

LCCEA Package Proposal Full Summary*	
Economics	Brief Summary and Article(s)
Steps	Status quo language (Full steps for contracted and PT faculty per Art. 26); Add 1 step to the top of contracted and PT salary schedules; drop bottom step (Art. 26) each year
COLA	Status quo language (CPI-U All Cities index) at 3.0%; plus 3.1% in year one to account for uncompensated inflation (Art. 26); CPI-U Indexed COLA provided each year
Insurance	Status quo language (Art. 33); Add HSA option for faculty choosing HSA-eligible plan
Sec. 125	Status quo language (Art. 33)
Paid time	Restore contracted work days to 175 with commensurate salary increase (by adding 1/2 day); commensurate increase to part-time inservice hours ; add paid non-instructional work days for voter registration and election day; add Indigenous People's Day as paid holiday; add two floating holidays for religious/ cultural observance for holidays not officially recognized by LCC; allow PT faculty to use 10 hours for class prep (Art. 9); Add one personal leave day/ year ; allow annual payout of unused personal leave (Art. 21)
Pay Parity	Establish pay parity for PT faculty, defined as 85% of contracted salary
PT Paychecks	Move first paycheck for Fall term to Oct 10 instead of Oct 25 & moves Winter to January 10 and Spring to April 10 (Art. 32)
Substitutes	Provide pay for prep time for subs ; faculty not required to find subs when ill (Art. 32)
CD rate	Increase CD rate to \$40.26/ hour ; Adjust for inflation each subsequent year (Art. 23)
Fl. Tech salary and benefits	Update language due to curriculum changes; Add compensation for college closure days, student scheduling time, safety check time; PT Fl. Tech faculty to step on to new PT salary schedule; update insurance maintenance language to align with other PT faculty (Art. 26)
PT Coaches	Increase compensated time due to changes in NWAC rules with unlimited play time "in season" and new "out of season" play time; applies COLAs and pay parity going forward (Art. 26)
Initial Salary Placement	Update salary schedule placement to be more equitable for faculty in the trades & for nurse practitioners to be commensurate with qualifications (Art. 27)
Separation incentive	Establish annual contracted faculty incentive program with notice requirements (Art. 26)
Non-Economics	Brief Summary and Article(s)
Revision	Revise contract for gender neutral language
Term	Seven year contract with economics set for three years, then 2 two-year reopeners (Art. 2)
Workload, including TLCs for Lab & Lecture-Lab	Increase TLC factor for lab and lecture-lab to 1.0 (Art. 35, etc.) & limit maximum annual TLCs to 40 , decreasing workload for full-time faculty and increasing compensation for part-time faculty; limit class size for lecture to 30 & lab to 24 ; provide workload relief/compensation for courses with substantial ADA accommodations; confirm no hourly, FTE, or quantitative reporting of non-teaching work (Art. 35 & Workload MOA)

Essential Necessities for Student Success	Increase support for student basic needs (i.e. food, housing, safe physical campus spaces); Ensure adequate staffing for student services (i.e., counseling/mental health, advising, tutoring) Reduce costs for students (i.e. tuition waiver for DACA and undocumented students, textbook markup reduction, OER support); Expand sanctuary campus provisions; Use LCC Alert when ICE on campus; Improve safety of physical campus; sufficient emergency call boxes; sufficient restrooms ; sufficient gender neutral restrooms; open worship spaces for students; provide instructional specialist in classes with significant numbers of ADA accommodation; appeal process for accommodations that fundamentally alter course; complete study of LCC name (Art. 42)
Essentials for Faculty Working Conditions	Eliminate right to Subcontract (i.e. outsource) faculty work; Protect faculty job security (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); Ensure faculty have basic needs to support students (i.e. office space, technology, IT support); Update and expand protection from discrimination ; 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; Protect academic freedom : faculty may choose to use GenAI but cannot be required to do so; AI shall not supplant faculty work . Ensure ethics and integrity of search processes (e.g., establish ombud, provide release time for faculty search advocates); maintain bias incident procedure; protect faculty data privacy ; provide grace period and funding/release time when changing LMS (e.g., change from Moodle to Canvas); update faculty privacy rights (Art. 4, 16, 7, 43, 44)
Part-time Faculty	Provide assignments for the next academic year to part-time faculty with seniority by the end of Spring term each year. Establish separate accrual families for classes held in Florence. Allow part-time faculty to be placed in Florence accrual families upon request with the same seniority units accrued in current accrual families. (Art. 34)
Safety	Increase safety and preparedness for campus lockdowns (e.g. working locks on classroom doors, window coverings, functioning intercom, accurate & timely communication, training, etc.); Improve safety in the event of a public health emergency (e.g. follow public health guidelines, provide remote options for meetings , provide any equipment or PPE required by public health guidelines, regularly test water for safety, etc.) (Art. 45 & 46)
Association Rights	Align dues deduction calendar with rest of the state (reducing monthly amounts to OEA/NEA); align contract with changes to state law (college support for bargaining team, membership chair, & officer release time, timely notice of new hires, increase paid time for faculty orientations); Ensure minimal standards for safe and sanitary conditions of Association office (e.g. ventilation, rodent control, sewage clean up, functioning hallway lights) (Art. 11 & 31)
Oregon Residency	Exempt existing faculty who live out of state ; Allow reasonable exceptions for program needs, new program development; Skilled & qualified faculty; Temporary move; Faculty diversity (broadly defined)/ faculty retention); Not limited to 12 months; Establish appeal process for exceptions; Ensure equitable treatment for all (Art. 47)
Other	Bargaining over any new changes in working conditions that require negotiations over impacts, e.g. Impacts to Cooperative Education of third party contracts (Art. 48)
<i>*Summary provided for reference/ convenience only. Not intended as proposal or fully comprehensive.</i>	