

USofCC Proposal for Salaries and Benefits
June 18, 2015

USofCC conditionally accepts the College's health benefits proposal of May 20, 2015, with the following conditions:

Year 1 – 2014-2015

- 1) No salary increase
- 2) No health benefits increases

Year 2 – 2015-2016

- 1) 5% across-the-board salary increase for all USofCC bargaining unit members
- 2) Benefits tiered with increases as proposed by CCC on 5/20/15

Additional benefits for part-time staff:

- 1) Paid time off for jury duty and bereavement leave, with same conditions as in the current contract for full-time staff.
- 2) Sick leave: 5 sick days per year (staff will be paid for any regularly scheduled work hours during those days).
- 3) Vacation time: All part-time staff members working at least 10 hours per week during the regular school year (at least 300 hours per year) will accrue vacation time at the same rate as current staff hired after September 1, 2010.

Full-time staff members currently accrue 0.038 hours of vacation time per hour worked. A sample of maximum accrued vacation time if the part-time staff member worked 52 weeks per year is as follows:

Regular # of hours/week worked	Vacation hours/year accrued	Vacation days/year accrued
30 hours/week	60 hours/year	7.5 days/year
19 hours/week	38 hours/year	4.75 days/year
10 hours/week	20 hours/year	2.5 days/year

4) Tuition remission:

Staff members who work 20 hours or more per week during the regular school year (at least 600 hours per year) will be able to take 1 class per semester but not more than 2 classes per academic year.

Staff members who work at least 10 hours per week but less than 20 hours per week during the regular school year (between 300 and 600 hours per year) will be able to take 1 class per academic year.

Year 3 – 2016-2017

- 1) 5% across-the-board salary increase for all USofCC bargaining unit members
- 2) Benefits tiered with increases as proposed by CCC on 5/20/15

Year 4 – 2017-2018

- 1) 5% across-the-board salary increase for all USofCC bargaining unit members
- 2) Benefits tiered with increases as proposed by CCC on 5/20/15

SUPPLEMENTAL INFORMATION

Salary increases calculated as follows, since the beginning of the past contract:

Fiscal Year	CCC Salary Increase	Cost of Living Increase*	Notes
2009-2010	0%	2.0%	
2010-2011	1%	3.2%	
2011-2012	0%	2.0%	
2012-2013	3%	3.4%	Payroll tax holiday not renewed: 2% increase in payroll tax added to 1.4% CPI increase
2013-2014	1%	1.5%	
2014-2015	0%	2.0%	Estimated
2015-2016	5%	2.0%	Estimated
2016-2017	5%	2.0%	Estimated
2017-2018	5%	2.0%	Estimated
TOTAL	20%	18.1%	

**Based on US Department of Labor, Bureau of Labor Statistics, Consumer Price Index (CPI) for All Urban Consumers, Midwest Urban, Not Seasonally Adjusted, comparison of average each year*

Increase in Bargaining Unit (BU) total salaries as percentage of CCC budget:

Data	Amount	Percent	Notes
2013 BU salaries FT total	\$17,216,991		From HR file, latest provided
2013 BU salaries PT total**	\$9,094,130		Calculated from HR file
2013 BU salaries total (FT+PT)	\$26,311,121		Calculated from HR file
FY2013 CCC salaries total	\$102,396,456	25.7%	From FY2013 audit, salaries only, does not include fringe
FY2013 CCC expenses total	\$222,046,503	11.8%	From FY2013 audit
FY2015 CCC expenses budget	\$216,500,000		From 2015 budget on IRIS
5% increase in BU salaries	\$1,315,556	0.6%	Of 2015 budget

***Estimate based on all part-time staff working 950 hours/year – reality is less.*