

	LCCEA	College
Economics	Brief Summary and Article(s)	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	Full steps; No increase at top of salary schedule (Art. 26)
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); Inflation- Indexed COLA provided each year	1.3% adjustment each year for two years, not retroactive if agreement reached after July 1, 2025 (Art. 26)
Insurance & Health care	Status quo language (Art. 33); Add HSA option for faculty choosing HSA-eligible plan	Offer only Moda plan 5 & Kaiser 2 only with HRA "overlay" & no other insurance plan options available; plans would have greatly reduced benefits; eliminate life insurance for contracted faculty (Art. 33)
Sec. 125	Status quo language (Art. 33)	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 inservice hours for class prep per year (Art. 9); Add one personal leave day/ year ; allow annual payout of unused personal leave (Art. 21)	One less day of class prep; eliminate pay for 1/2 day All Faculty meeting during Fall inservice; require part-time faculty obtain dean approval to attend meetings and workshops when using inservice hours for compensation
Pay Parity	Establish pay parity for PT faculty, defined as 85% of contracted salary	No additional increases to PT faculty pay
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)	No change to current paycheck schedule
Substitutes	Provide pay for prep time for subs ; faculty not required to find subs when ill (Art. 32)	No pay for prep time for subs
CD rate	Increase Curriculum Development rate to \$40.26/ hour ; Adjust for inflation each subsequent year (Art. 23)	No increase to Curriculum Development rate; Maintain at \$32.50

Flight 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)	Update language due to curriculum changes; maintains two-level salary schedule, which is lower than standard PT salary schedule, for PT flight faculty with 1.3% COLA
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)	No increases beyond 1.3% COLA
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)	Update salary schedule placement to be more equitable for faculty in the trades ; no changes for nurse practitioner placement; limits faculty who would be eligible for additional step for bilingual skills (Art. 27)
Faculty Prof. Dev.	Maintain programs, funding, & faculty role in decision-making	Reduce funding; reduce number of sabbatical awards ; FPD committees vote to recommend only , & all FPD activities require approval of VP for Academic Affairs, including conferences, award criteria subject to approval by VP of AA; Cultural competence required 12 hours to be assigned by Administration with no faculty choice of activities regardless of faculty expertise
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)
Revision	Revise full contract for gender neutral language	Proposals provided include gender neutral language
Term	Seven year contract with economics set for three years, then 2 two-year reopeners (Art. 2)	Two year contract with bargaining to begin again in January 2027

Workload, including TLCs for Lab & Lecture-Lab	<p>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)</p>	<p>Create mandatory overloads for virtually all contracted faculty, reducing available sections for part-time faculty; Pay mandatory overloads at rates lower than the 85% rate; Increase workload for all faculty; remove Workload Taskforce MOA and remove all class size maximums; maintain TLC factor for lab at 0.682 TLC; reduce TLC factor for lecture-lab</p>
Work Year	<p>Maintain Fall, Winter, Spring as the default academic year</p>	<p>College to assign individual or program faculty to teach a different academic year of any three consecutive terms that could include summer</p>
Essential Necessities for Student Success	<p>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)</p>	<p>Eliminate contract language providing students access to the student health clinic. Eliminates requirement to maintain a Longhouse steward and NASA Coordinator as 2 distinct positions; eliminates contractual requirement for managers training on systems of oppression, bias & discrimination; eliminates CD funding to develop curriculum that reflects the needs of marginalized communities, promotes equity, inclusion, and understanding of systemic oppression; eliminates JEDI faculty positions.</p>

Job security	<p>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) (Art. 4, 44)</p>	<p>Allow layoffs with 60 calendar days notice (e.g. a FT faculty member could be notified July 15 that they are laid off effective Sept 15); Laid off full-time faculty would become part-time faculty rather than contracted faculty when recalled to 0.75 FTE or lower; Maintain option for college to subcontract faculty work; Eliminate option for faculty who are laid off to utilize professional development to gain skills for additional faculty work opportunities; Eliminate minimum full-time faculty positions; Eliminate protections against class cancellations; Appears to seek to allow managers to teach, reducing work available to faculty (Art. 10, 23, 4)</p>
Safety	<p>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)</p>	<p>No proposal to address safety</p>
Essentials for Faculty Working Conditions	<p>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. 16, 7, 43)</p>	<p>No improvements to working conditions; eliminates Office hours MOA that allows online office hours for online instructors, leaving no clear guidelines for office hours and likely potential for unfair labor practice</p>

Part-time Faculty	<p>Provide assignments for the next academic year to part-time faculty with seniority by the end of Spring term each year.</p> <p>Establish separate accrual families for classes held in Florence.</p> <p>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)</p>	<p>Converts any full-time position that is 0.75 FTE or lower to part-time; Increase part-time annual maximum assignment to .75;</p> <p>Remove reference to part-time faculty protections from removal for reasons of discrimination or personal or professional expression;</p> <p>Reduce compensated time for specific recognized committees;</p> <p>Make it more difficult for part-time faculty to qualify for seniority by excluding summer as a term that counts toward earning seniority; Establish Florence accrual families (Art. 34)</p>
Association / Legal Rights	<p>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)</p>	<p>Eliminate college-provided time for Association activities such as negotiations even though the college must provide this time to comply with state law; limit information available by request, including information subject to public records requests</p>
Oregon Residency	<p>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)</p>	<p>No exemptions for any faculty; all faculty must reside in Oregon to work at LCC effective January 1, 2026</p>
Budget Exigency	<p>Maintain current protections that prevent opening the contract except when budget exigency based on objective, external, verifiable data- based criteria occur; limits changes to furlough days & reduction of inservice days</p>	<p>Would allow Administration to determine ten different factors that could result in declaration of budget exigency based on Administration "projections" and "forecasts" and require opening contract for negotiations on any economic issue</p>

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); Impacts of LPN Program hiatus (Art. 49)	Reduce faculty rights to address contract violations (Art. 36); Eliminates requirement for managers to participate in training on the contract; Eliminates requirement to hire a Longhouse Steward; Eliminates Distance Learning MOA; Adds VPAA & two deans to APROC; maintains release for all governance chairs except BDS
<i>*Summary provided for reference / convenience only. Not intended as proposal or fully comprehensive.</i>		