

2020/21 Salary reopener

The College proposes to LCCEF:

- A one-year salary freeze for all Classified employees
- A \$10,000 retirement incentive for retirements announced on or after Feb. 1st, 2020 and effective before July 1st, 2020.
- An insurance waiver program for those employees who have double coverage either through OEBC or some other insurance carrier that would provide \$200/mo stipend for waiving their LCC health insurance coverage.
- Should furloughs be required, they will to the extent possible be designated on the same days as College Closure Days (14.9), and will be processed through the Oregon WorkShare program to the extent possible. Any voluntary furloughs shall count toward an individual's mandatory furlough balance should it be needed.
- Discontinuation of the 80% parity schedule for C3 employees
- Based on the employee's medical insurance enrollment tier, the College will contribute the following amount to an employee's Section 125 Flexible Spending Account (medical), contingent on the employee meeting the minimum contribution amount of \$240 annually.
 - Employee Only: \$670
 - Employee + Spouse/Partner or Employee +Child(ren): \$1,340
 - Full Family : \$1,715