

# Part-time faculty move to mediation

FULL-TIME FACULTY AND CLASSIFIED SETTLE, PART-TIME STILL WITHOUT A CONTRACT



Photo by Sophie Larsson

CCC employees picket at the state of the college address on the Harmony campus Jan. 23.

BY LAURA CANIDA  
NEWS EDITOR

Bargaining for Clackamas Community College employees hasn't been easy this past year. The instructors and staff have picketed at board meetings, the President's Council meeting and the state of the college to show support for the three unions and put pressure on the administration.

Classified, which represents employees in areas like financial aid, IT, registration, janitorial and campus services, settled. Full-time faculty just voted and approved their proposed contract and part-time faculty are heading towards mediation.

The classified contract, which was the first to be settled after months of negotiations, was ratified in December.

"Overall, our association is satisfied with our final contract negotiations," said Barb Simington, math department administrative assistant and co-chair for the bargaining team. "We [classified association] are and will continue to support both faculty associations

until the end of their negotiations."

The new classified contract gives classified staff a salary increase year 1 of 3.7% retroactive to July 1, 2019. For years 2 and 3, CPI West Region A will increase a minimum of 2.25%. Year 3 will see an additional 1% if enrollment raises and CCSF is at \$700 million or more.

Classified employees at step 15 for more than 1 year will receive a 2% bonus. They also received increases to college contributions for benefits coverage.

Full-time faculty voted on their proposed contract last week and 99 out of a 109 eligible members voted to approve the contract.

"We currently have 120 active members, so 109 members voting is a 91% turnout for eligible members," said Kathryn Long, full-time faculty president and member of the bargaining team. "I don't know if we've ever had a contract ratification vote with such a high turnout. I'm so proud of how many members engaged with the bargaining process

through surveys, e-mail communications, feedback sessions, and one-on-one conversations. I feel that we were able to negotiate a contract that reflects the goals of the FTF."

The CCC FTF Bargaining Team negotiated the 3-year agreement that includes a 4.1% raise retroactive from July 1, 2019. Year 2 includes a 2.9% raise and year 3 includes a raise of the published cost of living + 1.5%. The college accepted the health benefits package proposed by the association.

"It also includes a 7% increase per year in healthcare dollars so our members can make up ground there as well," said Long. This is twice the rate of the average annual increases across OEBB health insurance plans mandated by the state of Oregon. Other features of the new agreement include the adoption of Instructional Load Units that create a more equitable workload for instructors who teach lab or lecture/lab sections, Long said.

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ON THE COVER: The college received its second grant from Metallica. Photos by Jordy Villagomez; cover design by Lexis Shull.

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