

November 19, 2015

16-042

RATIFICATION OF COLLECTIVE BARGAINING
AGREEMENT FOR SEPTEMBER 1, 2015 THROUGH
AUGUST 31, 2019 BETWEEN PORTLAND
COMMUNITY COLLEGE AND THE PORTLAND
COMMUNITY COLLEGE FEDERATION OF FACULTY
AND ACADEMIC PROFESSIONALS

PREPARED BY: Lisa Bledsoe, Associate Vice President, Human Resources

APPROVED BY: Sylvia Kelley, Interim President

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 2015. A tentative agreement was reached on October 23, 2015. The agreement is for four years, effective September 1, 2015 and expiring on August 31, 2019. Details of the agreement were discussed with the Board in executive session on October 27, 2015.

PCCFFAP has scheduled a ratification vote by the membership; results of the vote will be announced prior to the Board meeting.

The key economic provisions of the tentative agreement are:

- 1) The Part-Time Faculty salary schedules shall be increased by 2% effective August 21, 2015 and by 2% effective August 21, 2016.
- 2) The Full-Time Faculty and Academic Professional salary schedules shall be increased by 1.5% effective August 21, 2015 and by 1.5% effective August 21, 2016.
- 3) A lump sum payment of 3% split 1.5% for each of two years (2015 and 2016) shall be paid to Part-Time and Full-Time Faculty and Academic Professional employees at the top step of the salary schedule.

- 4) Effective with the December 1, 2015 payroll, the monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) shall be as follows:

Employee	\$702
Employee + Spouse	\$1286
Employee + Children	\$1196
Family	\$1516
Part-Time Faculty cap = 65% of Employee cap (\$456.30)	

- 5) Effective with the October 1, 2016 payroll, the monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) shall be as follows:

Employee	\$730
Employee + Spouse	\$1338
Employee + Children	\$1244
Family	\$1577
Part-Time Faculty cap = 65% of Employee cap (\$474.50)	

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.