

September 21, 2017

18-038

RATIFICATION OF AMENDMENTS TO COLLECTIVE
BARGAINING AGREEMENT BETWEEN PORTLAND
COMMUNITY COLLEGE AND PORTLAND COMMUNITY
COLLEGE FEDERATION OF CLASSIFIED EMPLOYEES
FOR JULY 1, 2017 TO JUNE 30, 2019

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APPROVED BY: Sylvia Kelley, College Vice President
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REPORT: In 2013, the college and the PCC Federation of Classified Employees (PCCFCE) agreed to, and the Board approved, a one percent salary structure increase in each year of the 2013-2015 biennium contingent upon PERS savings from SB 822. Due to the overturn of SB 822, the salary structure for FY 2016-17 shall be reduced by one percent before applying the FY 2017-18 salary structure increase, and the FY 2017-18 salary structure shall be reduced by one percent before applying the FY 2018-19 salary structure increase.

The collective bargaining agreement between the College and the PCCFCE for the period of July 1, 2015 through June 30, 2019 included a “reopener” provision. The reopener was limited to salary, the College’s contribution toward health insurance and a few specific contract articles.

The College and the Federation began meeting in February 2017 and reached a tentative agreement on September 15, 2017. The key provisions of the tentative agreement are:

- 1) The Classified salary schedules shall be increased by 1.25% effective June 21, 2017 and by 2.0% effective June 21, 2018.
- 2) Addition of a step to the top of the salary range implemented over two years. Elimination of the bottom step.
- 3) Effective with the October 1, 2017 payroll, the monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) shall be as follows:

Employee	\$751
Employee + Spouse	\$1377
Employee + Children	\$1279
Family	\$1622

- 4) Effective with the October 1, 2018 payroll, the monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) shall be as follows:

Employee	\$773
Employee + Spouse	\$1416
Employee + Children	\$1315
Family	\$1667

- 5) Classified step increases effective June 21, 2017 and June 21, 2018.
- 6) Effective October 1, 2017 to September 30, 2018, eligible Classified employees who retire with 20 years full-time PCC service will receive a stipend of \$525 per month for up to four years. This program may continue to June 30, 2019 if sufficient funds remain unexpended.

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