

March 30, 2026

26-069

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,
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FINANCIAL
RESPONSIBILITY: Chris Kinsley, Interim Vice President/CFO, Finance & Business
Services

APPROVED BY: Chris Kinsley, Interim Vice President/CFO, Finance & Business
Services
Dr. Adrien L. Bennings, President

STRATEGIC THEME: Shared Values: People, Connectedness, and Empowerment

REPORT: The collective bargaining agreement between the College and
the Portland Community College Federation of Classified
Employees (PCCFCE) for the period of July 1, 2023 to June 30,
2027 included a “reopener” provision. The College and
PCCFCE have engaged in negotiations for an economic
reopener which is limited to salary and contribution toward
health insurance and a few specific contract articles. Bargaining
began in May 2025.

The key economic provisions of the tentative agreement are:

1. The Classified salary schedules shall be increased by 0% effective July 1, 2025.
2. The Classified salary schedules shall be increased by 5% effective July 1, 2026.
3. A one-time payment to all classified employees \$1,350.00.
4. One-time option to cash out up to 40 hours of vacation to be requested no later than May 15, 2026.
5. Beginning with the April 21, 2026 pay cycle, the monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) shall increase, as follows:
Employee \$837

Employee + Spouse \$1,566
Employee + Children \$1,415
Family \$2,228

6. Effective October 1, 2026, for those who qualify, a contribution to a Health Savings Account (HSA) for individuals who select an-eligible health plan. Information resources will be provided to assist employees to make health plan decisions.
7. Resources for employees related to Oregon Family Paid Leave
8. In the event of a layoff, classified employees will be provided 90-day severance pay, including continued insurance benefits
9. Language outlining the opt-out incentive of \$200/month (prorated by FTE) for eligible employees will be included in future contracts.
10. Participation in the TRUPP Taskforce
11. Additional language to allow employees to contribute sick leave to the sick leave bank contributions
12. Memo of Understanding (MOU) on Career Development.

RECOMMENDATION: That the tentative agreement between the College and the PCC Federation of Classified Employees, as summarized in the REPORT section above, be adopted by the Board of Directors.