

MEMORANDUM

Date: February 19, 2019

To: Birgitte Ryslinge
President, Oregon Coast Community College

From: Joy Gutknecht
Human Resources & PI Manager

RE: 2018-2021 Collective Bargaining Agreement
AFT-Oregon Coast United Employees, Local 6020, AFT, AFL-CIO Faculty Unit

Oregon Coast Community College and AFT-Oregon Coast United Employees, Local 6020, AFT, AFL-CIO have reached a collective bargaining agreement. The agreement has housekeeping verbiage changes (ie title and office name changes, PCC references) along with the following articles with substantive change:

Article V Full time and three-quarter time faculty- The normal contract year shall not exceed one-hundred-seventy-four (174) days, including paid holidays. The contract year includes Fall (60 days), Winter (55 days) and Spring (55 days) terms plus four (4) institutionally-assigned work days during the week of Fall In-Service for a total of 174 days.

Article VI Hours- See attached document
Associate PT Faculty Status- Change 6 terms to 4 terms, not including summer- number of terms an appointment can be refused.

Article VIII Full time, three quarter time and part time compensation- See attached document

Article IX Health Insurance Part time faculty- The College will take over the administration of the insurance pool. The College is strictly administering a Union process and Union members must take any disbursement disagreements to the Union for resolution.

Years and amounts for this fund- 2019-20 \$24,000 2020-21 \$25,000

Insurance Benefits- Full time and three-quarter time faculty

Medical, Dental and Vision insurance -OCCC premium support based upon Medical Coverage

Employee only	\$640 per month
Employee and Child(ren)	\$1050 per month
Employee and Spouse/DP	\$1100 per month
Employee. Child(ren)/Spouse/DP	\$1540 per month

If an employee chooses to not take any of the federally required insurances (medical, dental or vision) \$100 per month will be deposited into a 403b account. For those individuals who previously had the Alder plan, for 2018-19 only the College will pay the difference in co-pays once the employee reaches 10 visits that are either incentive care, primary care or mental health office visits in nature.

- Article X Sick Leave- Part time faculty** Change sick leave accrual to 10% of clock hours; hours will be front-loaded at the beginning of the term; non-associate faculty must use the sick leave during the term, it does not carry forward; max accrual for associate PT faculty of 12 hours; sick leave for associate PT faculty will revert to zero if the faculty hasn't taught for an academic year
- Bereavement** - Change to OFLA definition of "immediate family"; change to 3 days of paid leave for non-immediate-family
- Personal Day**- Faculty shall request to take such leave by submitting a Time-Off Request through the Paycom system.
- Article XI In-Service Education**- Full-time and three-quarter-time faculty are expected to participate during Fall and Spring In-Service activities as part of their regular assignment and without extra pay. No single in-service shall exceed 8 hours in length. If additional in-service programs occur outside the contract year, full-time and three-quarter-time faculty will be compensated at the meeting rate. Part-time faculty attending in-service will be paid at the meeting rate. Part-time faculty are expected to attend the annual part-time faculty evening orientation. Part-time faculty unable to attend the evening orientation will have the opportunity to view the information asynchronously. Part-time faculty who attend/view the training will be paid at the meeting rate.
- Continuing Education and Professional Development** - Add " The College is committed to providing professional development and continuing education opportunities to its faculty and will provide budgeted funds for such purpose.
- Article XIV Tuition Reimbursement**- Add "...and the availability of budgeted funds. Such funds will be part of the College's professional development budget."
- Article XXXI Duration**- 3 year contract ending June 30, 2021; reopener at the end of the 19-20 academic year for Article VI - Workload

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ARTICLE VI – WORK YEAR/ASSIGNMENTS/WORKLOAD

A. Hours

The College academic year begins on the first day of instruction of summer term and ends on the last day of the break between spring and summer terms. The College work week is established as beginning at 12:00 am Sunday and ending at 11:59 pm Saturday.

1. Full-time Faculty Hours and Work Week: The instructional work week for full-time faculty, is thirty-five (35) hours, which is typically seven (7) hours per day for five (5) consecutive days per week. The thirty-five (35) hour work week may be performed in four (4) days. The thirty-five (35) hour work week shall include a minimum of thirty (30) hours on campus. Five (5) hours will be posted office hours. Full-time faculty shall also work a total of four (4) non-instructional contract days (twenty-eight (28) hours), twenty (20) hours of which will be institutionally assigned. These days will be worked Monday through Thursday prior to the start of Fall term.

A full-time faculty member may be assigned to student mentoring during the contract year.

2. Three-quarter-time Faculty Hours and Work Week: The instructional work week for three-quarter-time faculty is twenty-six and one-quarter (26.25) hours, which is typically five and one-quarter (5.25) hours per day for five (5) consecutive days per week. The twenty-six and one-

quarter (26.25) hour work week shall be performed on campus. Three and three-quarter (3.75) hours will be posted office hours. The twenty-six and one-quarter (26.25) hour work week may be performed in four (4) days. Three-quarter-time faculty shall also work a total of four (4) non-instructional contract days (twenty-one (21) hours), fifteen (15) hours of which will be institutionally assigned. These days will be worked Monday through Thursday prior to the start of Fall term.

A three-quarter-time faculty may be assigned to student mentoring during the contract year.

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ARTICLE VIII – COMPENSATION, SECTIONS A.1, B.1, C.1

Full-Time and Three-Quarter-Time Faculty:

FY 2018-19	FY 2019-20	FY 2020-21
2% Step	2% Step	2% Step
1% Structural Adjustment	2% Structural Adjustment	2% Structural Adjustment

- Eliminate the bottom three steps of the pay scale
- Add two additional steps to the top end of the pay scale
- Salary and structural adjustments are effective September 1 of each year

Part-Time Faculty:

FY 2018-19	FY 2019-20	FY 2020-21
2.5% Step	2.5% Step	2.5% Step
2.5% Structural Adjustment	3% Structural Adjustment	3% Structural Adjustment

- Movement to the next step based on the number of hours worked per Article VIII, Section C
- 10% structural adjustment to the special project rate pay scale; 2% additional in each of 2019-20 and 2020-21
- 10% increase in the meeting rate to \$25 per hour
- Retroactive pay for attendance at Fall 2018 In-Service
- Salary and structural adjustments are effective September 1 of each year
- Special project rate and meeting rate increases will be effective the month following Union ratification of the contract.