

## College Bargaining Communication – MOA with LCCEF Dated July 24, 2019

Greetings Classified Bargaining Unit Colleagues,

You are likely aware that your Lane Community College Employee Federation (LCCEF) leadership and bargaining team has reached a tentative agreement for a Memorandum of Agreement (MOA) with Lane Community College (College) that covers a one-year agreement for 2019/2020. This one-year tentative agreement is subject to ratification by the classified bargaining unit members. We encourage all classified employees to participate in the ratification vote. The important details of the MOA include the following:

- The College will provide a 1.75% salary schedule adjustment retroactive to July 1, 2019, in consideration of all classified employees who are eligible for health insurance benefits moving to the Oregon Educator Benefits Board (OEBB) health insurance plans effective on a date to be determined; likely by November 1, 2019.
- The change from the PacificSource health insurance plans to the OEBB health insurance plans will result in very significant reductions for the total cost of health insurance premiums for classified employees. If the MOA is ratified by classified employees, and depending upon OEBB plan enrollment and insurance tier elections (examples: Employee Only, Empl. + Spouse, Empl. + Children, or Full Family) each classified employee may see between \$3,000 to \$10,000 returned to their gross payroll during 2019/2020 because the OEBB premiums are so much lower than the current PacificSource premiums.
- The College will provide an additional 1.0 % salary schedule adjustment retroactive to July 1, if the tentative agreement is ratified.
- If the tentative agreement (MOA) is ratified, the College will be in a much better position to support a reasonable transition between the PacificSource and the OEBB health insurance plans.
- The combination of the salary schedule adjustments noted above (2.75% for 2019/2020) and the health insurance change to OEBB coverage will result in thousands of dollars more remaining in the gross payroll of classified employees during 2019/2020.

**College administrators strongly encourage classified employees to ratify this one-year MOA!** Important details about the MOA (tentative agreement) as well as information and bargaining proposals from both LCCEF and the College may be accessed at the following link:

<https://www.lanecc.edu/hr/classified-lccef>