

2013 - 2014 CBA LCCEA - LCC		LCCEA Proposal - 11/05/13 (Current)		LCCEA <u>Supposal</u> - Economic - 01/21/14		Administration Proposal 1/28/14	
		2013 - 2014	2014 - 2015	2013 - 2014	2014 - 2015	2013 - 2014	2014 - 2015
Sector	Category	Proposal	Proposal	Proposal	Proposal	Proposal	Proposal
Contracted	COLA	Jan 2013 / Jan 2012 Change: 1.59%	Jan 2014 / Jan 2013 Change: 1.58%	College Proposed COLA: 1.75%	College 12/5/13 Proposal: 1.00%	1.75%	1.00%
	Steps	As contractually provided in 26.2.1.5: annual steps until one reaches Step 13.5	As contractually provided in 26.2.1.5: annual steps until one reaches Step 13.5	As contractually provided in 26.2.1.5: annual steps until one reaches Step 13.5 (2nd half of step provided to those eligible, effective 7/1/13)	College Proposal: 1/2 step July 1, 2014; 1/2 step Jan. 1, 2015	Full Steps	1/2 steps 7/1/14; 1/2 steps 1/1/15
	Step Down/ Savings	Count savings for calculating Steps Costing	Move savings to COLA Restoration from faculty leaving/replaced at lower step	Count savings for calculating Steps Costing	Move savings to COLA Restoration from faculty leaving/replaced at lower step		
	Salary Schedule Revisions	Add one-half step at top of schedule, drop bottom step, renumber 1-13	No change	Add one-half step at top of schedule, starting January 1, 2014, drop bottom step, renumber 1-13.5	No change	No change in 1% 'Stipend' at Top	
	Top Step Stipend	None	None	Faculty on Top Step June 30, 2013 Receive 1.5% Stipend, to be paid by February 25, 2014	Faculty on Top Step June 30, 2014 Receive 1.5% Stipend, to be paid by September 10, 2014	1.0%	Faculty on Top Step June 30, 2014 Receive 1.5% Stipend, to be paid by September 10, 2014
Part-time	COLA	Jan 2013 / Jan 2012 Change: 1.59%	Jan 2014 / Jan 2013 Change: 1.58%	College Proposed COLA: 1.75%	College 12/5/13 Proposal: 1.00%	1.75%	COLA
	Salary Schedule Revisions	Base hourly rates (e.g. substitute pay) on 34 hour week; effects substitute pay, in-	No change	Base hourly rates (e.g. substitute pay) on 34 hour week	No change	No change	No change
	Steps	As contractually provided in 26.4.3: one step every 18 credit hours	As contractually provided in 26.4.3: one step every 18 credit hours	As contractually provided in 26.4.3: one step every 18 credit hours (effective 7/1/13 or upon term eligible)	1/2 steps when earned, second half-step(s) January 1, 2015, full steps after Jan 1, 2015	Full Steps	1/2 steps
	Step Down	Count savings for calculating Steps Costing	Count savings for calculating Steps Costing	Count savings for calculating Steps Costing	Count savings for calculating Steps Costing		
	Salary Schedule Revisions	Add one-half step at top of schedule, drop bottom step, renumber 1-13.5		Add one-half step at top of schedule, starting January 1, 2014, drop bottom step, renumber 1-13.5			
Part-time	Stipend			60% of Contracted Stipend to be paid by February 25, 2014	60% of Contracted Stipend to be paid by Sept. 10, 2014	60% Contracted Top Step	
	COLA	Jan 2013 / Jan 2012 Change: 1.59%	Jan 2014 / Jan 2013 Change: 1.58%	College Proposed COLA: 1.75%	College 12/5/13 Proposal: 1.00%	1.75%	
	Steps	As contractually provided in 26.5.3.4 (averages 5.4%)		As contractually provided in 26.5.3.4 (averages 5.4%)	As contractually provided in 26.5.3.4 (averages 5.4%)	Full Steps	
Insurance	Stipend	None	None	60% of Contracted Stipend to be paid by February 25, 2014	60% of Contracted Stipend to be paid by Sept. 10, 2014	?	
	Contracted Insurance Out of Paycheck	Employee and College Split Rate Hike (2.85%); Stop Loss moved to Plan B @ 10%; Cost Neutrality Language maintained (waived if necessary for 2013-14)	No change	Employee picks up first 3.82% of the 2013-14 Insurance rates starting 4/1/14; Cost Neutrality Waived for 2013-14 if necessary	Employee and College Split Rate Hike; Stop Loss linked to Plan B @ 10%; Cost Neutrality Language waived if necessary	Employees pick up first 3.82% of rate Hike, Effective 4/1/14; Drop Cost Neutrality and Stop Loss Language	Employees pick up first 3.82% of rate Hike
	Part-time Insurance Benefits	Employer Portion for Part-time Faculty enrolled in: a) Full Family Plans = 67% of the Cost of OEBB Plan 8; and b) Employee plus Children or Spouse = 84% of OEBB Plan 8; c) Employee-Only Plans receive Contracted Employer contribution for Base Plan (A)	No change	Employer Portion for Part-time Faculty enrolled in: a) Full Family Plans = 67% of the Cost of OEBB Plan 8; and b) Employee plus Children or Spouse = 84% of OEBB Plan 8; c) Employee-Only Plans receive Contracted Employer contribution for Base Plan (A)	No change	Employees pick up first 3.82% of rate Hike; study impact of Obama care re those declining insurance when eligible	
Retirement	Section 125	No Change	No change	No Change to Current Language	No change	No change	
	Early Retirement	No Change	No Change	No Change to Current Language	No Change	No change	Sunset Program
	OPSRP-Only Faculty ("Tier 3")	Allow OPSRP-Only Faculty to pay out 1/2 of sick leave balance upon retirement as allowed in state law (Tier 1 & 2 receive in "Final Average Salary")	No change	No change	No change		
Other	Retirement Rights	Retiree right to LCC email account, use of locker room for 10 years	No change	Retiree right to LCC email account, use of locker room for 10 years	No change	Email acct.with annual confirmation; locker room covered 19.6	
	Curriculum Development Rate	Adjust for inflation from \$30.00 per hour to \$31.37	Adjust rate by FY15 COLA	Adjust for inflation from \$30.00 per hour to \$31.37	Adjust rate by FY15 COLA	\$30.00 per hour	\$30.00 per hour
	President's Contract Me Too II	Right to Cash in up to One (1) Month of Sick Leave Pay per year	No change	Right to Cash in up to One (1) Month of Sick Leave Pay per year	No change		
	Governance	Current MOA language	Current MOA language	Current MOA language		Stipends	Stipends
	Nurse Practitioner Compensation			Will consider		Creation of a salary schedule linked to 210 work days.	
Other	FPD	No change in rate	No change in rate	No change in rate	No change in rate	No change	