

For Informational Purposes Only		
	LCCEA Faculty	College Administration
Economics	Brief Summary and Article(s)	Brief Summary and Article(s)
Steps for All faculty	Status quo language (Full steps); 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 for All faculty	Status quo language (CPI-U All Cities index) at 3.0%; plus 3.0% in year one to account for uncompensated inflation (Art. 26); Inflation-Indexed COLA provided each year	2.0% adjustment each year for two years, NOT retroactive to July 1, 2025 (Art. 26)
Insurance & Health care	Status quo language (Art. 33); Add HSA option for faculty choosing HSA-eligible plan	Status quo language (Art. 33); Add HSA option for faculty choosing HSA-eligible plan; Remove language referencing student health clinic
Sec. 125	Status quo language (Art. 33)	Status quo language (Art. 33)
Paid time	Maintain 174.5 work days; add 4 part-time inservice hours ; add paid non-instructional work days for 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); allow annual payout of unused personal leave (Art. 21)	Maintain 174.5 days with 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	Pay parity adjustments at 5% per year (Art. 26)	No additional increases to PT faculty pay
Subs	Provide 1 hr pay for prep time for subs ; faculty not required to find subs when ill (Art. 32)	1/2 hour pay for prep time for subs ; faculty not required to find subs when ill (Art. 32)
CD rate	Increase Curriculum Development rate to \$35/ hour ; Adjust for inflation each subsequent year (Art. 23)	Increase Curriculum Development rate to \$35.00

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 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 2.0% COLA with no retro pay , top step stipends of \$500-600 for some PT flight tech faculty
PT Coaches	One-time adjustment of 5% for play time under new NWAC rules; Apply COLA + pay parity adjustments for PT coaches each year (Art. 26)	No increases beyond 2.0% COLA with no retro pay
Initial Salary Placement	Update salary schedule placement to be more equitable for faculty in the trades & for nurse practitioners to be commensurate with qualifications, reasonable time limits to address errors (Art. 27)	Update salary schedule placement to be more equitable for faculty in the trades & for nurse practitioners to be commensurate with qualifications, reasonable time limits to address errors (Art. 27)
Faculty Prof. Dev.	Maintain programs, reduce carryover and restructure funding, & maintain faculty role in decision-making but allow one voting manager, plus VPAA as ex-officio member; reduce sabbaticals by one per year & include manager statement in sabbatical application (Art. 23)	Reduce funding; reduce number of sabbatical awards; FPD committees recommend only , & most FPD activities and award criteria require approval of VPAA, including conferences, watered down Cultural competence requirement with 12 hours assigned by Admin. with no faculty choice , regardless of faculty expertise
Separation incentive	None	None
Non-Economics	Brief Summary and Article(s)	Brief Summary and Article(s)
Revision	Revise full contract for gender neutral language	Revise full contract for 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
Work Year	Maintain Fall, Winter, Spring as the default academic year	Maintain Fall, Winter, Spring as the default academic year

<p>Workload, including TLCs for Lab & Lecture-Lab</p>	<p>Increase TLC factor for lab and lecture-lab to 0.841; Lec-Lab = 1/4 lecture time & 3/4 lab time (Art. 35, etc.) & limit maximum annual TLCs to 45, allow TLCs to vary up to 18.5/ term; limit class size for lecture to 30 & lab to 24; remote options for meetings; confirm no hourly, FTE, or quantitative reporting of non-teaching work; CD funding for OER development; appropriate workload for counseling (Art. 35 & Workload MOA) Art. 35</p>	<p>Create mandatory overloads for significant numbers of contracted faculty, reducing available classes for part-time faculty; Pay mandatory overloads at rates effectively lower than the 85% rate (only above 46 TLCs) ; Increase workload for all faculty; remove Workload Taskforce MOA and committee recommends all class size maximums and VPAA decides; increase TLC factor for lab from 0.682 to 0.7TLC; increase TLC factor for lecture-lab to 0.788; estimated cuts of 43% of part-time faculty classes</p>
<p>Job security</p>	<p>Allow subcontracting in narrowly limited situations (e.g. nurse practitioner); 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; AI shall not supplant faculty work) (Art. 4, 44)</p>	<p>Allow layoffs with 90 calendar days extending into mid-summer for Fall term layoffs; 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; Appears to seek to allow managers to teach, reducing work available to faculty (Art. 10, 23, 4)</p>
<p>Part-time Faculty</p>	<p>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) Accept college procedure for updates to accrual family changes</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>

Essentials for Student Success	Increase support for student basic needs (i.e. food, housing); Reduce costs for students (i.e. textbook markup reduction); Use LCC Alert when ICE on campus; sufficient emergency call boxes; sufficient restrooms; appeal process for accommodations that fundamentally alter course; complete study of LCC name (Art. 42)	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 .
Safety	Increase safety for campus lockdowns by following college's own attorney's recommendations; Improve safety in the event of a public health emergency (e.g. follow public health guidelines, maintain safe water and indoor air quality.); safe campus for all; ICE alerts (Art. 45)	ZERO proposal to address safety
Essentials for Faculty Working Conditions	Update/ expand protection from discrimination; Protect academic freedom: faculty may choose to use GenAI but cannot be required to do so; AI shall not supplant faculty work; maintain bias incident procedure; provide grace period, paid training/class dev. time during Spring conference, plus three days of Fall inservice for change from Moodle to Canvas; update faculty privacy rights, including data privacy (Art. 15, 16, 7, 43)	No improvements to working conditions; does NOT include "immigration status" in nondiscrimination protections ; proposal on change of LMS to Canvas instead of Moodle provides 4 hours pay to 12 faculty members only, plus paid training during Spring conference, plus 7 hours during Fall inservice
Budget Exigency	Reasonable protections that prevent opening the contract except when funding limitations require the College to close; impacts to faculty through furlough days (Art. 6)	Would allow Administration to determine two different factors that could result in declaration of budget exigency, requiring opening contract for negotiations on any economic issue at that time, not just furlough days during inservice

Assn. / Legal Rights	Align contract with changes to state law (college support for bargaining team, membership chair, & treasurer release time, timely notice of new hires; 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);	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; reduce ability of faculty to address contract violations (Art. 36)
Oregon Residency	Exempt existing faculty who live out of state; Allow reasonable exceptions for: Temporary move; limited to 16 months; Establish appeal process for exceptions; Ensure equitable treatment for all (Art. 47)	No exemptions for any faculty; all faculty must reside in Oregon to work at LCC effective January 1, 2026
Complete Contract clause	Maintain contract and protect faculty rights to seek remedies for contract violations	Eliminates all past practice and existing conditions not written into contract
MOAs	Brief Summary	Brief Summary
Distance Learning	Update language; maintain protections for workload, academic freedom, and evaluations for distance learning language	Eliminate Distance Learning MOA with rights and standards for online courses
Other MOAs	Maintain hyflex MOA; Maintain office hours provisions; maintain governance release and governance MOA; maintain previous grievance settlement agreements to avoid future disputes and reduce litigation; (e.g., protect faculty from losing work to managers teaching classes; protect compensation for faculty teaching in non-credit, continuing ed programs; required manager training on the contract, bias & discrimination)	Eliminate hyflex MOA; Eliminate office hours language, creating conditions for likely future unfair labor practice(s) or unequal treatment of faculty; Eliminate requirement for manager training on the contract; Eliminate requirement to keep Longhouse Steward and NASA Coordinator as 2 distinct positions; maintain governance release except reference to BDS; reduce compensation for faculty teaching in non-credit, continuing ed programs
MOA elimination	22 MOAs mutually agreed to be eliminated; proposed elimination of Media Arts and Academic Technology MOAs	22 MOAs mutually agreed to be eliminated; No response on outstanding MOAs

Jan 13 Other	TA: College proposals for Art. 41 & Common Course Numbering & part-time coaches MOA; Drop Art. 48 (Co-Op)	
<i>*Summary provided for reference / convenience only. Not intended as proposal or fully comprehensive.</i>		