

Collective Bargaining Agreement
Between
Lane Community College Employees Federation
And
Lane Community College

The following elements reflect the details of the ratified agreement for a two-year economic re-opener covering the period July 1, 2013, through June 30, 2015, between Lane Community College Employees Federation (LCCEF) and Lane Community College (College).

- I. **Salary Schedule Adjustment:** For fiscal year 2014 (July 1, 2013 – June 30, 2014), the Salary Schedule Adjustment shall be 1.75%, effective July 1, 2013. For fiscal year 2015 (July 1, 2014 – June 30, 2015), the Salary Schedule Adjustment shall be 1.0%, effective July 1, 2014.

For Fiscal year 2014, new rates will be implemented for the October 10, 2013 pay date. Retroactive (to July 1, 2013) pay will be calculated and paid on the October 25, 2013 pay date. To receive retroactive pay, employees must be in active status on the date the Board of Education ratified the contract, September 17, 2013.

- II. **Steps:** For fiscal year 2014, effective July 1, 2013, one step (equal to 4.3% of current pay) shall be awarded to contracted employees who are step eligible on June 30, 2013. For fiscal year 2015, effective July 1, 2014, a half step (equal to 2.15% of current pay) shall be awarded to contracted employees who are step eligible on June 30, 2014. Effective January 1, 2015, a half-step (equal to 2.15% of current pay) shall be awarded to contracted employees who are step eligible as of December 31, 2014.

For Fiscal year 2014, new steps will be implemented for the October 10, 2013 pay date. Retroactive (to July 1, 2013) pay will be calculated and paid on the October 25, 2013 pay date. To receive retroactive pay, employees must be in active status on the date the Board of Education ratified the contract, September 17, 2013, and must be step eligible as of June 30, 2013.

Employees at step 17 on June 30, 2013 will receive a half-step adjustment.

Salary Stipend: For fiscal year 2014, a one-time stipend payment of \$500 shall be paid to all non-step eligible LCCEF employees who were on the top step of the LCCEF salary schedule as of June 30, 2013. For fiscal year 2014, employees must be in active status on the date the Board of Education ratified the contract, September 17, 2013 in order to receive the stipend.

Employees at step 17 on June 30, 2013 are eligible for a one-time stipend equal to half the stipend awarded those at the top step, \$250.

For fiscal year, 2015, a one-time stipend of \$500 shall be paid to all non-step eligible LCCEF employees who were at the top step of the LCCEF salary schedule as of June 30, 2014.

Employees at step 17 on June 30, 2014 are eligible for a one-time stipend equal to half the stipend awarded those at the top step, \$250.

Intermediate level Information Technology employees at Step 10 will receive the salary stipend pursuant to eligibility rules outlined above.

Red-lined employees will receive no salary schedule adjustment or steps but will be eligible for the salary stipend.

- III. **Benefit Stipend:** For fiscal years 2013-2014 and 2014-2015, the healthcare stipend for employees less than .500 FTE will be increased to \$100 per month. Eligibility at 700 hours and all other language of Article 13.4 remains the same.

For fiscal year 2014, the increased stipend will be paid on the October 10, 2013 pay date.

- IV. **Noncontract Hours:** For fiscal year 2014 (July 1, 2013 – June 30, 2014) there shall be 16 hours of noncontract leave (prorated for .50 - .999 FTE employees) to be designated by Lane Managers. For fiscal year 2015 (July 1, 2014 – June 30, 2015) there shall be 16 hours noncontract leave (prorated for .50 - .999 FTE employees) to be designated by Lane Managers.

All noncontract leave hours will expire on 6/30/2015, remaining hours are not subject to payoff and the leave bucket will be zeroed out.

For fiscal year 2014, the designated noncontract days are December 23 and 24, 2013.

Hours will be loaded into each employee's leave bucket no later than November 30 of each year.

For new hires of .50 FTE or greater, Noncontract hours will be effective upon hire and will be loaded into the noncontract hour bucket based on FTE and available for immediate use with manager discretion as to scheduling. For new hires after July 1, 2014, only 16 hours for fiscal year 2014-2015 will be awarded.

V. **Vacation Sell:** For fiscal year 2014 (July 1, 2013 – June 30, 2014) C-1 and C-2 classified employees may “sell” up to 16 hours of their accrued vacation leave to the College for a cash addition to gross compensation. Vacation leave may be “sold” back to the College by eligible LCCEF employees in increments of four (4) hours up to no more than sixteen (16) hours of accrued vacation leave, and the vacation sell may be executed once in fiscal year 2014 by each eligible employee between October 1, 2013 and October 31, 2013. For fiscal year 2015 (July 1, 2014 – June 30, 2015) C-1 and C-2 classified employees may “sell” up to 16 hours of their accrued vacation leave to the College for a cash addition to gross compensation. Vacation leave may be “sold” back to the College by eligible LCCEF employees in increments of four (4) hours up to no more than sixteen (16) hours of accrued vacation leave, and the vacation sell may be executed once in fiscal year 2015 by each eligible employee between July 1 and October 15, 2014.

VI. **Insurance Costs:** For fiscal year 2014 (July 1, 2013-June 30, 2014) the College contribution towards the premium cost of health insurance will be capped at the July 1, 2012 levels by tier as follows:
Employee Only: \$730.97/month
Employee +1: \$1,555.93/month
Full Family: \$1,945.91/month

For fiscal year 2014, the new employee contribution rates will be determined by plan selection as outlined in VIII below and on Rate Sheet attachment and will take effect October 1, 2013. New rates will begin to be deducted from employee’s pay starting with the September 25, 2013 pay day. Retroactive contributions/refunds related to the 10/1/2013 effective date, if any, will be implemented with the October 10, 2013 pay day.

For fiscal year 2015, the employee will cover the first 3.82% of any increase by plan and the College and employee will split the difference (50% employee and 50% employer) above the 3.82% renewal increase.

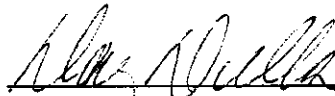
VII. **Health insurance plans:** Starting fiscal year 2014, the College will offer 3 plans to employees with the following plan design:

Plan A: Current plan with \$500 individual/\$1,250 family deductible (in-network), \$1,500 individual/\$3,000 family OOP max (in-network), same copays and co insurance.
Plan B: \$750 individual/\$1,875 family deductible, \$2,500 individual/\$5,000 family OOP max, same copays and coinsurance as Plan A
Plan C: \$1,000 individual/\$2,500 family deductible, \$3,000 individual/\$6,000 family OOP max, same copays and coinsurance as Plan A


RX copay for mail order generic decreased to \$15 for all plans

Details of plans included on attachments. Various plan changes as required by federal and state law are also being implemented. See attachments.

- VIII. **Employer Section 125 Contributions:** The College will continue to contribute at the current levels to Section 125. See attached Section 125 Memorandum of Agreement.
- IX. **Health Clinic Access:** College will maintain current employee contribution level of \$2.00 per pay period for eligible employees. See Article 14.3.2. Employees working between 416 hours and 700 hours will now be eligible and automatically enrolled and will have the choice to opt out of this benefit.
- For fiscal year 2014, the effective date is upon ratification by the Board of Education, September 17, 2013.
- X. **Employee Assistance Program (EAP):** Hourly classified employees will be eligible to access the EAP. Benefit will go into effect on October 1, 2013.
- XI. **On-Call and Emergency Call Back Pay:** Amend Article 12.3.2 and 12.3.2.1 to include all bargaining unit employees in all departments by removing reference to "technical" employees and "Technology" respectively, and strike "weekends (Friday-Sunday)" language. This will be effective upon ratification by the Board of Education, September 17, 2013
- XII. **Arbitration over Article 2.3:** LCCEF agrees to dismiss their grievance of Article 2.3.


Darcy Dillon, Bargaining Chair
Lane Community College

10/7/13
Date


Bob Baldwin, President – LCCEF

10/7/13
Date

Memorandum of Agreement
Between
Lane Community College Employees Federation
And
Lane Community College

This memorandum of agreement (MOA) reflects the agreement between Lane Community College Employees Federation (LCCEF) and Lane Community College (College) for Section 125 contributions from the College to eligible LCCEF employees during fiscal 2014 (for calendar year 2014) and fiscal 2015 (for calendar year 2015).

I. Section 125 Employee Contribution: Eligible LCCEF employees must first voluntarily commit to contribute a minimum of \$10.00 per payroll period, or \$240.00/calendar year, from their own gross payroll to Section 125 pre-tax medical withholding.

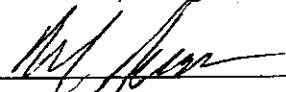
II. Section 125 College Contribution: LCCEF employees who participate in the minimum Section 125 withholding for pre-tax medical expenditures may be eligible to receive a contribution from the College to Section 125 accounts for the 2014 and 2015 calendar years. The College's Section 125 contributions shall be based upon the eligible employees' insurance enrollment tier as follows.

Employee Only - \$450/calendar year
Employee Plus One - \$850/calendar year
Full Family - \$1,100/calendar year

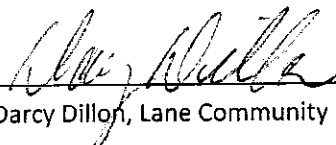
III. Eligibility for the Section 125 Contribution: In order to be eligible for the College contributions to Section 125 accounts noted above, LCCEF employees who participate in the Section 125 medical withholding must meet and comply with the following criteria before January 1, 2014 and by or before January 1, 2015.

1. Each eligible LCCEF employee must complete a Health Risk Assessment (HRA) using the standard HRA tool provided by PacificSource Insurance. Biometric data is not required in order to complete the HRA.
2. Eligible LCCEF employees who fail to complete the HRA within the period of 7/1/13-12/31/13 and within the period of 7/1/14-12/31/14 shall not be eligible for the College contributions to Section 125 accounts that are outlined in section II.
3. Newly eligible employees after 12/31/13, must enroll in Section 125 and complete the HRA within 30 days.

IV. All records of completed HRA documentation shall be retained in confidential files in the Lane Community College Human Resource Department.



Bob Baldwin, LCCEF President Date



Darcy Dillon, Lane Community College Date