

College Mediation Proposal for Tentative Agreement for Contract Settlement

LCC/LCCEA 2025 Bargaining

Presented by College - 2/25/26 at ~6:30 p.m.

AM

The College presents the following Package Proposal for a complete settlement and tentative agreement for a successor CBA.

TA - overall contract settlement

General terms for contract settlement:

2/25/26 8:31 p.m. JED

1. Agreement on this package shall constitute agreement on all listed provisions and all bargaining related issues in negotiating a successor collective bargaining agreement ("CBA").
2. All tentative agreements ("TAs") reached in negotiations will be included in the final CBA.
3. All provisions of the successor CBA are effective upon mutual ratification unless otherwise specified pursuant to Article 2.1.
4. The parties' agreed-upon ground rules for bargaining remain in effect through mutual ratification of the agreement pursuant to Ground Rule #19.
5. The TA for a successor CBA is contingent upon ratification by both parties' constituents.
6. All withdrawn proposals remain withdrawn.
7. The final successor CBA is subject to housekeeping.
8. The final successor CBA will supersede the 2019-2024 Collective Bargaining Agreement and the 2022-24 Reopener Agreement.
9. LCCEA agrees to dismiss and withdraw its September 24, 2025, grievance alleging certain July 1, 2025 cost of living adjustments are owed.
10. LCCEA agrees to withdraw the unfair labor practice complaint filed in UP-062-25 with prejudice. LCCEA's withdrawal of the complaint should not be interpreted as agreement with the position taken by the College in the unfair labor practice complaint process, nor should it serve as a waiver of bargaining rights that could be asserted in future disputes. Both the College and LCCEA retain the positions taken during the unfair labor practice complaint process and reserve their respective legal positions taken in that proceeding.
11. On a one-time, non-precedent setting basis, LCCEA returns \$200,000 of FPD carryover to LCC upon ratification of this successor CBA.

CBA terms for settlement:

College 2/25/2026 Mediation Package Proposal for TA	
Article/Issue	Proposal
Article 2	The College accepts LCCEA's 2/25/26 ~10:15 a.m. Proposal from Package "D"
Article 4	LCCEA withdraws its proposal, revert to current contract language
Article 10	See enclosed TA document
Article 11	College accepts LCCEA's 2/25/26 ~ 10:15 a.m. Proposal from Package "D"
Article 23	See enclosed TA document

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College 2/25/2026 Mediation Package Proposal for TA	
Article/Issue	Proposal
Article 25	College accepts LCCEA's 2/25/26 ~ 10:15 a.m. Proposal from Package "D"
Article 26	See enclosed TA document
Article 34	College agrees to the 2/24/2026 LCCEA Mediation Package C received at approximately 3:30 p.m.
Article 35	See enclosed TA document.
Article 42	LCCEA agrees to withdraw its proposal for a new Article 42, "Essential Necessities for Student Success"
Article 45	LCCEA agrees to College proposal from the 2/24/26 Confidential Mediation Package Proposal ~7:30 p.m.
Article 49	LCCEA agrees to withdraw its proposal for a new Article 49, "Impacts of Licensed Practical Nursing Program (LPN) Hiatus" (SEE TA'd MOA)
New Article 50	LCCEA agrees to withdraw its proposal for a new Article 50, "ESL Faculty Work"
New Article X - Continuing Education	LCCEA accepts College's proposal from 6/5/25

Sideletters to Maintain		
The parties agree to continue the following side letters of agreement in the successor agreement and list them in Article 2.5 as specified below		
MOA Title/Common Name	Date Originally Signed or CBA Page Numbers	College Proposed Action
Part-Time Athletic Trainer Hours	3/22/2024	Maintain as sideletter with minor modification. See attached proposal
Manager Teaching Settlement	3/28/2022	Maintain as sideletter

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Remaining Sideletter Disposition

The College and the Association agree that the side letters of agreement listed below are expired, have no further force or effect, are eliminated from the collective bargaining agreement, and are no longer binding in any manner on the parties.

MOA Title/Common Name	Date Originally Signed or expired CBA Page Numbers
ESL Faculty Work	CBA page 152
ESL Grading and FTE	CBA page 153
Dental Hygiene ULP Settlement Agreement	3/1/2023
College Governance	CBA pages 145-146
College Governance Reassignment Time and Compensation	10/14/2021
Re-Employment of Retired Employees	CBA pages 168-169
Section 125 Contributions	11/16/2022
Double Coverage Surcharge	9/2/2020
Impacts of SB511	12/9/2021
SB511 Modifications	7/25/2022
HB2611	9/12/2023
Faculty Workshop/Training	2/28/2020
Part-Time Faculty Compensation for Specific Committees	1/27/2022
Distance Learning	CBA pages 148-151
Assignment Rights	CBA page 178
Workload, Class Cancellation, and Enrollment Capacity	CBA page 175
Enrollment Capacity Implementation Process	CBA page 176
Office Hours	7/16/2021
Joint Workload Taskforce Survey Results and Workload Findings	CBA pages 154-164
Advanced Technology	CBA pages 143-144

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MOA Title/Common Name	Date Originally Signed or expired CBA Page Numbers
Grievance and Unfair Labor Practice	9/6/2022
Hyflex Modality	6/9/2021
Non-Credit Continuing Education Activities	10/10/2023
Contracted Faculty FTE	11/2/2021
Contracted Faculty FTE - March 21	3/8/2021
Contracted Faculty FTE Exception	7/25/2022