

LBCCFA Bargaining Update May 30, 2017

LBCCFA and the District met for negotiations on Friday, May 26th. This was the last scheduled session for this school year. During this meeting, the District presented a response to LBCCFA's May 15th package proposal. We continue to be far apart on key issues. We made our position and this disparity very clear at the close of the meeting on May 26th.

LBCCFA's May 15th package proposal included the following:

- 3% on schedule salary increase retroactive to July 1, 2016
- 3% on schedule salary increase effective July 1, 2017
- Salary restructure to midrange and top steps effective July 1, 2017. The proposed restructure would compress midrange steps and create an additional two steps at the top of the schedule.
- Increase in Dept Head reassigned time minimum, additional reassigned time allotted for appeals. (*A detailed update of the party's discussions of Dept Heads can be reviewed [here.](#)*)
- Increase in lecture lab parity from .75 to .8 with the option to petition for 1-1 extensive lab supervised by an Extensive Lab Committee (comprised of representative faculty from 12 instructional areas appointed by LBCCFA and 3 management members appointed by the VP of Academic Affairs)
- No changes to H&W benefit threshold language.
- 3-year contract effective July 1, 2017 through June 30, 2020 with reopeners in 2018/19 and 2019/20 for salary and one article for each side.

In response, the District proposed the following package in negotiations on May 26th:

- 2% off schedule bonus retroactive to July 1, 2016
- 2% on schedule salary increase effective July 1, 2017
- 2% on schedule salary increase effective July 1, 2018
- On schedule salary increase equivalent to fund COLA effective July 1, 2019
- No changes to current Dept Head reassigned time calculation or appeal process
- Option to increase current lab rate to .8 at the cost of 0.67% from salary increase. (*Explanation: The District estimates the cost on the base of increasing the lecturer/lab rate from .75 to .8 to be equivalent to a .67% salary increase. The District's proposal includes the option of increasing the lecturer/lab rate to .8, however, such increase would decrease the proposed July 1, 2017 2% salary increase by .67% to 1.33%.*) No 1-1 extensive lab option.
- Removal of Health & Wellness benefit threshold language. Increase to salary increase of .17%. (*Explanation: The District has proposed removing the current H&W benefit threshold language. The District estimates their immediate savings to the base by doing so to be equivalent to a .17% on schedule increase. The District has proposed applying that savings back on the faculty salary schedule so that in exchange for the removal of the threshold language, the proposed July 1, 2017 2% salary increase would increase .17% to 2.17%.*)
- 3-year contract effective July 1, 2017 through June 30, 2020 with no reopeners.

Explanation of Health & Wellness Threshold Language:

Our quarterly CCFS 311 (state required financial reporting form from the District) projects that our reserves are to drop down to 18.7% by the beginning of our 2017-18 academic year. We will not know this for sure until the 2016/17 actuals come out in the CCFS 311 due September 30, 2017. If this occurs, we would not meet the threshold language under Article VII, D, 1, which states:

Each employee and retiree (retiree as specified in D.2) will contribute 4% (single), 6% (two-party), or 8% (family) of each year's total health and welfare premiums. Such rates will remain the same at 4%, 6%, and 8% of the current year's premium in subsequent years if the following should occur:

The actual Unrestricted General Fund Ending Balance is either equal to or greater than 20% of the Total expenditures and Other Outgo as reported in the Annual Financial and Budget Report (CCFS 311) filed with the State Chancellor's Office in the fall semester of the current year

At the 2017-18 rates, the annual out-of-pocket medical premium increase over our current rates would be as follows:

Medical Insurance Plan	Tier	Total Annual Premium	LBCCFA Employee #Tenthly Contribution	District Tenthly Contribution to LBCCFA Premiums	Current Annual Employee Out of Pocket Cost	Proposed Annual Employee Out of Pocket Cost (2017-18 RATES)	Annual \$ Difference
Anthem Blue Cross PPO	Employee	\$15,630.96	\$49.66	\$1,513.44	\$496.60	\$625.24	\$128.64
	Employee+1	\$26,877.84	\$125.52	\$2,508.50	\$1,255.20	\$1,580.41	\$325.21
	Family	\$28,318.92	\$179.93	\$2,651.96	\$1,799.30	\$2,265.51	\$466.21
Anthem Blue Cross HMO	Employee	\$8,027.16	\$27.33	\$775.39	\$273.30	\$321.09	\$47.79
	Employee+1	\$16,054.32	\$81.99	\$1,523.44	\$819.90	\$963.26	\$143.36
	Family	\$22,876.80	\$155.78	\$2,131.90	\$1,557.80	\$1,830.14	\$272.34
Kaiser HMO	Employee	\$7,392.12	\$26.09	\$713.12	\$260.90	\$295.68	\$34.78
	Employee+1	\$14,784.12	\$78.27	\$1,400.14	\$782.70	\$887.05	\$104.35
	Family	\$20,919.60	\$147.66	\$1,944.30	\$1,476.60	\$1,673.57	\$196.97

NEXT STEPS

The LBCCFA Exec Board will be meeting this Friday, June 2nd to discuss the District's latest offer in more detail and begin planning for our return in the fall. Negotiations will comprise a major component of LBCCFA's college day presentation. Our plan, with your guidance and feedback, is to return and address these issues in the fall.