

ARTICLE 2 – RECOGNITION

- 2.1 The Board recognizes the Federation as the exclusive bargaining agent pursuant to Oregon Revised Statutes Chapter 243, for the unit defined in Sections 2.2 and 2.3 below. The Federation recognizes the Board as the statutory governing authority for Portland Community College.
- 2.2 The bargaining unit consists of all full-time Faculty and Academic Professionals on temporary, probationary, continuous or special annual appointments and all part-time Faculty and Academic Professionals as defined in Article 1.20 and 1.21.
- 2.3 The following employees shall be excluded from the bargaining unit:
 - 2.31 Casual Employees: Part-time Faculty who work less than 30 hours in an academic term or who teach less than a three credit hour class or its equivalent in instructional contact hours in an academic term.
 - 2.32 College employees who are "Management staff," "Confidential" or "supervisory" employees.
 - 2.33 Part-time Instructors of courses not offered for College-approved credit (i.e. community education, continuing education units and exchange courses). If the employee also instructs in a program listed in Article 1.21, the employee will be included in the bargaining unit only for courses which qualify the Instructor for bargaining unit inclusion.
 - 2.34 Instructors teaching classes subcontracted by/for business, industry or other public or private agencies and who are not employees of the College, that is, not paid by the College, are not a part of the bargaining unit.
 - 2.35 Other employees not specifically recognized in Article 2.2.
- 2.4 Any PCC employee identified in Article 2.2 above is subject to the terms and conditions of this collective bargaining Agreement unless specifically excluded by Article 2.3.
 - 2.41 The following provisions of this Agreement shall not apply to part-time Academic Professionals: Article 4 - Employment of Part-time Faculty, Article 8 - Overloads and Fourth Term Employment, Article 9 - Substitutes, Article 12 - Job Sharing, Article 18 - Part-time Faculty Salaries and Benefits and Article 20 - Professional Leave.
- 2.5 The bargaining unit shall be determined each term pursuant to this Article. A list either printed or transmitted electronically shall be provided by Management by the end of the fourth week of each term in accordance with Article 30.3. An employee is included in the bargaining unit effective with the employee's first day of work at a qualifying level with the College and remains in the bargaining unit until the first day of any term in which not employed at a qualifying level (see Article 1.20 and 1.21) by the College.
- 2.6 Management shall not reclassify a full-time Faculty or Academic Professional to a position not included in the bargaining unit without the employee's consent.
- 2.7 Management will attempt to meet the instructional, counseling and librarian needs of the College through the employment of full-time Faculty, when warranted by program needs and when economically feasible.