

CONFIDENTIAL PROPOSAL
Replaces all prior compensation proposals and offers

To: USofCC Bargaining Committee
From: Columbia College Chicago
Date: December 18, 2015

ARTICLE VII – SALARY AND BENEFITS

A. Compensation

Subpart 1. If an across-the-board increase is implemented for all non-union staff employees at the College, unit members will receive the same across-the-board increase.

Subpart 2. Non-union staff employees are also potentially eligible for discretionary, performance-based increases (“non-union Staff PBI”). The current eligibility criteria are: (i) full-time employment status, (ii) did not otherwise receive a salary increase on or after May 1 of the recently closed fiscal year, and (iii) was hired prior to May 1 of the recently closed fiscal year.

During the period of this Agreement, if an allocation is made toward non-union PBI, the College will use the same criteria and calculation methodology to determine a separate allocation for unit member increases. While non-union Staff PBI's are discretionary and performance-based, any unit member increases under subpart 2 will be distributed as described below.

Year 2016 – Subpart 2 Increases

In early January 2016, the College will announce the criteria and calculation methodology used to make an allocation for non-union Staff PBI. The same criteria and calculation methodology will be used to make a separate allocation for unit member increases. Unit member increases will be effective on February 1, 2016 and will be distributed as follows: [to be discussed further].

Year 2017 – Subpart 2 Increases

Within eight weeks of receiving the final approved budget from the Board of Trustees for the applicable fiscal year, the College will announce the criteria and calculation methodology used to make any allocation for non-union Staff PBI. If so, the same criteria and calculation methodology will be used to make an allocation for unit member increases. Any unit member increases would be effective on February 1, 2017 and would be distributed as follows: [to be discussed further].

The methodology and factor used in the allocation calculation for non-union Staff PBI and unit member increases is determined at the discretion of the College. Should, however, actual enrollment for the 2017 Fall Semester exceed [to be determined], the College will apply, at a minimum, a factor of [to be determined] for both allocation calculations. Actual enrollment is defined as: [to be determined].

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Year 2018 – Subpart 2 Increases

Within eight weeks of receiving the final approved budget from the Board of Trustees for the applicable fiscal year, the College will announce the criteria and calculation methodology used to make any allocation for non-union Staff PBI. If so, the same criteria and calculation methodology will be used to make an allocation for unit member increases. Any unit member increases would be effective on February 1, 2018 and would be distributed as follows: [to be discussed further].

The methodology and factor used in the allocation calculation for non-union Staff PBI and unit member increases is determined at the discretion of the College. Should, however, actual enrollment for the 2018 Fall Semester exceed [to be determined], the College will apply, at a minimum, a factor of [to be determined] for both allocation calculations. Actual enrollment is defined as: [to be determined].

[NOTE: the enrollment-based guarantees will be finalized and communicated to the Union in late January 2016.]

⊗ if target is achieved in enrollment
not guaranteed