



# The Gathering - Spring 2010

A Publication of PCCFFAP, AFT Local 2277 / AFT-Oregon/AFL-CIO

Caralee Angell, Karl Steady, Editors

## Federation Settles Wage Opener

### Some Bargaining History:

Last May a two year contract agreement was reached between the Federation and the College (this agreement is valid from September 2009-August 31, 2011). Our agreement was tied to the State funding amount. If State Funding for Community Colleges was over \$433 million we would come back to bargain additional benefits for our members. State funding was \$450.5 million for Community Colleges.

In April we began bargaining with the College and we have reached agreement after four meetings. Here are the basics:

**Cost of living:** COLA for next school year is 2%. The COLA is in addition to the step increase scheduled for September 2010. One caveat is if State funding for Community Colleges for the next bienium (2011-2013) is less than \$450 million, only a 1% Cola will be guaranteed on the wage scale going forward as of September 2011. In other words, you will get the 2% this year but if funding is weak (less than \$450M for Community Colleges) the wage scale will roll back 1% when we begin bargaining for the next contract.

### College Insurance Caps for October 2010 will be:

**\$560- Single**  
**\$875- Employee + Children**  
**\$940- Employee + Spouse**  
**\$1113- Employee + Family**

### Part-Time Cap is 60% of the Single rate (\$336-).

These College Cap increases represent the Federation's goal of 100% coverage for employee, 85% for Employee and Spouse or Employee and Children and 70% for Employee and Family.

The goal for 100% coverage has been met if you select ODS Medical Plan 6 and the ODS Dental Plan 5, or the Kaiser Medical and Dental plan. The ODS Plan 3, however, has become more costly. More information to follow in future communications.

**Student Services:** The College has agreed to add many employees in the areas most impacted by large student increases: Admissions, Counseling, Advising, Custodial, Public Safety, and of course, more Full Time Faculty.

**Tuition Reduction:** The Federation proposed a tuition reduction for this year that administration would not accept.



Anita Fox and Maureen Travers

## Office Manager and Bookkeeper hired by the Federations

With sadness, the two Federations are saying goodbye to long time Office Manager Shawna Rock. If good wishes were currency Shawna would be leaving with a barrel of money. She leaves with new challenges and opportunities.

Meanwhile, we welcome new Office Manager Anita Fox and Bookkeeper Maureen Travers. Office procedures have been written in the last few months in order to ease the transition for the new employees.



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## FROM THE PRESIDENT



It has been a whirlwind Spring so far with more hail than sunshine, the recent bargaining reopener, and the upcoming elections for the Federation!

We are pleased with the recent wage and benefit settlement, which is outlined on Page 1. However, the Federation's work doesn't stop there. With your support we continue the fight for essential services and positions, adequate health care for all employees, fair salaries and benefits, equitable pay and better working conditions for part-time faculty, career development for APs, and stable funding for education.

Our membership will vote for new officers by June 4th. The open positions are President, Executive Vice-President, Treasurer, Vice-President Academic Professional Contract Administrator, Vice-President Full Time Contract Administrator, Vice-President Part-Time Contract Administrator, Vice-President Academic Professional, 2 Vice-Presidents Full Time SY Campus, and 2 Vice-Presidents Part-Time SY Campus. You will see my name as a candidate for President, as I am honored to represent you. Together we make a difference.

Hope to see you soon on campus!

**Eddie Lincoln**



## College Pulls Funding on Sabbaticals, Federation files Grievance

PCCFFAP has filed a grievance with the PCC administration regarding the non-funding of Professional Leaves for 2010-2011. The Federation was able to successfully bargain for 2010-2011 sabbaticals in the bargaining session, which ended in May 2009. The College administration stated in December 2009 that those sabbaticals would not be funded.

Ed Degraw reflects that "Sabbaticals are important to fight for – the bargaining team negotiated this support of professional development, as it is vital to the life blood of any higher education institution. The PCC administration is showing that they lack support for professional development, prompting the Federation to pursue this issue to the grievance level."

The Federation has requested an arbitrator from the state. The two sides will present the facts and the arbitrator will make a decision that is binding. Degraw has promised that "[funded sabbaticals] will be a major focus on our next bargaining session, which starts in January 2011."

## Worksite Leaders to Serve Members

AFT has adopted a new approach for organizing our members through these tough times for higher education.

Our member network includes the President, the Executive Vice President, and many Vice Presidents representing each campus, all of which make up our Executive Council. The members who represent our many academic departments have been known as Federation Representatives. This position is now "Worksite Leader" and will provide a better support system for our members, as the Worksite Leaders are the key link between our Executive Council and our members in academic departments and centers.

The job of Worksite Leader supports a strong internal communication system. One goal is to talk with coworkers about workplace concerns and another is to become a first friend to a new teacher or academic professional. The Worksite Leaders will hold monthly meetings, send out regular emails to coworkers about workplace issues, and conduct mini-surveys on critical issues, like the Bond, the ID Badges, etc.

Our Worksite Leaders are instrumental to the mission of our Federation, as many hands make light work. Keep your eye out for a Worksite Leader in your department, and please support their efforts to improve communication, involvement, and activism. If you feel called to serve in this capacity, contact the Federation Office (503-977-4180).

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## **What's the Annual Convention About?**

How do the 20 Union Locals in Oregon give AFT-OR guidance in administrative work and political action at both state and national levels?

The annual AFT-Oregon (AFT-OR) convention occurred April 16-18 at Sunriver. Union locals from the state were in attendance, including PCC's Faculty/AP local and Classified local. The delegates in attendance whom our local voted to represent our interests were President Eddie Lincoln, Ed DeGrauw, Minoo Marashi, Linda Eby, Trina Hing, Chris Kernion, Sandra Ferguson, Peter Seaman, and Frank Goulard. Also in attendance but in a non-voting status was David Rives, elected AFT-OR President.

This convention provides opportunities for members to be involved in the democratic process of adopting amendments and resolutions for AFT-OR. Committees edit and revise the proposed resolutions, or they decide to drop the resolution altogether. This hard work is presented

to the floor of the entire convention of almost 100 delegates. Discussion, friendly amendments, and other procedural activities ensue before a vote. Those adoptions are important as they give AFT-OR guidance in future in-house work and political action at the state and national levels.

AFT-OR's convention featured esteemed national and local leaders. US Senator Ron Wyden, State Speaker Dave Hunt, and State Senator Diane Rosenbaum gave succinctly stirring speeches on pressing economic issues.

The convention provides locals the time to mingle, catch up on news from around the state, and make new friends. As the convention closes and all members in the convention room raise their voices together to sing the AFT anthem, Peter Seaman wonders "Where else can you hear Frank Goulard's deep baritone?"

Chris Kernion reflects that it was "A great opportunity to participate at the State level; the process energized my role in the union and sparked my desire to further represent our members." This annual convention is open to any member who wishes to become more involved with our local; it is an honor to contribute to the convention's work in forming a stronger American Federation of Teachers in Oregon.

## Higher Education Conference

The American Federation of Teachers and National Education Association (AFT/NEA) National Conference Attendees this Spring were Eddie Lincoln, David Rives, Ed Degrauw, Jaime Rodriguez, Michael Morrow, Caralee Angell, Michael Cannarella, and Cheri McLaughin.

The general spirit of the conference was upbeat, even though the educational cuts across the US have been significant.

Oregon was highlighted for passing Measures 66 and 67 this January, and for passing the Bond levy in November 2008.

The conference addressed critical issues such as tenure, shared governance, contingent labor, teacher education, technology information and policy guidance, as well as arguments and negotiating strategies to advance the union agenda.

Ed Degrauw remarks, "The conference was dense with valuable information for contract negotiations, grievance, and arbitration law. Listening to valuable insights from other academic professionals who have been negotiating contracts for decades gave me tips for immediate practice in our current contract reopener, although we will be saving some of those tidbits for the next full contract negotiation starting in Jan. 2011."

The keynote speakers were Melissa Harris-Lacewell, an

activist for political reform, and Martha Kanter, Under Secretary of the US dept of Education.

Harris-Lacewell gave a resounding presentation, which addressed the challenges facing contemporary black American politicians. Kanter gave a disappointingly bland speech, in which she glossed over educational cuts and concerns the audience had about contingent faculty.

Our FFAP President, Eddie Lincoln reflects, "I felt energized meeting other educational professionals who are thinking outside the box as they challenge the status quo in their fight with the administration to resolve funding issues and address the disparity of part-time faculty in higher education."



## Don't Forget to Vote!

Deadline June 4th @ 5PM.

If you are a member and have not received a ballot please call the Office, (503) 977-4178.

## Classified Federation files Unfair Labor Practice against College

In August 2009, the PCC administration and the Classified Federation met for a regularly scheduled Contract Administration meeting, CAM. At this meeting, PCC informed the Classified Federation that the custodial duties, public safety, and maintenance at the Downtown Center, formerly the Willamette Building, would be contracted to an outside company.

In subsequent meetings with the college, the Classified Federation requested a copy of the contract between PCC and Melvin Mark the contractor, as well as the opportunity to negotiate the impact of the decision to contract out.

Article 4.20 of the Classified contract says the college can make the decision to contract out, but must bargain the impact with the Classified Federation, if they so request.

The college neither responded to this request to bargain, nor did they deliver the contract with Melvin Mark until Jan 27<sup>th</sup>, 2010.

While filing a grievance, the Federation simultaneously filed an Unfair Labor Practice charge with the State Employment Relations Board.

The college has until May 26<sup>th</sup> to respond to the Employment Relations Board's Unfair Labor Practice charge. There will be a hearing later this summer.