

College Bargaining Proposal 1
2019/2020 and 2020/2021
March 8, 2019
LCCEF Bargain

2019-2021 LCCEF Economic Reopener		
Subject	2019-2020 Proposal	2020-2021 Proposal
Length of Economic Agreement	<i>One Year</i>	<i>One Year</i>
LCCEF Compensation		
Salary Schedule Adjustment	The College proposes a zero (0.00%) salary schedule adjustment for 2019/2020	The College proposes a zero (0.00%) salary schedule adjustment for 2020/2021
Steps	The College Proposes a "step freeze" for the 2019/2020 fiscal year	The College Proposes a "step freeze" for the 2020/2021 fiscal year
Insurance		
Health Insurance	The College proposes to move all insurance eligible employees in the LCCEF bargaining unit, and their enrolled dependents, into the Oregon Educator Benefits Board (OEBB) health insurance plans effective October 1, 2019. Note that there may also be restrictions against "dual enrollment" of eligible LCCEF bargaining unit employees on the OEBB plans.	The College proposes to maintain all insurance eligible employees in the LCCEF bargaining unit, and their enrolled dependents, on the Oregon Educator Benefits Board (OEBB) health insurance plans effective October 1, 2019. Note that there may also be restrictions against "dual enrollment" of eligible LCCEF bargaining unit employees on the OEBB plans.
Employer Section 125 Contribution	The College proposes to "sunset" employer (college) contributions to employee section 125 flexible spending accounts effective January 1, 2020. No classified employees will be eligible for college (employer) contributions to the section 125 flexible spending plans effective with the 2020 calendar year.	The College proposes to "sunset" employer (college) contributions to employee section 125 flexible spending accounts effective January 1, 2020. No classified employees will be eligible for college (employer) contributions to the section 125 flexible spending plans effective with the 2020 calendar year.
Other		