



PCCFCE BARGAINING

Summary & Platform

Where is our Step Increase and COLA?



- Step increases and COLA are dependent on the Administration working with the union to bargain a fair contract.
- Administration has only accepted one of our four Tuesdays to bargain in October. The Admin/HR/Management team are preventing us from moving faster.
- FCE has not received responses for the majority of our 28 non-monetary proposals. The Admin/HR/Management team can move things along by giving us what we need.
- The 2019 contract was not signed until December 19, 2019, after which FCE members received Step increases on the February 2020 paycheck, and retro pay in March 2020. This contract may take longer... depending on the Admin/HR/Management team!

Fair COLAs and STEP Increases that Classified Staff Deserve and Need!

- Monetary items (like COLA) will be negotiated after non-monetary items are resolved.
- Classified employees deserve fair COLAs to keep up with rising costs.
- The sooner management agrees to fix the issues in the classified contract, the sooner we can fight (and win) the COLAs we need and deserve.
- Automatic step increases (Proposal #23-015) are a huge equity issue.
- Retirement benefits should be in line with FFAP and Management (NO CLASSISM!).



Equity & Respect for Classified Employees!



- Equity for ALL employees. (Proposal #23-006)
- Equitable pay and adequate staffing, workload, ect. for all programs. (Proposals #23-008, #23-019, & #23-023)
- All college processes and programs should be impartial, fair and provide equitable outcomes for every individual. (Proposal #23-006)
- Respect is integral to Portland Community College's values and business (Proposal #23-007), including the ability to participate in union activities. (Proposal #23-004)

Protect Classified Employee Leave!

- Classified employees should not lose pay, leave or benefits when the college or a health authority is requiring them to stay home from work. (Proposal #23-022)
- Closure pay should not be limited. (Proposal #23-001)
- Classified employees should have a voice on the group that makes closure decisions and collaborate to review and develop policy directives concerning these closures. (Proposal #23-025)
- Classified employees should be able to cash out unused leave! (Proposal #23-002)



Our TIME Needs to be Respected, and We Deserve Fair Scheduling!



- Classified employees should have access to their timesheets after they have submitted them and be notified whenever they are changed after submission. (Proposal #23-017)
- Employees should be allowed to selectively bid on shifts in their department when different time, day, and location shifts for the same position are available. (Proposal #23-026)
- If an employee is contacted outside of their scheduled work hours via any means, they should be paid for the work they do! (Proposal #23-028)

We demand reasonable job security!

- Classified jobs should remain protected.
- Classified work should not be performed by non-classified employees. (Proposal #23-014)
- Classified employees should get fair consideration for internal job openings. (Proposal #23-009)
- Classified employees working as part of P&CC (formally the bond) should be able to return to their previous role when the temporary work ends. (Proposal #23-016)



Classified employees deserve due process and treatment!



- Classified employees deserve to have copies of documents they're asked to sign (Proposal #23-010) & to know who has accessed their employee file. (Proposal #23-012)
- Classified employees deserve to have access to their manager's informal "file" and not have secret information decades old used against them. (Proposal #23-027)
- Classified employees under investigation will be paid while on Administrative leave. (Proposal #23-005)

Fair compensation for work performed!

- Classified staff should not be nickel and dimed.
- Parking for classified staff should be free. (Proposal #23-011)
- Pay should be deposited by the 1st of the month. (Proposal #23-018)
- Administration will keep updated job descriptions and current market value salary information to address systemic underpay issues. (Proposal #23-023)
- Holiday hours should be counted toward the 40 hours that trigger overtime. (Proposal #23-020)
- Classified Employees deserve holiday pay for working on actual holidays, not just the observed holiday. (Proposal #23-029)
- We need fair repayment plans when overpayment occurs. (Proposal #23-013)
- When classified staff are assigned the tasks of a vacant position on top of their daily work, they should receive additional compensation. (Proposal #23-008)



Read the full proposals and see updates at:

https://t.ly/j_JG-

