

May 2, 2024

24-107

RATIFICATION OF COLLECTIVE BARGAINING
AGREEMENT FOR JULY 1, 2023 THROUGH JUNE 30, 2027
BETWEEN PORTLAND COMMUNITY COLLEGE AND THE
PORTLAND COMMUNITY COLLEGE FEDERATION OF
CLASSIFIED EMPLOYEES

PREPARED BY: Dr. Howard Croom, Associate Vice President, People Strategy, Equity and Culture

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

APPROVED BY: Eric Blumenthal, Executive Vice President, Administration and Finance
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 Classified Employees (PCCFCE) have engaged in negotiation for a successor agreement since February 2023. A tentative agreement was reached on April 11, 2024. The agreement is for four (4) years effective July 1, 2023 and expiring on June 30, 2027.

The key economic provisions of the tentative agreement are:

1. The Classified salary schedules shall be increased by 6% effective July 1, 2023.
2. The Classified salary schedules shall be increased by 8% effective July 1, 2024.
3. A one-time payment to all classified employees \$1,000.
4. 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 Classified Employees summarized in the REPORT section be adopted by the Board of Directors.