

Proposal Comparison -- 03312022 *(please scroll to review all five pages for complete details)*

Economics	Faculty	College
Paid work days	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	Increase contracted work days by one day (to 173 or 173.5) with commensurate salary increase.
PT paid time	Add 16 paid hrs for inservice/meetings/workshops on campus	No hours added
Holidays, Paid Parental, family, medical, emergency, bereavement, & personal leave	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 definition of family more inclusive for paid parental, family, & emergency leave (Art. 20; Art. 21); Expand 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)	No holidays added
Tuition Waiver	Expand definition of family to make more inclusive. (Art. 19)	No changes
Transport.	Provide LTD bus pass to all faculty (Art. 19)	None
CD rate	Increase CD rate to \$35.63/ hour; Adjust for inflation each	No change to current \$30/hour rate
Steps	Current language (Steps for contracted and PT per Art. 26)	Current language (Steps for contracted and PT per Art. 26)
Top steps	Add 1.5 steps to the top of contracted and PT salary schedules to address inequities locally & within OR; drop bottom step (Art. 26)	None
COLA	Status quo language (CPI-U All Cities 7.48%; Art. 26)	1.5%; Delete all language referring to standard governmental inflation rates from contract.
Bilingual differential	Award steps for faculty using bi-/multilingual skills, including American Sign Language, in their faculty work (Art. 29)	None
Insurance	Current language (Art. 33)	Current language (Art. 33)
Sec. 125	Current language (Art. 33)	Current 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)	Redefine part-time Flight faculty workload, seniority, placement, advancement, establish new (undefined) salary schedule; remove pay for grading time; establish "Assistant Chief" provisions requiring tracking of hours to the 6 minute interval;

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, making move toward parity incremental. (Art. 26)	None; would provide additional 0.5% COLA only if PT faculty assignments increase to .75 FTE, resulting in layoffs of approx. 12.5% or more of PT faculty with lower seniority
PT Coaches	Increase stipends by 10% (Art. 26)	COLA adjustment of 1.5%
MUP (music) faculty	Adjust hourly rate by COLA each year (Art. 26)	No increase
Separation incentive	Establish annual contracted faculty incentive program with notice requirements (Art. 26)	None
Non-Economics	Brief Summary and Article(s)	Brief Summary and Article(s)
TLCs for Lab & Lecture-Lab	Increase TLC factor for lab and lecture-lab to 1.0 (Art. 35, etc.)	Maintain 0.682 factor for lab. Set lecture-lab factor at 0.762, which increases workload for contracted faculty and decreases compensation for part-time faculty in several disciplines, including Advanced Tech., CIT, Dance.
Other Workload, including mandatory overloads	Current language that maintains workload standards, including all workload parameters (e.g. credits, TLCs, # sections, # preps, class size, total number of students, etc.)	Increases term TLC max to 18.5; Makes 45 TLCs/credits a minimum workload requirement rather than the maximum; Requires mandatory overloads for all contracted faculty not working exactly 45 TLCs; Pays mandatory overload course at a fraction of credits/TLCs taught. Does not pay overloads until Spring; Displacement of part-time faculty from work that would instead be required for contracted faculty with rates lower than PT faculty salaries in most cases. Eliminates 4 preps = full load provision. Requires PT faculty to do assessment activities without compensation. Maintains 51 TLC per year workload in Adv. Tech & Aviation Maintenance. Limits scope of workload dispute resolution process. Requires 34 hours/week assigned time for non-instructional faculty. Removes faculty discretion in choosing non-teaching work for non-instructional faculty.

Mandatory Overload Examples of Compensation for Partial Courses Only		Pays mandatory overload course at a fraction of credits/ TLCs taught. Example A: A 4-credit course for a faculty member normally teaching 44 credits would be assigned/mandatory for a total of 48 required credits. Only 3 of the credits would be paid as an overload at the 85% rate, resulting in an effective salary rate of only 63.75% for the additional, mandatory course. Example B: A faculty member regularly teaching 43.5 TLCs would be assigned one additional 4.35 TLC mandatory overload course for a total of 47.85 TLC/ year but paid for only 2.85 of the 4.35 TLCs at the 85% overload rate, resulting in net salary rate of 55.7% for the mandatory overload course.
Class Sizes	No mandatory overloads allowed. Maintain class size limits from Workload Taskforce MOA just finalized in 2020 after 6 years of joint LCCEA-LCC work after faculty agreed to increased class sizes in 2014.	Removes all class sizes from contract; allows courses to be assigned up to 200% of "established" but not documented class size; pays stipends to large class sizes based on end of 4th week enrollment. Would dramatically increase workload for all affected and also result in displacement of work from part-time faculty.
Assignment Rights	Current language that protects assignments order of: contracted faculty regular assignments; part-time faculty by seniority; part-time faculty without seniority; then contracted faculty overloads	In addition to mandatory overload course, allows contracted faculty to teach up to .5 FTE voluntary overload during the academic year <i>BEFORE</i> any assignments to part-time faculty, causing substantial displacement of PT faculty
Part-time assignment level	Status quo language at .667 max for academic year	Allows PT faculty to teach up to 0.75 during the academic year; at times of enrollment decline/stagnation, results in substantial layoffs for existing PT faculty with lower or no seniority

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	None
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)	Changes Art. 10 retrenchment language, replacing requirement that faculty who are laid off be placed in positions for which they are qualified with requirement they be placed in courses for which they have certifications in college records, which are historically inaccurate. Limits recall rights to certifications on file at time of layoff. Mandatory overloads, voluntary overloads, and PT assignment levels all would reduce job security and result in layoffs for PT faculty; in subsequent years, also results in reduced number of contracted faculty positions required according to the minimum faculty formula, adding further pressure to contracted faculty workloads and also reducing contracted faculty job security.
Distance Learning	Maintains Distance Learning MOA provisions (e.g. first right to teach new courses; compensation for development; workload and class size maximums; professional development, right to refuse distance learning assignments, evaluation principles, etc.)	Removes Distance Learning MOA and all associated rights from contract
New Teaching Requirements & Expectations	No changes	Establishes requirement that syllabi, assignment descriptions, materials, and grades be available in the LMS (i.e. Moodle) for all courses; Requires faculty to include a "continuity plan" in all syllabi for emergency changes to instruction; adds expectation that faculty have "direct training, professional development, or applicable experience" in instructional delivery methods but limits college-funded professional development (not FPD) to once every five years

Class Cancellation	Protects against early and sufficiently enrolled class cancellations	Removes all protections against class cancellation
Faculty Prof. Dev.	No changes	Removes language establishing role of faculty-led FPD committees in making rules for FPD programs & appeal process.
Other MOAs	No changes	Eliminates Unpaid Sabbaticals; College determines size of APROC; Limits APR course releases to 4 credits; Reduces role of faculty in each program to determine Program Review Committee membership; Removes role of APROC from determining programs and lead faculty for APR process