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:

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

   b. Increase employee contributions to 4% (single), 6% (two-party), 8% (family) of each year’s
      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.
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