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

Subject	2016/2017 Proposal	2017/2018 Proposal
Length of Economic	Two Years	Two Years
Agreement	Two rears	TWO TEATS
Contracted Salary		
Salary Schedule	1.37 percent contracted faculty salary schedule adjustment for	The contracted faculty salary schedule shall be adjusted by 1.0
Adjustment	2016/2017 One-half step adjustment for step-eligible contracted faculty effective	percent for 2017/2018. One-half step adjustment for step-eligible contracted faculty effective
Steps	7/1/2016 for 2016/2017, 1/2 step for eligible faculty effective	7/1/2017 for 2016/2017, 1/2 step for eligible faculty effective
Oteps	01/01/2017.	01/01/2018.
	The college employer contribution levels toward the total cost of	
	premiums for 2016/2017 shall remain the same as the employer	The college employer contributions toward the total cost of health
OEBB Adjustment	contributions in effect on October 1, 2015. Employer monthly	insurance premiums shall remain the same effective October 1, 2017, that are established for the OEBB renewal effective October 1, 2016.
	contribution levels toward the total cost of premiums effective October	Employee Only - \$771.48, EE+Spouse - \$1,656.56, E+Children -
	1, 2016, will be as follows: Employee Only - \$771.48, EE+Spouse -	\$1.464.82. Full Family - \$2.390.89.
	\$1,656.56, E+Children - \$1,464.82, Full Family - \$2,390.89	, , , , , , , , , , , , , , , , , , ,
	A one-time-only lump sum payment of \$1,000.00 will be provided to	A one-time-only lump sum payment of \$1,000.00 will be provided to
Top Step Adjustment	contracted faculty who are at the top step of the salary schedule	contracted faculty who are at the top step of the salary schedule
Top Gtop / tajaotinont	effective July 1, 2016 (to be paid after the contract is ratified).	effective July 1, 2017 (or when ontract is settled). The top step lump
	Part-time Salary	sum payment will be paid in September, 2017.
Salary Schedule The part-time faculty salary schedule shall be adjusted by 1.0		
Adjustment	1.37 percent salary schedule adjustment for 2016/2017	percent for 2017/2018.
	Full step adjustment for step-eligible part-time faculty based upon 21	Full step adjustment for step-eligible part-time faculty based upon 21
Steps	credits = one full step adjustment.	credits = one full step adjustment.
	A one-time-only lump sum payment of \$500.00 will be provided to	A one-time-only lump sum payment of \$500.00 will be provided to
Top Step Adjustment	part-time faculty who are at the top step of the salary schedule	part-time faculty who are at the top step of the salary schedule
Top Step Adjustillent	effective June 30, 2016 (to be paid after the contract is ratified).	effective June 30, 2017. The top step lump sum payment will be paid
	, , ,	in September, 2017, if the contract is settled at that time.
Salary Schedule	Part-time Flight Tech Salar	<i></i>
Adjustment	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.
Steps	As outlined in article 26.5 of the LCCEA contract	As outlined in article 26.5 of the LCCEA contract
Осерз	A one-time-only lump sum payment of \$500.00 will be provided to	A one-time-only lump sum payment of \$500.00 will be provided to
Top Step Adjustment	part-time flight tech faculty who are at the top step of the salary	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	schedule effective June 30, 2017 (to be paid if the contract is
Insurance Proposals		
	The college employer contribution levels toward the total cost of	The college employer contributions toward the total cost of health
	premiums for 2016/2017 for contracted faculty shall remain the same	insurance premiums for 2017/2018 for contracted faculty shall remain
OEBB Health Insurance	as the employer contributions in effect on 10/01/2015. Employer	the same effective October 1, 2017, that are established for the
	monthly contribution levels toward the total cost of premiums effective	OEBB renewal effective October 1, 2015, subject to the "stop loss"
	October 1, 2016, will be as follows: Employee Only - \$771.48,	language in Article 33. Employee Only - \$771.48, EE+Spouse -
	EE+Spouse - \$1,656.56, E+Children - \$1,464.82, Full Family - The college employer contribution levels toward the total cost of	\$1,656.56, E+Children - \$1,464.82, Full Family - \$2,390.89. The college employer contribution levels toward the total cost of
	OEBB premiums for 2016/2017 for part-time faculty eligible for health	OEBB premiums for 2017/2018 for part-time faculty eligible for health
	insurance shall be based upon the college employer contributions	insurance shall be based upon the college employer contributions
Part-time Health	effective 10/1/2015, for contracted faculty Employee Only coverage	effective 10/1/2015, for contracted faculty Employee Only coverage
Insurance	(\$771.48/month), and shall use the 2016/2017 OEBB Birch	(\$771.48/month), subject to the "stop loss" language in Article 33,
	Synergy Plan as the "base plan" for calculating part-time faculty	and shall use the 2017/2018 OEBB Birch Synergy Plan as the
	insurance premium contributions consistent with article 33.3.2.2.3 of	"base plan" for calculating part-time faculty insurance premium
	the LCCEA contract.	contributions consistent with article 33.3.2.2.2 of the LCCEA contract.
Employer Section 125		Change employer contribution levels for section 125 to \$300.00 -
Contribution	Maintain current employer contribution levels for section 125	Employee Only, \$500.00 - Empl. + Spouse and Empl. + Child(ren),
	Matrice and an experience of the Control of the Con	and \$600.00 - Full Family
Health Clinic	Maintain an employee contribution for eligible faculty.	Maintain an employee contribution for eligible faculty.
Health Clinic	Maintain an employee contribution for eligible faculty. Language Proposals	maintain an employee contribution for eligible faculty.