

February 15, 2024

24-096

RATIFICATION OF COLLECTIVE BARGAINING
AGREEMENT FOR SEPTEMBER 1, 2023 THROUGH
AUGUST 31, 2027 BETWEEN PORTLAND COMMUNITY
COLLEGE AND THE PORTLAND COMMUNITY COLLEGE
FEDERATION OF FACULTY AND ACADEMIC
PROFESSIONALS,

PREPARED BY: Dr. Steven Nakana, Vice President, People Strategy, Equity and Culture

FINANCIAL RESPONSIBILITY: Eric Blumenthal, Executive Vice President, Finance and Administration

APPROVED BY: Eric Blumenthal, Executive Vice President, Finance and Administration
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Workforce: Respond to community and workforce needs by developing a culture of agility

REPORT: The College and the Portland Community College Federation of Faculty and Academic Professionals (PCCFFAP) have engaged in negotiation for a successor agreement since February 2023. A tentative agreement was reached on January 29, 2024. The agreement is for four (4) years effective September 1, 2023 and expiring on August 31, 2027.

The key economic provisions of the tentative agreement are:

1. The Faculty and Academic Professionals schedules shall be increased by 6% effective September 1, 2023.
2. The Faculty and Academic Professionals schedules shall be increased by 8% effective September 1, 2024.
3. A one-time payment to all Faculty of \$750.
4. A one-time payment to all Academic Professionals of \$1,000.
5. The monthly maximum College contributions toward

employee health insurance (combined medical, prescription drug, vision and dental) shall increase, as follows:

Employee	\$785
Employee + Spouse	\$1,416
Employee + Children	\$1,315
Family	\$1,953

RECOMMENDATION: That the tentative agreement between the College and the PCC Federation of Faculty and Academic Professionals summarized in the REPORT section be adopted by the Board of Directors.