

## Substantive Changes to the Collective Bargaining Agreement between ACEUCC & the College

*This is a synopsis only. Multiple formatting, language moves, and clarifications made throughout the document have not been included. Please see the draft agreement for details.*

Article	Title	Subject	Change
VIII	Employment Status / Disciplinary Action	<i>Probationary Status</i>	The probation period increased from 6 to 9 months with full access to vacation, personal leave, sick time during probation. Employees transferred from one position to another will have access to professional development funds.
		<i>Disciplinary Action</i>	Definition of “just cause” was added.
		<i>Temporary Employee</i>	The probationary period is waived for a temporary employee who has worked continuously for over 9 months in the same position who applies for that particular position and is the successful candidate for regular status.
XI	Employee Evaluation	<i>Timing</i>	New employees will undergo formative evaluations at least once every three months throughout the probationary period. Pre-existing employees in probationary status will undergo a formative evaluation at or prior to halfway through the probationary period.
XII	Reduction in Force	<i>Layoff/Preliminary Notice</i>	Notice to impacted employees will include list of College vacant positions, list of position(s) the impacted employee would be eligible to bump into based on job grade and seniority, and the proposed time schedule for the action.
		<i>Procedure of Layoff</i>	In the event that more than one laid-off employee is qualified for an open position, the employee with the greatest seniority shall be offered the position first, and continuing in that order.
		<i>Bumping</i>	An employee who bumps into another position shall be placed on probationary status for a period of 3 months unless they have occupied position previously.
		<i>Potential Recall</i>	If an available position is not filled through the <i>Direct Recall</i> process, the position becomes vacant. Vacant positions will be posted on the College website and laid off employees will be responsible for accessing the internal recruitment site and following College procedures for completing the application process.
		<i>Post Recall Probationary Status</i>	Employees who are recalled shall be placed on probationary status for a period of 3 months unless they occupied the position previously.
XIV	Compensation	<i>Wage</i>	Annual steps are implemented on July 1 until each employee reaches the top step of their grade with the following increases: <ul style="list-style-type: none"> <li>• Effective retroactively to July 1, 2017, the first step of each grade on the classified wage schedule will be increased 1% and the index (i.e., the amount between each step) increased from 1.7% to 2%.</li> <li>• On July 1, 2018 and again on July 1, 2019, Step 1 of each grade will be increase by 1%. The index between each step shall remain at 2%.</li> </ul>

			Longevity Bonus - On July 1st each employee who has completed at least 19 years of continuous full-time equivalent service during the previous fiscal year will receive a 1% longevity bonus beginning in 2018. The longevity bonus will increase 1% over the previous year every subsequent July 1 <sup>st</sup> until the employee separates from the College. The longevity bonus is in addition to any step increase.
<b>XV</b>	<b>Employee Benefits</b>	<i>Insurance Benefits Available</i>	<p>For each eligible full-time bargaining unit member who has elected to participate in the 2017-18 benefit year, the College shall contribute \$1,230 per month towards the purchase of the insurance benefits available through June 30, 2018.</p> <p>Effective July 1, 2018, the College shall contribute \$1,280 per month toward the purchase of the insurance benefits available: Full Family Medical, Vision Dental And Employee AD&amp;D/Group Life - \$30,000</p> <p>HSA--Employees who select a plan with a Health Savings Account option, the College shall contribute any remaining premium contribution after the monthly premium has been paid into the employees' HSA account unless such payment becomes disallowed by state law, statute, or OEBC (Oregon Educators Benefit Board) rule.</p>
		<i>Early Retirement</i>	Language was updated for compliance with the OEBC rule regarding Medicare.
<b>XVI</b>	<b>Holidays and Vacations</b>	<i>Vacation</i>	Vacation will no longer be frontloaded at the beginning of each fiscal year; instead, it will be accrued. The rate of accrual and amount of vacation remains the same as in the past. To assist with the transition to accrued vacation, employees will be allowed to take vacation prior to accrual during 2018-19 and 2019-20.
<b>XVII</b>	<b>Work Hours and Overtime</b>	<i>Regular Work Day and Week</i>	All employees who work 50% or more of their shift between the hours of 7pm-7am will receive a shift differential pay adjustment of 5.5% of their hourly rate for the entire shift.
		<i>Meal Period</i>	<p>During the summer 4-days-per-week, 10-hours-per-day work schedule, a meal break of 30-minutes will be with pay.</p> <p>Custodians/Campus Security shall receive a paid 30-minute meal break during each shift of 6 hours or more.</p>
<b>XXIV</b>	<b>Term and Execution of Agreement</b>	<i>Duration</i>	<p>The agreement is effective July 1, 2017 through June 30, 2020</p> <p>Re-openers: Either party has right to re-open Article XV Employee Benefits for the 2019-2020 contract year.</p>