

September 20, 2007

08-008

RATIFICATION OF COLLECTIVE BARGAINING RE-
OPENER AGREEMENT FOR JULY 1, 2007 THROUGH
JUNE 30, 2009 BETWEEN PORTLAND COMMUNITY
COLLEGE AND THE PORTLAND COMMUNITY
COLLEGE FEDERATION OF CLASSIFIED
EMPLOYEES

PREPARED BY: Lisa Bledsoe, Employee and Labor Relations Manager,
Human Resources Department

APPROVED BY: Randy McEwen, District Vice President
Dr. Preston Pulliams, District President

REPORT: The College and the Portland Community College
Federation of Classified Employees (PCCFCE) have
engaged in negotiation for a re-opener agreement under
Article 26.35 of the collective bargaining agreement. A
tentative agreement was reached on August 22, 2007.
The re-opener agreement is for two years, retroactive to
July 1, 2007 and expiring on June 30, 2009. Details of
the tentative agreement are provided in the attachment to
this Resolution.

PCCFCE has scheduled a ratification vote by the
membership. Results of the vote will be announced prior
to the Board meeting.

RECOMMENDATION: That the tentative agreement between the college and
the Portland Community College Federation of Classified
Employees be adopted by the Board of Directors.

MEMORANDUM OF AGREEMENT

The Portland Community College Classified Federation (the Federation) and Portland Community College (the College) have reached a tentative labor agreement for the 2007 contract re-opener under Article 26.35 of the Classified Agreement. Upon ratification of the tentative agreement by the Federation members and the PCC Board of Directors, the parties agree to the following implementation terms:

1. Each step in the Classified Salary Schedule shall be increased as follows:
 - 4% effective June 21, 2007.
 - 4% effective June 21, 2008.
2. Employees who have not reached the top of their salary range shall progress one step on the salary schedule effective June 21, 2007 and effective June 21, 2008, or when otherwise eligible under the contract. Effective June 21, 2007, one step shall be added to the top of each level of the Classified salary schedule.
3. Salary increases for FY 2007-2008 shall be retroactive to June 21, 2007 and shall be based on all paid hours of work, including paid leave, holidays, overtime and shift differential, if applicable. The College will make its best efforts to process payment of the retroactive increases on the November 1, 2007 pay day. Retroactive salary increases will be included in the next regular payroll checks and will be subject to tax withholding as required by law.
4. Classified employees will receive a one-time lump sum payment of 0.5% effective June 21, 2007 and 0.5% effective June 21, 2008. The lump sum will be based on the annual rate of pay as of June 20 for the applicable year. For part-time employees, the lump sum shall be pro-rated by authorized position FTE as of June 20 of the applicable year. An employee hired between June 20, 2007 and September 20, 2007 shall receive a lump sum based on his/her annual rate of pay at the time of hire, provided he/she begins actively working on or before September 20, 2007. The College will make its best efforts to process payment of the year one lump sum payment on the December 1, 2007 pay day. The lump sum payments will be included in the next regular payroll checks and will be subject to tax withholding as required by law.
5. Employees who terminate employment on or before September 20, 2007 shall not be eligible for the 2007-2008 lump sum. Employees who terminate on or before June 20, 2008 shall not be eligible for the 2008-2009 lump sum.
7. Effective June 21, 2007, the attached changes shall be made as a result of the 2007 Classified Contractual Review.

8. The College's maximum monthly contribution to health care premiums shall be as follows for the levels of employee coverage:

Effective October 1, 2007:

Single party = \$500

Two-party = \$685

Full family = \$775

Effective October 1, 2008:

Single party = \$520

Two-party = \$765

Full family = \$860

Signed August 22, 2007 by Lucia Barnett, Federation President, and Lisa Bledsoe, Employee and Labor Relations Manager

Attachment: Contractual Review Tentative Agreements

Classified Contractual Review
Management Package Proposal
August 21, 2007

<u>Classification</u>	<u>Current Grade</u>	<u>Federation Proposal</u>	<u>Management Proposal</u>
Accounting Asst I	15	15	15
Accounting Asst II	17	17	17
Accounting Tech	20	20	20
Sign Lang. Interp	24	24*	24*
Payroll Lead	19	20	20
Property Coord	15	16	15
Shipping Rec Clerk	13	14 (bookstore)	14
Shipping Rec Clerk	13	15 (central stores)	14
Truck Driver	13	14	14
Groundskeeper III	17	18	18
Public Safety Offer	16	18	18
OA2 Parking	15	16	15
Transp Field Coord	16	17	17

*As incumbents leave positions, or as new positions are created, the grade of the position will be changed to reflect the market rate.

Grade Level Allocations:

<u>Current Job Title</u>	<u>New Job Title</u>	<u>Current Grade Level</u>	<u>New Grade Level</u>
Computer Labs Coordinator	No Change	17	18
Groundskeeper II	No Change	15	16
Irrigation Technician	No Change	18	20
OAI (Facilities Coordinator)	Facilities Coordinator	15	16

Implementation of Grade Level Allocations:

The above changes in grade level allocation will be implemented in accordance with Article 15.61 effective June 21, 2007. The resulting increase will be applied after any step movement and/or salary increases that may occur as a result of the 2007 re-opener negotiations.

Classification Changes:

Facilities Coordinator will be removed from the Office Assistant II classification and a separate job classification created.

For the Federation:

Lucia Barnett

Michael Cannarella

Phil Gilmore

Deborah Hall

Cherie Maas

For Management:

Lisa Bledsoe

Ann Baynton

Jim Crofts

Steve Sivage

Grade Level Allocations:

<u>Current Job Title</u>	<u>New Job Title</u>	<u>Current Grade Level</u>	<u>New Grade Level</u>
Lighting Technician	No Change	20	No Change
Transportation Coordinator	No Change	17	No Change
Operations Coordinator/ Parking & Transportation	No Change	17	No Change

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