

Overview of the Tentative Agreement (TA)

Agreements made between PCCD and PFT's Negotiating Team in S17

How do contract negotiations work? Representatives from PFT and PCCD sit down to discuss raises, benefits, and contract changes that result in a Tentative Agreement (TA) agreed to by both parties. The PFT legal counsel reviews the TA, and then the PFT Executive Council votes to approve it. Upon approval, the TA is goes up for a secret ballot vote at a General Membership meeting. In addition, the PFT Executive council has already approved a plan to distribute the funds in the TA (called the 50/50 plan). PFT's attorney has recommended that both the TA and the 50/50 plan be put up for a single, secret ballot vote during the membership meeting on May 4.

GMM Meeting and Contract Ratification Vote: Thurs, May 4, 2017

Resources:

- Overview of TA (see next page)
- Full text of the TA, please check the PFT website here:
http://pft1603.org/wp-content/uploads/2017/04/Tentative-Agreement-2016-2019-PFT_PCCD.pdf

Distribution of Funding for Salary Increases ("50/50 plan")

(Note: This plan for distributing money is separate from the TA, has been approved by the Executive Council and is based on our best calculations.)

Once the agreement has been approved by members, the PFT Executive Council has recommended that salary increases be applied as follows:

Retroactive to January 2017:

- **Contract Faculty Raise:** 50% of available funds go to contract and extra service salary schedule increases. This will amount to about a 1.6% increase in the schedules (final numbers are still being calculated).
- **Part-Time Faculty Raise:** Both part-time schedules (with and without outside employment) will also receive the same 1.6% increase (approx).
- **Part-Time Faculty Equity:** The rest of the funds will applied to the hourly instructional salary schedule for part-time faculty (w/o outside employment). This will bring each step about 14% closer to parity with contract faculty.

For 2017 - 2018, the same process will be followed as above.

- This will result in about a 1.2% increase on all schedules (contract and part-time) beginning in Fall 2017.
- This will also bring the hourly instructional schedule for part-time faculty (w/o outside employment) another 10% closer to parity.

Caveat for F17-18: If PCCD does NOT achieve 20,000 FTES in state apportionment during 2017-18, the 2017-18 increase will "sunset" (disappear) at the end of the 2017-18 fiscal year.

VOTE ON DISTRIBUTION OF FUNDS (Note: this will be part of the contract ratification vote):

- This recommended distribution of funds will be discussed at the May 4 General Membership meeting will be part of the ratification vote.

For questions on the TA or the proposed distributions of funds, please contact PFT's Chief Negotiator, Rick Greenspan at rickfromalameda@sbcglobal.net.

Overview of Tentative Agreements

For the full description, please go to the PFT website here: [\(link\)](#)

Item	Article or Appendix	Description of change
Part-time Rehire Preference pool based on seniority	30H	<ul style="list-style-type: none"> ● Beginning in F2018, it will take 8 semesters to get into Preference Pool (instead of 6) ● It will require an evaluation rating of “surpasses” or “exemplary” to get into and remain in the Preference Pool ● Within the Preference Pool, a seniority list will be used by each department to give assignments of ‘base load’ to part-timers, with more senior part-timers getting base load if there aren’t enough assignments to allow everyone in the Preference Pool to be assigned their base load ● Part-time faculty (who need to) will have a chance to be evaluated during 2017-18, in order to remain in or get into the Preference Pool. ● Details of these changes are included in the TA
Salaries	21	SEE ABOVE
Paid Office Hours Program for PT Faculty	18.7	3 instructional units to 5.99 units - 1 paid office hour per week 6 instructional units or more - 2 paid office hours per week
Health and Welfare Benefits	22	Unchanged for 2016-17 and 2017-18
Non-Discrimination	5	PFT will collaborate with PCCD to provide training for faculty regarding discrimination and harassment
Contract Education -- Non-Credit Classes	18G(c)	Faculty teaching non-credit classes shall be paid on the regular salary schedules
Undergrad Credits for Column Advancement	App. A9	Clarifies ambiguities in current language and practice. A maximum of 20 units of undergraduate credits will be allowed.
College Tenure Facilitator Release Time	App. 20	Release time will be based on the number of tenure-track faculty at the college and in the District
Investigations of Formal and Informal Complaints	20c	New Language giving faculty more guaranteed rights and information if they are being investigated.
Counselors	18F	Some minor changes in existing language; will continue to study staffing patterns to best meet student needs.
Re-Openers for 2016-2019		<p><i>PFT -- To be completed summer 2017:</i></p> <ul style="list-style-type: none"> ● Article 6 update, matching 30H to the Evaluation Handbook, evaluation coordinators at each college <p><i>PFT -- Reopen for F17:</i></p> <ul style="list-style-type: none"> ● Dept. Chair election procedures, summer sick leave, faculty office privacy, 87470 employees, AP3450 discrimination, dependent audit rules and regs, Contract Ed, Non-credit classes, PCCD email, concurrent enrollment, salary for 18-19. <p><i>District (for F17):</i> FDIP, Health benefits</p>