

September 21, 2017

18-039

RATIFICATION OF AMENDMENTS TO COLLECTIVE  
BARGAINING AGREEMENT BETWEEN PORTLAND  
COMMUNITY COLLEGE AND PORTLAND COMMUNITY  
COLLEGE FEDERATION OF FACULTY AND ACADEMIC  
PROFESSIONALS FOR SEPTEMBER 1, 2017 TO  
AUGUST 31, 2019

PREPARED BY: Cheryl Belt, Employee and Labor Relations Manager

APPROVED BY: Sylvia Kelley, College Vice President  
Mark Mitsui, College President

REPORT: In 2013, the college and the PCC Federation of Faculty and Academic Professionals (PCCFFAP) 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, salary structures for FY 2016-17 shall be reduced by one percent before applying the FY 2017-18 salary structure increases and the FY 2017-18 salary structures shall be reduced by one percent before applying the FY 2018-19 salary structure increases.

The collective bargaining agreement between the College and the PCCFFAP for the period of September 1, 2015 through August 30, 2019 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 February 2017 and reached a tentative agreement on September 15, 2017. The key provisions of the tentative agreement are:

- 1) The FT Faculty and Academic Professional salary schedules shall be increased by 1.25% effective August 21, 2017 and by 2.0% effective August 21, 2018. The PT Faculty salary schedule shall be increased by 2.0% effective the first bi-weekly pay period of Fall term 2017 and by 2.0% effective the first bi-weekly pay period of Fall term 2018.
- 2) Addition of a step to the top of the Academic Professional salary schedule to be implemented over two years (one-

half step each year). Elimination of the bottom step of the Academic Professional salary schedule.

- 3) Addition of one step to the top of the Part-Time Faculty salary schedule to be implemented each year.
- 4) 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

- 5) 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

- 6) Effective with the October 1, 2017 payroll, the monthly College contributions toward Part-Time Faculty health insurance (combined medical, prescription drug and vision) shall include an additional \$150 per month for Employee + Spouse and Employee + Children coverage, and an additional \$300 per month for Family coverage.

- 7) The College contribution to the Health Insurance Trust Fund for part-time faculty shall be as follows:

FY 17-18	\$40,000
FY 18-19	\$40,000

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