

LCCEA Package Proposal Summary* -- 03312022

Economics	Brief Summary and Article(s)
Paid time	Restore contracted work days to 175 with commensurate salary increase; commensurate increase to part-time inservice hours; add non-instructional work days for voter registration and election day; add Juneteenth and Indigenous People's Day as paid holidays; add two floating holidays for religious/ cultural observance for holidays not officially recognized by LCC (Art. 9) Make language more inclusive for paid parental, family, & emergency leave (Art. 20; Art. 21); Add bereavement leave (Art. 21); Allow faculty to use paid leave time to supplement Oregon Paid Family & Medical Leave Insurance & College pick-up of PFMLI payroll deduction (Art. 20); Allow annual payout of unused personal leave (Art. 21)
Tuition Waiver	Expand definition of family to make more inclusive. (Art. 19)
Transport.	Provide LTD bus pass to all faculty (Art. 19)
CD rate	Increase CD rate to \$35.63/ hour; Adjust for inflation each subsequent year (Art. 23)
Steps	Status quo language (Full steps for contracted and PT faculty per Art. 26); Add 1.5 steps to the top of contracted and PT salary schedules; drop bottom step (Art. 26)
COLA	Status quo language (CPI-U All Cities; Art. 26)
Bilingual differential	Award steps for faculty using bi-/multilingual skills, including American Sign Language, in their faculty work (Art. 29)
Insurance	Status quo language (Art. 33)
Sec. 125	Status quo language (Art. 33)
Fl. Tech salary and benefits	Update advancement due to curriculum changes; PT Fl. Tech faculty to step on to new PT salary schedule; update insurance maintenance language to align with other PT faculty (Art. 26)
Pay Parity for PT Salary	Eliminate part-time faculty salary schedule; Create new schedule at 85% of contracted schedule; PT faculty "step on" to new schedule at next higher dollar amount. (Art. 26)
PT Coaches	Increase stipends by 10% (Art. 26)
MUP faculty	Adjust hourly rate by COLA each year (Art. 26)
Separation incentive	Establish annual contracted faculty incentive program with notice requirements (Art. 26)
Non-Economics	Brief Summary and Article(s)
TLCs for Lab & Lecture-Lab	Increase TLC factor for lab and lecture-lab to 1.0 (Art. 35, etc.)
Essential Necessities for Student Success	Increase support for student basic needs (i.e. food, housing, counseling/mental health, gender-neutral restrooms, spaces for worship and lactation); Reduce costs for students (i.e. tuition waiver for undocumented and indigenous students, textbook markup reduction, OER support); Expand sanctuary campus provisions; Ensure faculty have basic needs to support students (i.e. office space, technology); Equitable distribution of resources to support minority & LGBTQi student populations; marketing programs & courses that meet underrepresented student needs; budget resources to reflect instructional & student services mission (new Art. 42)
Job Security (MQs and instructor certification)	Document procedures for establishing and/or changing minimum qualifications; establish notice requirements for changes to MQs; establish procedures for maintenance of certification when MQ changes occur, including professional development and opportunities to maintain currency; establish review and appeal process for certification (new Art. 43)
<i>*Summary provided for reference/ convenience only. Not intended as proposal</i>	