College Bargaining <u>Supposals</u>, 2016/2017 and 2017/2018, May 10, 2016

Subject	2016/2017 Proposals	2017/2018 Proposals
Length of Economic Agreement	Four Years with economic reopener in 2018	Four Years with economic reopener in 2018
	Contracted Salary	
Salary Schedule Adjustment	1.0 percent contracted faculty salary schedule adjustment for 2016/2017	1.0 percent contracted faculty salary schedule adjustment for 2017/2018
Steps	One-half step adjustment for step-eligible contracted faculty for 2016/2017	One-half step adjustment for step-eligible contracted faculty for 2017/2018
OEBB Adjustment	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: Employee Only - \$771.48, EE+Spouse - \$1.656.56, E+Children - \$1.464.82, Full Family - \$2.390.89	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. Employee Only - \$771.48, EE+Spouse - \$1,656.56, E+Children - \$1,464.82, Full Family - \$2,390.89.
Top Step Adjustment	A one-time-only lump sum payment of \$500.00 will be provided to contracted faculty who are at the top step of the salary schedule effective June 30, 2016. The top step lump sum payment will be paid in September, 2016, if the contract is settled at that time.	A one-time-only lump sum payment equivalent of \$500.00 will be provided to contracted faculty who are at the top step of the salary schedule effective June 30, 2016. The top step lump sum payment will be paid in September, 2017, if the contract is settled at that time.
	Part-time Salary	
Salary Schedule Adjustment	1.0 percent salary schedule adjustment for 2016/2017	1.0 percent salary schedule adjustment for 2017/2018
Steps	One-half step adjustment for step-eligible part-time faculty based upon 21 credits = 1/2 step adjustment	One-half step adjustment for step-eligible part-time faculty based upon 21 credits = 1/2 step adjustment
Top Step Adjustment	A one-time-only lump sum payment of \$250.00 will be provided to part-time faculty who are at the top step of the salary schedule effective June 30, 2016. The top step lump sum payment will be paid in September, 2016, if the contract is settled at that time.	A one-time-only lump sum payment of \$250.00 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, 2016, if the contract is settled at that time.
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Salary Schedule Adjustment	1.0 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
OEBB Health Insurance	Insurance Proposals 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: Employee Only - \$771.48, EE+Spouse - \$1,656.56, E+Children - \$1,464.82, Full Family - \$2,390.89	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. Employee Only - \$771.48, EE+Spouse - \$1,656.56, E+Children - \$1,464.82, Full Family - \$2,390.89.
Part-time Health Insurance	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 for contracted faculty Employee Only coverage, and shall use the 2016/2017 OEBB Birch Plan 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 contributions toward the total cost of health insurance premiums shall remain the same effective October 1, 2017, that were in in place effective October 1, 2016 (with a zero increase iin employer contributions for the cost of Employee Only coverage), for calculating part-time faculty contributions toward the total cost of health insurance premiums for the OEBB Birch Plan .
Employer Section 125 Contribution	Maintain current employer contribution levels for section 125	Maintain current employer contribution levels for section 125
Health Clinic	Maintain an employee contribution for eligible faculty.	Maintain an employee contribution for eligible faculty.
	Language Proposals See Draft Language in CBA	See Draft Language in CBA