

Summary of Faculty Bargaining Updates

Complete bargaining updates and proposals are available at: <http://lccea.org/>

4-23-13

Non-economic proposals: The Administration proposed to negotiate language on part-time seniority, new innovative programs, and safety. The LCCEA proposed to negotiate workload and professional rights issues.

The Administration's economic proposal:

- Eliminate the College's contribution to health insurance premium increases for the next two years (This an unprecedented proposal.)
- Eliminate the College's contribution to Section 125 accounts
- 0.5% COLA for this year and next
- ½ salary steps for each year that the College is already obliged to pay based upon the 2011-2013 agreement
- Eliminate eligibility for the early retirement program for all new faculty hired after this year
- Reduce support for faculty working on governance councils (This proposal conflicts with an agreement signed just a few weeks ago.)

The LCCEA's economic proposal:

- Keep the current insurance language requiring the College to pick up the first 10% of insurance rate hikes, then splitting the rest until the cost neutrality or stop-loss language kicks in
- No change to the Section 125 employer contribution
- Full steps for all eligible faculty at the beginning of each year
- COLAs matching the inflation rate of 1.59% last year and next year's hike
- Raise of 2.5% to reflect the difference between the 1.0% COLA faculty received this year and the 3.5% salary adjustment that President Spilde received, plus any additional differential adjustments over the next two years
- Add a step at the top of all salary schedules, drop the bottom step, and renumber
- Raise the employer contribution for part-time faculty needing family insurance
- Allow 'Tier 3' PERS members to cash out ½ the value of accumulated sick leave hours upon retirement (Tier 1 and 2 employees have a similar right; the law allows this for 'Tier 3' employees but it has to be bargained)
- Allow faculty members to cash in one month's salary for accumulated sick leave balance each year (President Spilde 'cashed in' a month's salary of vacation leave both last year and this year.)

***Note:** The College's finances have a nearly \$17 million carryover, and President Spilde recently publicly declared that the College is financially "very healthy."*

4-30-13

The Administration's proposal:

- 0.5% to contracted faculty salaries at the top of the salary schedule
- \$500 annual contribution to faculty members with at least one family member and enrolled in a Health Savings Account
- Postpone by one year the elimination of Section 125 employer contributions
- Replace reassignment time for council chairs to do their work with a \$1500 annual stipend (This would compensate chairs for less than one hour of work per week, much less than the seven hour a week average.)
- Facilitate the creation of new instructional programs

The LCCEA rejected their economic proposals and provided an initial safety proposal. Safety was ranked #1 and #2 by faculty in the non-economic bargaining goals.

5-16-13

The Administration made no new non-economic proposal, nor did they move on economic issues.

The LCCEA's proposal:

- Ensure that part-time faculty members receive notification about class assignments in a timely manner
- Move the first date of fall term pay for part-time faculty to September 25 (instead of October 25) and provide compensation for up to eight (8) hours per year for part-time faculty participation in division/department/discipline meetings
- Details on safety language

5-17-13

Discussed the College Council Finance and Budget Committee's budget recommendation that was unanimously approved by representatives from LCCEF, LCCEA, management, administration, and students. The consensus agreement provides a "Bargaining Allowance" of \$3M for employee group COLAs, full steps, and insurance rate hikes (7.4%). The agreement assumed state funding for community colleges at \$460M, with an explicit understanding that if funding were only \$450M, the Bargaining Allowance and tuition rate hikes would remain fully intact.

The Administration provided a written memo asserting that the faculty's agreement in 2008 to make a significant sacrifice and reduce the employer contribution from the first 15% to the first 10% of insurance increases is not status quo language on insurance even though there was never any discussion suggesting that the agreement would expire.

5-28-13

The Administration's "supposal":

- 1.0% COLA
- Half steps at the beginning of the year and half steps in January
- \$0 increase in College contributions to faculty insurance,
- Contingent on enrollment levels (This requirement is unprecedented.)
- One-year economic agreement only

The LCCEA's complete package proposal:

- Full COLA
- Full steps
- Partial COLA restoration
- Appropriate increases to college insurance contributions
- Language on our non-economic issues (workload, professional issues, and safety)

6-4-13

The College Budget Committee approved next year's budget at \$450M level, justifying the Bargaining Allowance and tuition rate hikes remain fully intact.

The Administration withdrew its previous proposal and regressively offered its original proposal of 0.5% COLA, half steps, and nothing for insurance rate hikes.

6-14-13

No agreement, contract set to expire June 30.

The Administration made a "supposal," which they maintain must remain a secret (1.7% COLA with only part of it for the full year; ½ steps and additional ½ steps in January, a temporary 1% stipend for faculty at the top step, and nothing for insurance).

The LCCEA rejected the Administration's "secret supposal" and offered an updated package proposal consistent with the Bargaining Allowance. The College immediately rejected the proposal, stating that it was "unacceptable."

1-14-14

Reached a “near final” Tentative Agreement on Article 34, including an agreement resolving possible violations of the part-time faculty seniority language this year.

The LCCEA offered a “supposal” for a one-year (2013-2014) agreement and reduced non-economic proposals to eight of the sixteen items.

After a brief caucus the Administration promised a response at the next session.

1-27-14

The Administration simply said “No” to last week’s supposal and provided no revision of their previous (12-5-13) proposal. They did strongly recommend negotiating a two-year agreement.

The LCCEA provided a new “supposal” that moved significantly toward the Administration’s proposal for the 2014-2015 year while largely maintaining the LCCEA’s supposal for the 2013-2014 year.

Reached an agreement that resolves an Association grievance on part-time faculty seniority and modifies elements of Article 34.

1-30-14

The Administration agreed to allow 1) retirees to retain college email accounts, 2) the new insurance out-of-paycheck deductions to occur on April 1 rather than March 1, and 3) part-time faculty members to use the 24 paid hours for attendance at fall in-service and spring conference for other events such as department or curricular meetings but only when asked to attend by their dean or other manager.

The LCCEA made a supposal to replace adding a half-step at the top of all salary schedules (to partially make up for the partial COLAs received in past years) with a stipend at the Administration’s invitation, only to have them reject any increase in their stipend proposal, and inexplicably deny their invitation to amend it.

The LCCEA learned that the Administration likely misapplied the current agreement’s language on salary steps for part-time faculty, awarding only half of the step advancements as far back as July 2011. The LCCEA requested that the Administration immediately provide details about how steps have been awarded to part-time faculty since 2010-2011.

2-12-14

The Administration:

- Proposed part-time faculty receive full steps this year as earned
- Did not provide the data requested on how part-time steps have been awarded
- Proposed allowing part-time faculty to use 24 hours of in-service pay for other activities “subject to assignment and approval” by their department chair, which is not required of contracted faculty
- Rejected the LCCEA’s April 2013 proposed language without any attempt to negotiate non-economic proposals
- Announced that they’re “unavailability” to bargain at our regularly scheduled time next week

2-25-14

Reflecting the unanimous opinion of the nearly 100 faculty at the LCCEA membership meeting last Friday, the LCCEA formally rejected the Administration’s current proposal, withdrew its current supposal, and returned to its 11-5-13 proposal.

The Administration proposed canceling next week’s bargaining session in order to focus on other “priorities.”