

**Salary and Benefits  
College Bargaining Proposal 1  
April 8th, 2019**

<b>Subject</b>	<b>2019-2020 Proposal</b>
<b>Length of Economic Agreement</b>	One year
<b>LCCEA Compensation</b>	
<b>Salary Schedule Adjustment</b>	The College proposes a zero (0.00%) salary schedule adjustment for 2019-2020.
<b>Steps</b>	The college proposes a “step freeze” for the 2019-2020 fiscal year.
<b>Insurance</b>	
<b>Health Insurance</b>	No proposed changes. The College (employer) contribution for the College Base Plan (Alder) shall be limited to what the College (employer) contributions were for Plan A during the 2015-2016 year.
<b>Employer Section 125 Contribution</b>	The College proposes to “sunset” College (employer) contributions to employee section 125 flexible spending accounts effective January 1, 2020. No faculty employees will be eligible for College (employer) contributions to the section 125 flexible spending plans effective with the 2020 calendar year.
<b>Health Clinic</b>	The College proposes elimination of Article 33.6. No contracted or part-time faculty shall be eligible to access health care services through the College Health Clinic.