

December 19, 2019

20-072

RATIFICATION OF COLLECTIVE BARGAINING  
AGREEMENT FOR SEPTEMBER 1, 2019 THROUGH  
AUGUST 31, 2023 BETWEEN PORTLAND  
COMMUNITY COLLEGE AND THE PORTLAND  
COMMUNITY COLLEGE FEDERATION OF FACULTY  
AND ACADEMIC PROFESSIONALS

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APPROVED BY: Eric Blumenthal, Vice President, Finance and Administration  
Sylvia Kelley, Executive Vice President  
Mark Mitsui, College 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 2019. A tentative agreement was reached on December 13, 2019. The agreement is for four years, effective September 1, 2019 and expiring on August 31, 2023.

The key economic provisions of the tentative agreement are:

- 1) The Full-time Faculty and Academic Professional salary schedules shall be increased by 2.5% effective on August 21 each year for four years.
- 2) The Academic Professional salary schedules shall be increased an additional amount of 5% effective August 21, 2020 and 3% effective August 21, 2022.
- 3) A new top step of 3% shall be added to the Full-time Faculty salary schedule, implemented at 1.5% on August 21, 2020 and on August 21, 2022.
- 4) The Part-time Faculty salary schedules shall be increased by 2.5% effective August 21, 2019. Effective August 21, 2020 a new salary schedule shall be implemented, at 67% of the Full-time Faculty salary schedule up to step 13; up to step 15 effective August 21, 2021 and at 70% of the Full-time Faculty salary schedule up to step 17 effective August 21, 2022.

5) The monthly maximum College contributions toward employee health insurance (combined medical, prescription drug, vision and dental) shall remain the same, as follows:

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

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.