

# Portland Federation of Teachers and Classified Employees

PFTCE · LOCAL 111 · AFT-OREGON · AFT · AFL-CIO · CHARTERED 1919

## “A Union of Professionals...Working with Children”

### PFTCE · 1919-2010 · 91 YEARS STRONG!



June 15, 2010

# The PFTCE

# P R O F I L E

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AFT+

AFT has an agreement with the AFT-OREGON chapter for providing the services of the AFT-OREGON chapter to the AFT+ members.

## WE HAVE A CONTRACT !!

BY BELINDA REAGAN, PFTCE ACTING PRESIDENT



In a time when things have seemed so grim, I'm delighted to share this terrific news with all of you! What was expected, last year, to be a brief bargaining "re-opener" has FINALLY drawn to a close, after eighteen months. I'm certain that you will share with me, and our entire hard-working Bargaining Team, the relief that we feel! I am confident that you will be as pleased with the result of these negotiations as we are! For the first time in several contracts, we left the table with smiles on our faces!

This re-opener was intended to address ONLY Article 23 (Insurance) and 25 (Compensation) of the PFTCE contract, but through negotiations, and two grievance settlements, several other important changes were made that will affect all of you.

### Article 25-Compensation:

- ~The **260-day employees'** pay scale will be merged into the 200/210-day pay scale, at long last! Congratulations to our year-round workers! This change will take place on July 1, 2010.
- ~All PFTCE employees will receive a 2% salary increase effective July 1, 2010.
- ~All eligible PFTCE employees will receive a step effective December 16, 2010.
- ~All PFTCE employees already at the top step, as of July 1, 2010, will receive a longevity payment on January 1, 2011. Employees working 30 hours or more per week will receive a \$450.00 one-time bonus, and those working 20 hours, but less than 30 hours, will receive a \$225.00 one-time bonus.

~**Outdoor School:** The Outdoor School stipend will be \$50 per day (formerly \$40), and overtime will be paid in certain circumstances.

### Article 23-Insurance:

- ~ The District contribution towards health insurance will be \$926 per member, per month. This is an increase of \$50.
- ~ Article language has been modified to state that the District will contribute the full contractually amount due, per member, per month, to the Trust. This is very beneficial to our Trust participants, as we can now work towards "buying down" rates with any excess funds, rather than those monies remaining with the district.

### Article 21- Leaves:

~As settlement of a grievance filed on behalf of BESC PFTCE employees who lost a ½ day because of a power outage last winter, the District has agreed to change the "Snow Day" policy. The new policy states that **ALL PFTCE** employees will now be allowed up to **FIVE DAYS PAID** for an emergency closure of any nature. As most of you know, during our last contract negotiations, we felt forced to accept language that stated that only 190 day employees would be allowed ANY PAID District designated emergency leave, and that was for two days that could be made up at the end of the year.

We have researched thirty years of weather history, and find no example of more than five days of school closure, of an emergency nature, in any one year. Last year's snow day fiasco was five days in length for west-side schools, only. Additionally, there is no memory of any PFTCE employees EVER being required to work more than three make-up days at the end of a school year.

### Appendix 3- Physical & Occupational Therapists:

~Again, in settlement of a grievance filed on behalf of the Occupational and Physical Therapists, the Appendix that details the placement of OTs & PTs on their salary schedule was modified, taking into consideration the type and amount of credits required for them to gain licensure. This outcome brings closure to a fairness issue that has been battled for several years, and allows OTs & PTs to be compensated appropriately, with full consideration of their education.

**Additionally**, the salary schedules for Community Agents and Campus Monitors will be merged. The slight differences at each step are only pennies, and the higher amount will be utilized in the new schedule.

I would like to thank our long-time Bargaining Team members, **Becky Wright, Michelle Batten, & LindaCarol McKinlay**, for their dedicated volunteerism, as well as **AFT-Oregon Rep Karen Bartholomew** and attorney **John Bishop** for their counsel and support. Their tireless involvement in this endeavor made these negotiations a success! I would also like to extend an "olive branch" to the District's new Director of Labor Relations, **Brock Logan**, and his team, for their willingness to truly negotiate - how refreshing!

I hope that you are as pleased with the outcome of these negotiations as we are!

**WE WILL RATIFY THESE CHANGES to the contract on Thursday, June 17<sup>th</sup>, from 7:00 am to 6pm, in the BESC turn-around.**

**YOU MUST BE A FULL MEMBER TO VOTE FOR RATIFICATION!**

**Come try out our new "drive through voting!"**

Have a wonderful summer!

# MARK YOUR CALENDARS...

(Please Note: Year-round schools may have different schedules.)



## August 2010

Sun	Mon	Tue	Wed	Thu	Fri	Sat
15	16	17	18	19	20	21
	210's Return*	"Back-to-School" Workshop (Clerical staff only)				
22	23	24	25	26	27	28
	200's Return*					
29	30	31	* Please contact the PPS HR Department at (503) 916-3544 for any questions regarding the 2010/2011 start dates.			
		190's Return* Planning Day				

Sun	Mon	Tue	Wed	Thu	Fri	Sat
<b>September 2010</b>			1	2	3	4
			Prof/Planning Day (school decision)	Prof/Planning Day (school decision)	Schools and Offices Closed	
5	6	7	8	9	10	11
	Labor Day Schools & Offices Closed	Students Return				
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

**MARK YOUR CALENDARS NOW** for the PFTCE "Back-to-School Pizza Party and Union Meeting!" Join us on September 15th, 5:30-7:30, as we welcome the new school year at FLYING PIE Pizza, 7804 SE Stark. Don't miss out on this festive evening of free food, friendship, and fun!

**UPDATE YOUR PPS ID BADGE!** If your ID badge is expiring, broken, or even missing, please replace it BEFORE school starts in the fall. Security Services will be open during the summer, and from 9/7 to 9/24, will stay open until 6:15pm. Policy requires that employees wear PPS ID in District buildings.

**WE'RE HIRING!!!** Applications for the position of PFTCE Field Rep are now being accepted from PFTCE members, for a fall hire. **If you are interested, please send a resume and a letter of interest by email to [jobs@pftce.org](mailto:jobs@pftce.org).** You can find the Field Rep job description online at [pftce.org](http://pftce.org).