

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

<b>2019-2021 LCCEF Economic Reopener</b>		
<b>College official proposal May 24, 2019</b>		
Subject	2019-2020 Proposal	2020-2021 Proposal
<b>Length of Economic Agreement</b>	One Year	One Year
<b>LCCEF Compensation</b>		
<b>Salary Schedule Adjustment</b>	The College proposes a zero (1.75%) salary schedule adjustment for 2019/2020, contingent on classified employees moving to the OEGB health insurance plans effective October 1, 2019.	The College proposes a zero (0.00%) salary schedule adjustment for 2020/2021
<b>Steps</b>	For budget sustainability reasons, the College proposes a "step freeze" for the 2019/2020 fiscal year.	For budget sustainability reasons, the College Proposes a "step freeze" for the 2020/2021 fiscal year
<b>Vacation leave sell</b>	Classified employees may voluntarily sell up to 16 hours of their accrued vacation leave subject to a process outlined by Lane HR.	Classified employees may voluntarily sell up to 16 hours of their accrued vacation leave subject to a process outlined by Lane HR.
<b>Insurance</b>		
<b>Health Insurance</b>	The College proposes to move all insurance eligible employees in the LCCEF bargaining unit, and their enrolled dependents, into the Oregon Educator Benefits Board (OEGB) 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 OEGB plans. The College's employer contribution toward the total cost of health insurance premiums shall remain the same employer contribution that was in place effective October 1, 2019.	The College proposes to move all insurance eligible employees in the LCCEF bargaining unit, and their enrolled dependents, into the Oregon Educator Benefits Board (OEGB) 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 OEGB plans. The College's employer contribution toward the total cost of health insurance premiums shall remain the same employer contribution that was in place effective October 1, 2019.
<b>Employer Section 125 Contribution</b>	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.
<b>Health Clinic</b>	The College proposes to discontinue employee access to Lane Health Clinic services effective July 1, 2019, and eliminate the \$2.00 per payroll period deduction from classified employees' payroll for Health Clinic access.	The College proposes to discontinue employee access to Lane Health Clinic services effective July 1, 2019, and eliminate the \$2.00 per payroll period deduction from classified employees' payroll for Health Clinic access.
<b>Other</b>		