multicultural Center		(0)
Music, Dance and Theatre Arts		(0)
Science		(0)
Social Science	18.8%	(3)
Student and Employee Health Clinic		(0)
Other	6.2%	(1)
TOTAL	100.0%	16 (16)

6. Please RATE (not rank) each of the following possible economic bargaining goals in order of importance to you, where one (1) is a very high priority and five (5) is a very low priority.

	Average rank	
	1 2 3 4 5	
Address the growing number of faculty vacancies		(1.7)
Expand Retirement Benefits (e.g. 403b employer match, Tier 3 right to pay out for sick leave balance)		(3.0)
Make this year's half-step longevity payment (contracted faculty only) permanent		(2.3)
Make this year's replacement of Spring in-service with a May Day holiday permanent		(3.3)
Match managers' and classified staff's long term disability benefit levels		(2.5)
Protect faculty from layoffs		(1.6)
Provide full cost of living adjustments (COLA), including a look-back to this year		(2.1)
Provide full salary steps for all faculty		(2.5)
Restore our contractual 175 day work year and the associated salary reduction		(3.0)
Eliminate salary placement cap of retired faculty members joining the part-time faculty (currently treated as 'new employees' with a limit of step ten)		(3.3)
Increase the Early Retirement Stipend		(3.3)
Establish a mileage reimbursement rate in the contract (e.g. IRS rates)		(4.2)

Increase support for faculty computers, software and online teaching		(2.5)
Provide medicare supplement insurance for retirees		(2.9)
Restore reassignment time for lead faculty		(3.1)
Restore reassignment time for college governance		(3.6)
Increase Curriculum Development fund		(3.1)

7. Are there other economic areas of importance to you that we address in bargaining? If yes, please describe.

Response

1 Clear policy on intellectual property and online courses; this is economic only in the sense of the possible portability and outsourcing of online instruction.

1 The possibility of temporary salary concessions to weather the current economic storm.

1 We should at minimum get the COLA for each year especially if managers are getting this.

1 We should maintain competitive salary structure with the leading communities colleges in Oregon.

8. Please RATE each of the following non-economic issues in terms of their importance to you, where one (1) is a very high priority and five (5) is a very low priority.

	Average rank					
	1	2	3	4	5	
Negotiate language allowing departments to establish faculty chairs						(2.5)
Make department/division charters grievable						(2.6)
Make the use of college equipment and facilities an employee benefit in order to protect faculty from College disciplinary efforts						(2.9)
Require the College to provide the actual budget projections (not just budget authority) in their annual budget proposals						(1.9)
Provide contracted faculty members the right to teach over-time and summer courses						(2.7)
Enhance faculty member's abilities to protect their class, students, and self from threatening students						(2.1)
Enhance distance learning language to produce equitable and reasonable workloads for distance learning courses						(2.3)
Enhance protection of faculty workloads						(2.0)

9. Our Main Agreement allows both the College and the Association to bring three non-economic issues to the negotiating table. Are there non-economic areas of importance not already addressed in this survey that you want us to address in bargaining? If yes, please describe.

Response

1 As a part-time faculty member who teaches during the summer, I consider the idea of opening up over-time and summer classes to full-time faculty as a direct threat to my economic well being. We already have a clear difference at Lane between full-time and part-time faculty, to increase the amount that the haves can make at the expense of those who do not have as much seems ridiculous. I know some of the full-time faculty some how feel that they are some poor worker not paid enough; well they should try working at two or three different campuses trying to come up with enough work to make their salary equal to that of a full-time faculty member. This is with the knowledge that a full-time position is very unlikely to come-up in the near future because open faculty assignments are always the way the college saves money.

1 Please remember that part-time instructors can only make a living by teaching summers.

10. The College recently informed the Association of its intention to notify us of possible layoffs of faculty in the Fall term. They have also made clear that their plans to layoff faculty are at least partially dependent upon compensation costs negotiated in this economic reopener. The Association opposes layoffs and supports full compensation packages for all faculty and we will seek to fully protect faculty interests in both areas. However, given current College and State budget projections, it is vital for your Bargaining Team to know the will of the faculty regarding protecting faculty jobs if doing so means sacrificing compensation or other economic interests. With this in mind, which of the following statements best represents your position?

	Average rank				
	1	2	3	4	5
I strongly agree that the Association should fully protect faculty compensation even if the College is laying off faculty					(4.3)
I agree that the Association should fully protect faculty compensation even if the College is laying off faculty					(3.5)
I agree that the Association should protect faculty from layoffs, even if it means sacrificing compensation					(1.7)
I strongly agree the Association should protect faculty from layoffs, even if it means sacrificing compensation					(1.5)

11. Other Comments:

Response

1 I know that the faculty are split on the issue of protecting jobs vs. protecting long-term wages of those who have jobs. While in absolute principle I am opposed to trade-offs such as these, in practice I know that any faculty member laid off at this point will enter an impossible job market and so if possible I think it's best to offer short-term concessions in order to save jobs. Of course, in the big world, this often is a slippery slope--compensation never returns to earlier levels, and faculty are laid off anyway. This is the trickiest decision, and one that hopefully you can get some assurance about in writing before permanently shortening our work year and cutting out inservice. (BTW, May Day aside, losing an inservice day did a lot of harm to college-wide projects, so I hope that if we give up inservice next year, it is during the opening of the school year--division meetings, etc., and NOT spring term inservice.

1 Please can we work to make every classroom a smart classroom. This is the 21st century, and running around looking for chalk is not my idea of the best way to spend my time.

1 Protect from layoffs at all costs

[Go back to Management Interface](#)

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