

March 2, 2017

Faculty Bargaining Communications

Greetings Faculty Colleagues,

The LCCEA and college bargaining teams continue to meet in an effort to resolve the remaining issues for an updated two year collective bargaining agreement. In particular, the college bargaining team seeks agreement with and from the LCCEA bargaining team in the following areas.

2017 Voluntary Faculty Separation Incentive: We clarified in our prior communications to all faculty that the college must resolve a budget gap of -\$9.5 million or more between expenditures and revenues for the 2017/2018 fiscal year (FY'18). This budget gap amounts to over 10% of the college's general fund budget, so involuntary program eliminations and budgeted position reductions potentially impacting both classified and faculty employees in .50 – 1.0 FTE assignments may be necessary to balance the FY'18 budget. One strategy that would reduce the need for involuntary reductions would include employees accepting a voluntary separation incentive. There is already a voluntary separation incentive in place for classified employees in .50 – 1.0 FTE assignments, and the college seeks the agreement of LCCEA leadership for a similar voluntary separation incentive for .50 – 1.0 FTE faculty. A timely agreement with LCCEA leadership for a 2017 voluntary faculty separation incentive will provide a more informed the budget planning process.

Both the college's current budget projections and the college's proposal for a 2017 voluntary faculty separation incentive are available for review on the following links.

2017/2018 Budget Projections and Process:

<https://www.lanecce.edu/budget/17-18-budget-development>

College Proposal for 2017 Voluntary Separation Incentive:

<https://www.lanecce.edu/hr/faculty-lccea>

Assessment of Learning and Program Review: The college team has been bargaining in good faith with the LCCEA bargaining team concerning both assessment of learning and program review. Assessment of learning is a core responsibility for all Lane faculty that is an essential part of all faculty instructional assignments. The college has also clarified that we will take a "reasonable" approach to projects related to both assessment of learning and program review. Where there are substantive concerns about excessive faculty workload impacts because of projects related to assessment of learning or program review, there is existing language in the

LCCEA contract that is appropriate for processing these workload concerns. For example, the Association and the college have previously agreed to resolve faculty workload concerns through the workload dispute resolution process outlined in article 35.4 of the LCCEA contract. In addition, the college has made a good faith proposal during the current bargaining process concerning the faculty leadership assignments and roles for program review. The college's proposal for program review may be accessed via the link noted above.

College Economic Proposals: Since 2012, as the economy and employment prospects improved, Lane Community College has experienced significant student enrollment declines totaling -40.1%. Student enrollment in the current academic year (2016/2017) has continued to decline by about 4 – 5 %. 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 concerning the progress toward resolving the current bargaining with LCCEA leadership and we appreciate the commitment that members of both bargaining teams have demonstrated to reach a negotiated agreement. The first mediation session is scheduled for Monday, March 13, 2017

The college's current economic bargaining proposals are available on the webpage link noted above. It will very much inform the pending FY'18 budget process for the Association and college bargaining teams to reach a timely resolution of the current negotiations so the budget planning process may be informed by concrete compensation and benefits cost information.