

**Tentative Agreement
LBCCE/AFT and District Comprehensive Package
April 27, 2011**

1. Article III – Organizational Rights and Security
Add new “R” – **LBCCE may request additional release time for union governance/professional development subject to approval at the discretion of the District.**
2. Article IX – Pay and Allowances
 - G. – Increase Shift Differentials to:
 - a. Swing shift differential - **\$1.25 per hour added to base salary**
 - b. Graveyard Shift Differential - **\$1.75 per hour added to base salary**

2010/11 Pay and Allowances MOU – **In accordance with 2010/11 MOU, Classified bargaining unit members continued to advance normally along the step scale, and shall resume being paid in accordance with the step scale for 2011/12.**

3. Article XI – Health and Welfare
 - a. Adopt the following benefit modifications beginning July 1, 2011:

Benefits	Modifications
PPO Deductible	\$350 Individual/\$1,050 Family
Office Visit co-pay	\$20 co-pay
Emergency Services co-pay	\$100 co-pay (waived if admitted) then 10% coinsurance (no coinsurance on HMO)
Prescription Drugs Retail	Kaiser: \$15 generic/\$15 brand HMO: \$15 generic/\$25 brand PPO: \$15 generic/\$25 brand/ \$35 non-formulary
Prescription Drugs Mail Order	Kaiser: \$15 generic/\$15 brand = 100 day supply HMO: \$30 generic/\$50 brand = 90 day supply PPO: \$30 generic/\$50 brand/\$70 non-formulary = 90 day supply

- b. Increase employee contributions to 4% (single), 6% (two-party), 8% (family) of each years total health and welfare benefit premiums beginning July 1, 2011 through June 30, 2014. At the expiration of this contract, any changes in the contribution rates must be negotiated by the parties.

4. Article XII – Holidays
 - G. –
 - For 2011/12: 2 additional paid holidays will be provided scheduled for **December 22 and 23, 2011.**

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5. Article XV – Evaluation

- A. Reports Required – Add “Permanent employees shall be formally evaluated annually. Unit members with five (5) or more years with the District may be evaluated once every two (2) years if the last two (2) evaluations have been overall *outstanding*.”
- C.1.g. – Add “The response will not exceed a total of three (3) pages and will be reviewed by Human Resources.”

6. Article XVII – Disciplinary Action

C. – Add new language “Whenever possible, the District shall provide at least twenty-four (24) hours notice of all proposed disciplinary meetings, in part, to facilitate a unit member’s exercise of representational rights in this Section. Such notice shall clearly indicate the subject matter of the meeting.”

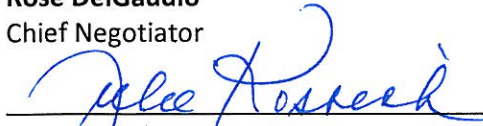
7. Article XXV – Staff Development

- E. Professional Growth Staff Development – delete “Career Development” and replace with “Educational Plan.”
- E.4. – Clarify intent: An individual may request up to \$400 in one year or a maximum total of \$1,000.
- F.6. – Delete “transcript or grade report” and replace with “proof of”
- F.7. – Delete “one (1)” and replace with “two (2)”; If the employee does not submit proof of completion of the course with a passing grade, C or better, or credit, within ~~one (1)~~ two (2) months after grades are distributed, the funds reserved for the tuition reimbursement shall be reallocated to the tuition reimbursement fund.

FOR THE DISTRICT



Rose DelGaudio
Chief Negotiator

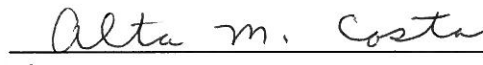


Julie Kossick
Director, Human Resources

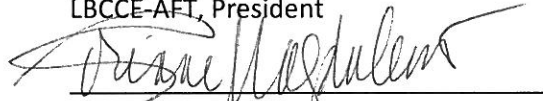
FOR LBCCE-AFT



Kevin Cronin
LBCCE-AFT, Representative



Alta Costa
LBCCE-AFT, President



Corinne Magdaleno
LBCCE-AFT, Member



Jacquie Lang-Wilvers
LBCCE-AFT, Member