

## College Bargaining Proposal for 2016/2017 and 2017/2018, January 25, 2017

Subject	2016/2017 Proposal	2017/2018 Proposal
<b>Length of Economic Agreement</b>	Two Years	Two Years
<b>Contracted Salary</b>		
<b>Salary Schedule Adjustment</b>	1.37 percent contracted faculty salary schedule adjustment for 2016/2017	<b>The contracted faculty salary schedule shall be adjusted by 1.0 percent for 2017/2018.</b>
<b>Steps</b>	One-half step adjustment for step-eligible contracted faculty effective 7/1/2016 for 2016/2017, <b>1/2 step for eligible faculty effective 01/01/2017.</b>	One-half step adjustment for step-eligible contracted faculty effective 7/1/2017 for 2016/2017, <b>1/2 step for eligible faculty effective 01/01/2018.</b>
<b>OEBB Adjustment</b>	The college employer contribution levels toward the total cost of premiums for 2016/2017 shall remain the same as the employer contributions in effect on October 1, 2015. Employer monthly contribution levels toward the total cost of premiums effective October 1, 2016, will be as follows: <b>Employee Only - \$771.48, EE+Spouse - \$1,656.56, E+Children - \$1,464.82, Full Family - \$2,390.89</b>	The college employer contributions toward the total cost of health insurance premiums shall remain the same effective October 1, 2017, that are established for the OEBB renewal effective October 1, 2016. <b>Employee Only - \$771.48, EE+Spouse - \$1,656.56, E+Children - \$1,464.82, Full Family - \$2,390.89.</b>
<b>Top Step Adjustment</b>	A one-time-only lump sum payment of <b>\$1,000.00</b> will be provided to contracted faculty who are at the top step of the salary schedule effective July 1, 2016 (to be paid after the contract is ratified).	A one-time-only lump sum payment of <b>\$1,000.00</b> will be provided to contracted faculty who are at the top step of the salary schedule effective July 1, 2017 (or when contract is settled). The top step lump sum payment will be paid in September, 2017.
<b>Part-time Salary</b>		
<b>Salary Schedule Adjustment</b>	1.37 percent salary schedule adjustment for 2016/2017	<b>The part-time faculty salary schedule shall be adjusted by 1.0 percent for 2017/2018.</b>
<b>Steps</b>	<b>Full</b> step adjustment for step-eligible part-time faculty based upon 21 credits = <b>one full</b> step adjustment.	<b>Full</b> step adjustment for step-eligible part-time faculty based upon 21 credits = <b>one full</b> step adjustment.
<b>Top Step Adjustment</b>	A one-time-only lump sum payment of <b>\$500.00</b> will be provided to part-time faculty who are at the top step of the salary schedule effective June 30, 2016 (to be paid after the contract is ratified).	A one-time-only lump sum payment of <b>\$500.00</b> will be provided to part-time faculty who are at the top step of the salary schedule effective June 30, 2017. The top step lump sum payment will be paid in September, 2017, if the contract is settled at that time.
<b>Part-time Flight Tech Salary</b>		
<b>Salary Schedule Adjustment</b>	1.37 percent part-time faculty flight technology salary schedule adjustment for 2016/2017	1.0 percent part-time faculty flight technology salary schedule adjustment for 2017/2018.
<b>Steps</b>	As outlined in article 26.5 of the LCCEA contract	As outlined in article 26.5 of the LCCEA contract
<b>Top Step Adjustment</b>	A one-time-only lump sum payment of <b>\$500.00</b> will be provided to part-time flight tech faculty who are at the top step of the salary schedule effective June 30, 2016 (to be paid after the contract is ratified).	A one-time-only lump sum payment of <b>\$500.00</b> will be provided to part-time flight tech faculty who are at the top step of the salary schedule effective June 30, 2017 (to be paid if the contract is ratified).
<b>Insurance Proposals</b>		
<b>OEBB Health Insurance</b>	The college employer contribution levels toward the total cost of premiums for 2016/2017 for contracted faculty shall remain the same as the employer contributions in effect on 10/01/2015. Employer monthly contribution levels toward the total cost of premiums effective October 1, 2016, will be as follows: <b>Employee Only - \$771.48, EE+Spouse - \$1,656.56, E+Children - \$1,464.82, Full Family - \$2,390.89.</b>	The college employer contributions toward the total cost of health insurance premiums for 2017/2018 for contracted faculty shall remain the same effective October 1, 2017, that are established for the OEBB renewal effective October 1, 2015, subject to the "stop loss" language in Article 33. <b>Employee Only - \$771.48, EE+Spouse - \$1,656.56, E+Children - \$1,464.82, Full Family - \$2,390.89.</b>
<b>Part-time Health Insurance</b>	The college employer contribution levels toward the total cost of OEBB premiums for 2016/2017 for part-time faculty eligible for health insurance shall be based upon the college employer contributions <b>effective 10/1/2015</b> , for contracted faculty Employee Only coverage ( <b>\$771.48/month</b> ), and shall use the <b>2016/2017 OEBB Birch Synergy Plan</b> as the "base plan" for calculating part-time faculty insurance premium contributions consistent with article 33.3.2.2.3 of the LCCEA contract.	The college employer contribution levels toward the total cost of OEBB premiums for 2017/2018 for part-time faculty eligible for health insurance shall be based upon the college employer contributions <b>effective 10/1/2015</b> , for contracted faculty Employee Only coverage ( <b>\$771.48/month</b> ), subject to the "stop loss" language in Article 33, and shall use the <b>2017/2018 OEBB Birch Synergy Plan</b> as the "base plan" for calculating part-time faculty insurance premium contributions consistent with article 33.3.2.2.2 of the LCCEA contract.
<b>Employer Section 125 Contribution</b>	Maintain current employer contribution levels for section 125	Change employer contribution levels for section 125 to \$300.00 - Employee Only, \$500.00 - Empl. + Spouse and Empl. + Child(ren), and \$600.00 - Full Family
<b>Health Clinic</b>	Maintain an employee contribution for eligible faculty.	Maintain an employee contribution for eligible faculty.
<b>Language Proposals</b>		