

February 1, 2017

Faculty Bargaining Communications

Greetings Faculty Colleagues,

The bargaining session on January 25, 2017 ended with both bargaining teams agreeing to seek mediation services through the Oregon Employment Relations Board (ERB). The LCCEA and college bargaining teams have been negotiating for over ten months dating back to March, 2016 to resolve the collective bargaining agreement. Third-party mediation services through ERB have been used in the past to resolve agreements between the college and LCCEA. We are confident that ERB mediation services for the current circumstance will support the parties in reaching a negotiated settlement.

The College has engaged in good faith negotiations during the past ten months to move the current bargaining process forward. "Good faith" means that bargaining teams are required to move proposals forward in a "progressive" manner (make incremental improvements to proposals) to attempt to reach a negotiated settlement. Details concerning the College's good faith efforts to reach a negotiated agreement with LCCEA include the following.

1. In May, 2016 the college bargaining team proposed a 1.0% salary schedule adjustment for 2016/2017. In January, 2017 the college team increased the proposed salary schedule adjustment to 1.37% for 2016/2017.
2. In May, 2016 the college bargaining team proposed one-half step adjustments (1.875%) retroactive to July, 2016 for step-eligible faculty. In January, 2017 the college team proposed an additional one-half step adjustment (1.875%) effective in January, 2017 for step-eligible faculty. The college also improved the step proposals for step-eligible faculty for the second year, 2017/2018.
3. In May, 2016 the college bargaining team proposed no change to future college contributions for faculty section 125 flexible spending accounts. In January, 2017 the college team proposed doubling the current college contribution levels for faculty section 125 flexible spending accounts effective October 1, 2017, for calendar 2018.

The college's current economic bargaining proposals may be accessed and reviewed at the following link. <https://www.lanecc.edu/hr/faculty-lccea>

It is important to underscore that the ten months of negotiations between the LCCEA and college teams have resulted in substantial collaboration to resolve a settlement. For example, collaborative negotiations between the parties have resulted in nearly full agreement on health

insurance support for faculty for both the 2016/2017 the 2017/2018 academic years. We anticipate that this spirit of collaboration will continue.

Since 2012, as the economy and employment prospects improved, Lane Community College has experienced significant student enrollment declines totaling -40.1%. Tuition and fees from student enrollment amount to approximately 32% the college's general fund resources. Revenue to and through Lane's general fund has declined by -\$6 million dollars during the past five academic years, a revenue decline of -7%, mostly due to the loss of enrollment-related tuition, fees and state reimbursement.

Despite declining revenues in many years, Lane Community College has provided budget resources each year for the collective bargaining processes. In the current bargaining process, the college bargaining team again made reasonable proposals to provide budget resources for the current negotiations with LCCEA. As a public entity in Oregon, Lane Community College is required to maintain a balanced budget. Therefore, it is important to have collective bargaining agreements that align personnel expenditures with Lane's budget resources.

With the assistance of a third-party mediator provided by ERB, we are optimistic that a negotiated settlement will be reached in a timely manner with LCCEA leadership. We will keep faculty informed and we appreciate the commitment that members of the bargaining teams have demonstrated to reach a negotiated agreement.