

# LCCEF Bargaining College Bargaining Proposal 2016/2017 August 4, 2016

Subject	2016-17 Proposal
<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>	<b>1.00% classified salary schedule adjustment for 2016/17</b>
<b>Steps</b>	One-half (2.15%) starting July 1, 2016 for step eligible; one-half (2.15%) starting January 1, 2017 for step eligible
<b>Top Step Stipend</b>	\$750 for those on Top Step of the Salary Schedule
<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 that are contributed for PacificSource Plan A, PacificSource Vision, and MODA Dental for the July 1, 2016 renewal: <b>EO = \$824.48;</b> <b>E + 1 = \$1,770.99;</b> <b>FF = 2,209.60</b>
<b>Health Insurance Plan Design Changes (Sample options included)</b>	The College proposes LCCEF adopt plan design choices. The College proposes the following plans:
	* Plan A - PSN Network
	* Plan B - PSN Network
	* Plan B - Smartchoice Network
	*Plan C - Smartchoice Network
	In order to comply with ACA Affordability requirements, the College needs to provide a plan that complies with the ACA Affordability threshold. An employee's cost for self-only health insurance must be \$95.63 or less. Plan B-Smartchoice and Plan C-Smartchoice will ensure compliance
<b>July/August/September</b>	The College will pick up the 8.9% increase from the current PacificSource Plan A, Plan B, and Plan C for the months of July, August and September 2016.

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<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>Appendix R</b>	Extend job security rights to those who already have it through June 30, 2023.
<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

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For LCCEFDate

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For the CollegeDate