

July 17, 2013

14-005

RATIFICATION OF AMENDMENTS TO COLLECTIVE
BARGAINING AGREEMENT BETWEEN PORTLAND
COMMUNITY COLLEGE AND PORTLAND COMMUNITY
COLLEGE FACULTY/ACADEMIC PROFESSIONAL
FEDERATION FOR SEPTEMBER 1, 2013 TO AUGUST 31,
2015

PREPARED BY: Lisa Bledsoe, Director, Human Resources Department

APPROVED BY: Wing-Kit Chung, Vice President, Administrative Services
Dr. Jeremy Brown, President

REPORT: The collective bargaining agreement between the College and the PCC Federation of Faculty and Academic Professionals for the period of September 1, 2011 through August 30, 2015 included a "reopener" provision. The reopener was limited to salary and the College's contribution toward health insurance.

The College and the Federation began meeting in mid-February 2013 and reached a tentative agreement on July 9, 2013. The key provisions of the tentative agreement are:

- 1) The Faculty and Academic Professional salary schedules shall be increased by 1.5% effective, effective August 21, 2013 or first biweekly pay period of Fall term 2013 and by 1.0% effective August 21, 2014 or first biweekly pay period of Fall term 2014; however,
- 2) If the cost of living cap provision in SB 822 is overturned in litigation and the negative impact to the College budget is more than \$1.5 million in one or both years of the biennium, salaries will be reduced by 1% per year of the following biennium. If the negative impact to the College budget for the biennium is between \$.75 to 1.5 million in one or both years, salaries will be reduced by .5% per year of the following biennium; and
- 3) For each \$10M increase in the Community College Support Fund, (with a ceiling of \$20M), salaries will be increased 0.5% prospectively. For each \$10M decrease

in the CCSF, (with a floor of \$20M), salaries will be decreased 0.5% prospectively.

- 4) A lump sum payment of 1.5% of annual salary to be paid effective October 1, 2013 and a lump sum payment of 2.25% of annual salary to be paid effective October 1, 2014.
- 5) Addition of a step to the top of the salary schedule to be implemented over two years (one-half step each year). Elimination of the bottom step of the Full-Time Faculty salary schedule.
- 6) Effective with the October 1, 2013 payroll, the monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) shall be as follows:

Employee	\$625
Employee + Spouse	\$1145
Employee + Children	\$1065
Family	\$1350

- 7) Effective with the October 1, 2014 payroll, the monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) shall be as follows:

Employee	\$675
Employee + Spouse	\$1237
Employee + Children	\$1150
Family	\$1458

RECOMMENDATION: That the tentative agreement summarized in the REPORT section be ratified by the Board of Directors