

College Proposal to LCCEF -

August 31, 2016

We gave you this proposal in mediation at approximately 11:15pm on August 29, 2016. This document is the College's official bargaining proposal.

All contract language not addressed in the College proposal provided to the mediator on Thursday, 8/25/16, or in this package proposal, or tentatively agreed to through the afternoon of Monday, 8/29/16; remains current contract language:

College's proposal provided to the Mediator on 8/25/16, and those items tentatively agreed to with these additional changes outlined below.

- Article 4 – Current contract language except, Article 4.2; Three (3) stewards at five (5) hours per month each; no more than 10 hours per month from any one department.
- Article 9.2.6./MOA for DCR Custodial – Extend current MOA through 6/30/2020.
- Article 11.4.1.1. – “Human Resources shall provide the Union with 42 working days of College's intent to layoff unit employees”
- Article 11.10.2. - College withdraws proposed language
- Article 12.4.1. – “Except in cases of emergency, employees will be given a minimum of 10 working days' notice of shift changes; for shift changes of 4 hours or more, 15 working days' notice will be given.”
- Article 12.4.2. – Shift changes can be made with less than 10 working days' notice or 15 days' notice for shift changes of 4 hours or more,
- Article 13.3.1.5. – Reference 8/25/16 proposal; add the following LCCEF will determine which 4 of the 6 plans will be offered and notify the College by Friday, September 2
- Article 13.2.5.3. – Maintain current tuition waiver language
- Article 14.3.2 -
 - Classified employees who work 416 hours or more per fiscal year shall be eligible to access primary health care services through the College Health Clinic. All eligible classified employees (those working 416 or more hours per fiscal year) may opt out of accessing the College Health Clinic and paying the \$4 per month assessment (up to \$48/fiscal year.) The option to opt out of access to the College Health Clinic shall be made each year during the same period as classified employees Open Enrollment for health insurance. Instances where a classified employee may change insurance options shall also allow changes in the clinic access option.
 - Classified employees who choose not to opt out of access to the College Health Clinic shall be assessed \$2.00 per semi-monthly payroll period (up to \$48.00/fiscal year) via payroll deduction as a contribution for access to the College Employee Health Clinic. Eligible classified employees who access primary health care services through the College Health Clinic shall not be required to use their accrued sick leave unless the Absence from their work assignment is two (2) hours or more. Whenever possible,

classified employees shall consult with their College supervisor in advance before leaving their work assignment to go to the College Health Clinic.

- 14.4.1. Vacation hours increased – Do not agree to expanding leave accrual of vacation or other leave category
- Vacation Sell –
 - Vacation Sell: For fiscal year 2017, (July 1, 2016 – June 30, 2017), Classified employees (.500 FTE – 1.00 FTE) may “sell” up to 40 hours of their accrued vacation leave for an addition to gross compensation. The 40 hours that can be paid out would not apply to the College closure days. Eligible LCCEF may sell up to 40 hours only once during the period of time from date of ratification through 12/31/16.
- 14.5. College Closure Days (clarification; this replaced “special vacation days”)
 - 14.5.1. The College shall award ten (10) “college closure days” (or 80 hours of College closure leave) on a recurring basis, to be pro-rated for less-than 1.0 FTE classified employees. These ten (10) “college closure days” shall be awarded all at one time to eligible .50 – 1.0 FTE classified employees and will be awarded annually by or before July 15. The ten (10) days are recurring from one year to the next and these “college closure days” are not subject to being paid out as compensation upon separation from employment. The ten (10) “college closure days” are subject to designation and assignment on the annual academic calendar by the College and responsible managers. Most but not all of the college closure days will be assigned by the College on Fridays in the summers when the College is closed.
- Article 17/Appendix B: July 1, 2016 – ½ step to those step-eligible; retroactive to July 1, 2016. January 1, 2017: ½ step to those step-eligible. Propose a one-time top-step stipend of \$500
- COLA: 1.25% (retroactive 7/1/16)
- Agree - Article 18 – Classification and Compensation study/include College job description of Project Coordinator 2
- Agreed Article 22 – Add language to include: for email review on paid time as feasible with the operational needs of the College as determined and scheduled by the supervisor.
- Article 24 (Appendix R) – College does not agree to expand, but to maintain the rights of employees as currently covered in this Appendix through the end of the contract.