

# LCCEF Bargaining College Bargaining Proposal 2016/2017 April 28, 2016

<b>Subject</b>	<b>2016-17 Proposal</b>
<b>Length of Economic Agreement</b>	<i>Tentative Agreement signed by both parties (7 year agreement with 3 economic reopeners)</i>
<b>LCCEF Compensation</b>	
<b>Salary Schedule Adjustment</b>	.50 (1/2 of one percent) classified salary schedule adjustment for 2016/17
<b>Steps</b>	One-half (2.15%) starting July 1, 2016 for step eligible
	1/2 step for those step eligible at step 17
	Hourly classified employees(C3/C4) eligible for step advancement this year; earn one-half step (2.15%) for those step eligible
<b>Vacation Sell</b>	Up to 16 hours

<b>Insurance</b>	
<b>Health Insurance</b>	The College shall maintain current (2015/2016 ) employer health insurance premium dollar contribution levels for PacificSource Plan A, PacificSource Vision, and MODA Dental for the July 1, 2016 renewal.
<b>Employer Section 125 Contribution</b>	For calendar year 2017, College will maintain the current levels of contribution to a general FSA, dependent on participation in Health Risk Assessment (HRA) and meeting minimum employee contribution level of \$240 annually: Employee Only: \$450 Employee +1: \$850 Family: \$1,100

<b>Other</b>	
<b>Article 16.5.1</b>	Extend College PERS employee 6% portion "pick up" through June 30, 2023
<b>College Health Clinic</b>	\$2.00 per pay period for Employee College Health Clinic access
	Access continues for qualified dependents for \$2.00 per pay period
	Expanded access to hourly classified employees working 416-700 hours

For LCCEF

Date

For the College

Date