

Collective Bargaining Agreement Between

Chemeketa Community College

District Board of Education



and

Chemeketa Community College

Classified Employees Association



July 1, 2024–June 30, 2028

AGREEMENT

CHEMEKETA COMMUNITY COLLEGE
DISTRICT BOARD OF EDUCATION

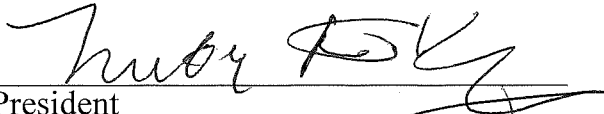
AND

CHEMEKETA COMMUNITY COLLEGE
CLASSIFIED EMPLOYEES ASSOCIATION


PREAMBLE

This Agreement is made and entered on this 27th day of August 2025, by and between the Chemeketa Community College District Board of Education and its representatives, hereinafter referred to as the "College," and the Chemeketa Community College Classified Employees Association, hereinafter referred to as the "Association," to be effective as of July 1, 2024, unless otherwise noted in this agreement.


This document incorporates the sole and complete agreement reached between the College and the Association resulting from negotiations held pursuant to the provisions of ORS 243.650, et seq.




President
Chemeketa Community College
Classified Employee Association



Chairperson
Chemeketa Community College
College Board of Education



Negotiations Co-Chair
Chemeketa Community College
Classified Employee Association



President/Chief Executive Officer
Chemeketa Community College

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ARTICLE 1—RECOGNITION

- 1.1 The College recognizes the Association as the sole and exclusive bargaining representative for classified employees of the College. The parties recognize that there are ten (10) month, eleven (11) month, and twelve (12) month employees. The individual supervisor will determine all duty and non-duty days for employees working less than twelve (12) months.

Any provisions of this agreement that conflict with specific requirements of special funding, and where that conflict would result in the loss of the program, will be superseded by the grant requirements.

- 1.2 Employment of part-time hourly workers shall not exceed 1,039 hours in a twelve-month period measured from the beginning of the January pay period (December 16) to the end of the December pay period (December 15).

In the event the hours exceed the limit, the employee will be included in the bargaining unit unless there is mutual consent between the College and the Association.

- 1.3 Specifically excluded from the provisions of this Agreement are part-time hourly and limited-term employees, except as provided by Article 15; management employees, supervisors, and confidential employees as defined by law or as determined by the Employment Relations Board; and employees covered by other College bargaining agreements.

Bargaining unit members who accept teaching assignments that are not part of their Classified responsibilities and for extra compensation shall:

- A. Be paid for the teaching work according to the salary schedule the greater of:
- a. the part-time faculty rate; or
 - b. their overtime rate on the classified salary schedule if the teaching assignment results in an employee working in excess of 40 hours per week.
- B. Receive step increases for their teaching work under the provisions of the faculty agreement.
- 1.4 Except as specifically provided for herein, all leaves with pay, differentials, and fringe benefits for employees in the bargaining unit working .50 FTE or more but less than full-time (40 hours per week) as specified in Section 1 above of this Agreement shall be prorated based on their assigned level of FTE unless adjusted by the end of term determination of hours.

The determination of the average hours per week shall be made by the College at the end of each term from the time sheets submitted each month. Any changes in leave and benefit level as required by the time sheets shall take effect on January 1, April 1, July 1, and October 1, except that changes shall take place at the beginning of the next month after a formal change in hours is approved through Human Resources. Changes in leave and benefit level due to a reduction in workload by Article 32 or Article 34 shall take effect according to the timelines of those articles.

- 1.5 In no instance shall an employee receive their prorated share of leaves with or without pay and fringe benefits at a rate less than their agreed upon anticipated assignment unless the employee's FTE is reduced due to their use of unpaid leave for four consecutive months and the employee is not expected to return to the original level of assignment. Months where unpaid leave protected by leave laws or leave due to worker's compensation are not counted. The proration shall occur the month following the fourth consecutive month.
- 1.6 For purposes of this article, leaves with pay are vacation, sick, bereavement, and personal business leave and paid non-duty days. Fringe benefits are health insurance, life insurance, tuition waivers and other benefits associated with payroll.

ARTICLE 2—LIFE OF AGREEMENT

- 2.1 Both parties agree that, during the course of negotiations which resulted in the execution of this Agreement, each party has had the opportunity of making proposals, assessing proposals, and analyzing positions. The parties further assert that all obligations and benefits contained in this Agreement are a result of negotiated agreement.
- 2.2 This Agreement contains the full and complete agreement reached on the issues considered during negotiations. All prior agreements and understandings between the parties are replaced and superseded by the provisions herein. No amendment shall be deemed effective unless in writing and signed by the parties to this Agreement.
- 2.3 Unless otherwise noted in this Agreement, this Agreement shall take effect on July 1, 2024, and shall remain in full force and effect until June 30, 2028.

ARTICLE 3—SEPARABILITY

- 3.1 If any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction or through government regulations or decree, such decisions shall not invalidate the entire Agreement, it being the expressed intention of the parties hereto that all other provisions not declared invalid shall remain in full force and effect.

ARTICLE 4—NON-DISCRIMINATORY APPLICATION OF AGREEMENT AND RESPECTFUL WORKPLACE

A. NONDISCRIMINATION

- 4.1 The College and the Association affirm their adherence to the principles of free choice and agree that they shall not unlawfully discriminate against any employee.

B. PROMOTION AND MAINTENANCE OF A RESPECTFUL WORKPLACE

- 4.2 All employees are expected to interact with co-workers and the public in a professional, respectful manner. Additionally, all employees are expected to comply with State and Federal civil rights laws and College policies/procedures 1750 (Prohibition of Harassment & Non-Discrimination), 1751 (Sexual Harassment, Discrimination, and Misconduct), 1752 (Respectful College Community), and 1753 (Consensual Relationships). This includes refraining from any type of behavior, action, or language that could be reasonably perceived as unlawful harassment or discrimination.
- 4.3 If the behavior involves alleged unlawful harassment or discrimination, the complainant may either contact the College's Title IX Officer, the Affirmative Action Officer, or the Associate Vice President of Human Resources, or may file a complaint to the appropriate local, state, and/or federal agencies. Complaints alleging violations of this article shall be excluded from the grievance procedure.
- 4.4 An Association member has a right to representation by the Association with regard to a proceeding with the College under Article 4.

ARTICLE 5—FUNDING

- 5.1 The parties recognize that revenue needed to fund the provisions of this Agreement must be approved by established budget procedures of the District.
- 5.2 This Agreement is entered into contingent upon the approval of an operating budget sufficient to fund this Agreement. The College agrees to include in its annual budget sufficient funding for this agreement.

No part of this article shall be construed to be a guarantee of staffing levels, nor shall it be construed as a waiver of any rights or benefits provided for in this agreement

ARTICLE 6—ASSOCIATION RIGHTS

College Personnel Rules

- 6.1 The College will furnish to the Association President a copy of all College-wide personnel rules that affect members of the bargaining unit.
- 6.2 At any time, the college determines that College-wide personnel rules affecting bargaining unit employees should be amended or new personnel rules adopted, the Association will be provided a copy of the proposed change or new rules and be allowed one (1) calendar month to respond prior to the time of planned adoption.

Use of Building Facilities

- 6.3 The Association or committees of the Association shall be allowed the use of college facilities for meetings when such facilities are available, and the meetings would not conflict with business of the College.
- 6.4 The Association will schedule use of college facilities through regular College procedures.
- 6.5 The College will make a reasonable effort to provide the Association with private office space on the Salem campus for storing its files and meeting with members.

Association Communications

- 6.6 The College agrees to allow the Association to use the following communication methods that the college presently employs, and that the Association recognizes may change based on the needs of the College: College internal mail service, electronic mail systems, intranet, telephone system, bulletin board space, and office mailboxes for official Association business. This permission for use shall expire as of the time either party declares an impasse in the bargaining process, unless otherwise agreed to in writing by the parties.

Bargaining Unit Listing

- 6.7 Upon request of the Association, the College shall furnish the Association an electronic file of employees in the bargaining unit. The file shall include the unit code, funding source, employee name, job name, class specification, pay grade, step, FTE, campus (or outreach) location, date of hire, campus phone number, home address and home phone number of each employee. The Association shall be provided the name and office location of any new unit employee within ten (10) business days of initial date of hire.

Association Dues

- 6.8 The College shall deduct monthly the Association membership dues from the pay of only those employees who individually authorize in writing to the Association that such deductions be made. The Association shall verify individual authorizations and names of bargaining unit members who have elected to have dues deducted from their paychecks and the amounts to be deducted shall be certified to Human Resources by the Association. The

Association shall promptly notify Human Resources when a bargaining unit member should no longer have dues deducted. The Association will provide copies of individual authorizations to Human Resources for review. Any employee wishing to sign an Association membership form or to resign from membership in the Association should submit the membership form or resignation in writing to the Association.

- 6.9 Authorization for Association-membership deductions shall continue in effect until revoked in writing to the Association. The written request for dues deduction is not terminated when an employee is placed on a leave of absence without pay or placed on layoff status. The College shall deduct Association dues commencing with the first paycheck following the employee's return to paid status. The College shall provide a list of employee names and the deduction amount for each member to the Association Treasurer with the monthly payment referenced in Article 6.10.
- 6.10 Unless prevented from doing so by circumstances beyond the control of the College, the aggregate deductions of all employees shall be remitted together with an itemized payroll statement by the College to the Association Treasurer no later than the tenth (10th) of the month following the month for which the deductions were made. Any error in the amount remitted to the Association shall be corrected within thirty (30) days of the Association notifying the College of the error and will be processed with the next scheduled payment.
- 6.11 The Association shall hold the College harmless from any claims against the College as a result of deductions paid to the Association.

Association Business

- 6.12 The Association shall be furnished agendas, minutes, budget documents and other written materials falling within the provisions of college policy and Oregon Public Records Law.
- 6.13 Employee attendance at meetings of the Association or committees of the Association during working hours shall be subject to three (3) days prior approval by the employee's supervisor.
- 6.14 The Association shall designate two (2) members as Grievance Officers and provide their names to the Director of Human Resources. Grievance Officers or delegates shall be the points of contact for Human Resources in the processing of grievances.
- A. Grievance Officers or delegates shall be allowed time away from work to attend:
 - i. meetings requested by the College, or
 - ii. meetings required by this agreement, or
 - iii. an arbitration hearing.
 - B. Grievance officers, delegates and grievants will be given a reasonable amount of paid time released from work duties to process and investigate grievances.

C. Any conflict-of-interest concerns regarding grievance officers involved in grievances originating within their department shall be resolved at contract management.

6.15 The Association shall be allowed Union Stewards. Members of the Association Executive Board may also serve as Union Stewards. The Association will provide the Director of Human Resources with an updated listing of Union Stewards prior to October 1 of each year.

6.16 The Association shall reimburse the College for such time used as the Association President, officers, delegates and union stewards reasonably require for conducting the other business of the Association. The reimbursement shall cover all wages and benefits of the President or team members for the time the President or team members are away from their jobs, except where such time is otherwise provided for in this agreement. Use of this time shall not disrupt the work of other College employees. If the College deems the business occurring during normally scheduled work hours to be excessive, the College and Association will meet to explore alternatives.

Time away from work shall be scheduled with the immediate supervisor with consideration for the operational needs of the College. Association Representatives shall track and report such time on a monthly Absence Reporting Form.

The reimbursement shall be paid at the end of each quarter for previously used time.

6.17 An Association representative shall be allowed to attend the following meetings or events without loss of pay in addition to those set forth above. If a meeting or event takes place outside the employee's normal work schedule, the employee shall be allowed an equal number of hours off work.

- A. Contract management meetings.
- B. College Council.
- C. Chemeketa Board of Education meetings.
- D. New Employee Orientation.
- E. Other meetings at which the College requires or requests Association representation.

6.18 Association representatives shall suffer no loss in pay when attending collective bargaining sessions scheduled during their regular work hours. In addition, members of the Association bargaining team shall be allowed reasonable release from regular duties to attend bargaining preparation meetings. The college will provide the association bargaining team up to a total of 200 hours of release time during the year this agreement is due to expire for purposes of bargaining preparation. The Association shall submit a monthly report to Human Resources accounting for the bargaining preparation time for each member. It is expected that bargaining preparation meetings will occur both during and outside of regular work hours.

If the College deems the portion of bargaining preparation meetings occurring during normally scheduled work hours to be excessive, the College and Association will meet to explore alternatives. Bargaining team members will give their supervisor notice of

meetings at least five (5) days in advance or as soon as possible after the meetings are scheduled.

- 6.19 Classified employees will receive at least one hour per term to attend Association meetings during work time as long as there is no interruption to critical business operations. In addition, employees may request a temporary flex schedule in order to attend Association meetings. Supervisors must be notified in advance and may approve as long as there are no interruptions to critical business operations.

ARTICLE 7—MANAGEMENT RIGHTS

- 7.1 The Association recognizes that the College has the responsibility and complete authority to manage, direct and otherwise control on behalf of the public all operations and activities of the College.
- 7.2 The College retains all rights and prerogatives not specifically restricted by this Agreement.
- 7.3 Before making a change in policy or practice concerning or impacting a mandatory subject of bargaining not specifically restricted by this Agreement, the College shall provide notice to the Association President, Internal VP and External VP, and bargain upon demand in accordance with the law, ORS 243.698.
- 7.4 To foster healthy communication and oversee the contract life cycle management process efficiently, contract management meetings will be held twice a month unless otherwise mutually agreed upon by both parties. The contract management committee is a committee consisting of no more than three representatives from the association and three representatives from the administration. Under special circumstances, legal counsel may be added by each party under mutual agreement. Each party will determine its representatives.

ARTICLE 8—STRIKES/LOCKOUTS

- 8.1 The Association agrees that it will not conduct a strike, work stoppage, slow down, picket line observance or other concerted absence from work at or of the College, unless the term of the Agreement has expired and all procedures in ORS 243.712 have been completed. Employees who participate in any such action in violation of this section shall be subject to such action as determined appropriate by the College. Legally sanctioned activities authorized by ORS 243.726 are permissible.
- 8.2 The College agrees that during the term of this Agreement there will be no lockout of Association bargaining unit members.
- 8.3 Bargaining unit members will not be required to teach a course that is being taught by a member of the faculty bargaining unit engaged in a lawful work stoppage.

ARTICLE 9—CONTRACTING OUT

- 9.1 In the event the College should contemplate the use of outside services to perform functions currently performed by bargaining unit members, it shall, upon a timely demand from the Association, bargain the decision and impact, if any, of such action upon bargaining unit members.
- 9.2 If an emergency occurs, the College may, at its discretion, utilize the services of an outside entity without prior notification. For purposes of this article emergency is defined as any circumstance that could not have been reasonably foreseen, which creates a substantial risk of loss, damage, interruption of services or threat to public health, welfare, or safety, and requires immediate action to remedy the condition.

ARTICLE 10—COMPLAINTS

10.1 Employee Complaints

Any employee complaint which does not qualify as a grievance as defined in Article 35.1 may be pursued by the employee up to and through Step 3 of the grievance procedure set forth in Article 35.3. The President's or their designee's decision on the complaint at Step 3 shall be final and will not be appealable to arbitration.

10.2 Notice of Complaint

In the event a Classified member is alleged to have discriminated against or harassed another employee, and the College determines there is merit to the complaint, the accused shall, within fifteen (15) workdays after the allegation is brought to the attention of the College, be informed of the name of the complainant and the nature of the complaint.

ARTICLE 11—PROBATIONARY EMPLOYMENT

- 11.1 Every person covered by this Agreement shall serve in probationary employment status for a period of six (6) months of performing the job duties in an initial position. Upon successful completion of probationary employment, they shall acquire regular status.

The probationary period will start again if the employee is reassigned or transferred during the initial six-month period of employment. This may be waived by the new supervisor. In no case will an employee's total probationary period extend beyond 12 months after the date of hire. Further, if the probationary period is extended, benefits will be provided after the employee has served a total of six months.

- 11.2 During the probationary period, the employee's job performance shall be informally evaluated by their supervisor. If the employee's performance is unsatisfactory, the supervisor shall inform the employee of their deficiencies in writing.

A probationary employee whose performance does not meet the required standards may be dismissed from service, and such action will not be subject to review under the grievance and arbitration provisions of this Agreement.

- 11.3 A probationary employee's supervisor may request, and the Associate Vice President of Human Resources may allow the employee an additional probationary period not to exceed three (3) months. When an additional period is approved by the Associate Vice President of Human Resources, the employee shall be given notice that their services shall be terminated if specific deficiencies have not been corrected during the extended period of probationary employment, or if the employee's performance is otherwise unsatisfactory.

The College will notify the Association President in writing of this extension.

- 11.4 Regular status employees who accept a different classified position at the College will have their job performance evaluated by their supervisor during the first 90 calendar days.

If during this period, the supervisor determines that the employee is unable to perform satisfactorily in the new position, a Plan of Assistance will be implemented. If the employee is not successful in fulfilling the Plan of Assistance, employment will be terminated, and the employee will retain recall rights for 12 months based on the last class specification successfully held.

The employee may elect to return to their previous position any time prior to the position being posted externally for recruitment, per Article 15. The employee must give five (5) working days' written notice to their current and previous manager and Human Resources of the decision to transfer back to the previous position.

ARTICLE 12—EVALUATIONS

- 12.1 Both the College and the Association agree that the purpose of the evaluation at Chemeketa Community College will be:
- A. To identify strengths and weaknesses and provide the employee feedback concerning job performance.
 - B. To provide written recognition of employee accomplishments.
 - C. To provide employees a means for identifying professional growth and development.
 - D. To help identify individual and in-service training opportunities.
 - E. To provide continuing documentation for pay and promotional actions.
 - F. To assist in determining whether an employee's employment should be continued.
 - G. To review the employee's class specification and update the position description.
- 12.2 The College shall (after the probationary period), at least once in a twelve (12) month period, review and rate the work performance of each classified bargaining unit employee. Each evaluation shall be limited to conduct or events in the preceding 24-month period. If an employee changes to another position (as identified in Article 15) the evaluation date will remain the same. The College's representative shall complete an evaluation form using only job-related factors, review with the employee each rating, and discuss strengths and weaknesses in their work performance.
- 12.3 Performance evaluations shall include a review of the employee's current specification and position description by the employee and supervisor. A copy of the position description, signed by both the employee and supervisor, will be included with the performance evaluation review and submitted to Human Resources for placement in the employee's personnel file. If updates are made to the employee's position description, the copy submitted will be marked as revised with the revision date and will be reviewed by Human Resources Classification staff.
- 12.4 Any time an evaluation relies on information from another person as the basis for statements or judgments made in completing the evaluation form, then the employee has the right, upon request, to know the source of that information.
- 12.5 The employee will be given at least three (3) business days' notice prior to the initial evaluation conference.

If a supervisor requires that the employee provide any personally prepared written documents or information for the evaluation, the employee will be given at least seven (7) business days' notice prior to the initial evaluation conference.

The supervisor shall discuss the evaluation with that employee during the conference and provide the employee a copy of the completed evaluation form. The employee shall sign the evaluation, which acknowledges only that they have read it. The employee's signature does not constitute agreement with the evaluation but confirms that the employee has read and understands its contents.

12.6 An employee may file a response to their annual performance evaluation to Human Resources within 20 business days of notification that the evaluation has been placed in their personnel file. The employee will provide a copy of the response to their supervisor. The response shall be filed in the official personnel file along with the evaluation. Filing of a response does not provide an additional written response period of 20 days per Article 14.2.

ARTICLE 13—PLANS OF ASSISTANCE

- 13.1 Any time the performance of a regular employee is deemed by their immediate supervisor to not regularly meet job standards, the employee and the supervisor shall meet to discuss the performance deficiencies. The employee will be given the opportunity to have Association representation at such a meeting. If an employee's performance does not improve within a timeframe set by the supervisor, and if deemed necessary by the supervisor, the employee may be placed on a written plan of assistance to address the specific performance deficiencies.
- 13.2 Employees who have been placed on a plan of assistance will have no less than twenty (20) working days in which to improve their performance, at which time an evaluation will be conducted by the supervisor to determine if they have achieved the expectations.
- 13.3 If the employee has successfully achieved the level of performance expected in the plan of assistance, then they will be removed from the plan of assistance after the evaluation is completed. The College shall be under no obligation to return an employee in such a situation to a plan of assistance should the employee subsequently demonstrate deficiencies that were addressed by the original plan.
- 13.4 A plan of assistance is mandatory if a regular employee receives an evaluation under Article 12 which shows the employee fails to meet satisfactory performance and results in the denial of a step increase.
- 13.5 The College shall notify the Association in a timely manner when an employee is to be placed on a plan of assistance. Such an employee is entitled to Association representation at the employee's request.
- 13.6 An employee who does not meet performance levels outlined in a plan of assistance will have that plan extended for a period of twenty (20) working days with an explanation of how their performance remains deficient. If performance remains deficient after this extension, the College may only dismiss an employee as a result of a plan of assistance if there is just cause to do so as provided in Article 17.

ARTICLE 14—PERSONNEL FILES

- 14.1 The College shall maintain for college-use an official personnel file in the College Human Resources Office for each employee, which shall be the only personnel file maintained on each employee for purposes of retention, promotion or discipline. The file shall contain copies of evaluations, commendations, letters or other materials deemed appropriate by the College. All entries must be dated and signed by the submitting party.
- 14.2 The employee shall be provided a copy of any new material that could impact the employee's employment status within ten (10) working days of its placement in their file. The employee shall be allowed an opportunity to respond to that material. Any written response of the employee shall also be placed in the personnel file, provided the response is received by the College Human Resources Office within twenty (20) working days of the date of placement.
- 14.3 Except for an employee's supervisor(s), College legal counsel, Executive Dean, and employees of the College Human Resources Office, accreditors, auditors and outside entities related to compliance, an employee's personnel records shall not be made available to any individual or organization without a signed authorization statement from the affected employee.
- 14.4 Personnel records of bargaining unit members will be made available to the Association when those records are of probable or potential relevance to a grievance or other contract administration issue when required by the Public Employee Collective Bargaining Act (PECBA). Notification of access to employee's personnel records shall be sent to the affected employee by the College's Human Resources Office.
- 14.5 Materials that are obtained confidentially by the College during the employing process shall not be subject to review by the employee.
- 14.6 All formal disciplinary records shall be placed in an employee's personnel file. Provided there has been no documented recurrence of the problem or similar problems, disciplinary records will be considered removed from the personnel file after a period of three (3) years from the date of issuance. Disciplinary records specifically related to workplace violence, harassment, discrimination, theft, fraud, or termination as a result of disciplinary action, will remain in the employee personnel file. Upon mutual agreement of the employee or the Association and the Director of Human Resources or equivalent, or in the case that an individual record is formally overturned or formally deemed to be factually incorrect, early removal and destruction of disciplinary documentation will occur.
- 14.7 Employees shall have reasonable opportunities to inspect their personnel files and supervisor's working files.

ARTICLE 15—POSITION OPENINGS

- 15.1 Classified Position openings shall be posted for internal applications for up to five (5) business days before being posted externally, unless it is determined that the college has legitimate business interest to initially open the position externally. Any employee wishing to be considered for such an opportunity shall meet the requirements of the posted notice and, upon doing so, shall receive consideration for the position.

Simultaneous with the posting, qualifying employees in the same pay grade, can apply for a lateral transfer to the position. A lateral transfer request should be directed by email to Human Resources and required application materials must be submitted prior to the internal posting closing.

Qualifying applicants shall receive an interview for consideration in the following order:

1. Recall Rights
2. Internal/transfer applicant(s) during the internal opening period
3. External applicant(s)

The college reserves the right to make hiring decisions.

- 15.2 If an employee is hired for a new position, a pay equity analysis will be made for determining step placement in accordance with both the Human Resources Step Placement Matrix and Pay Equity Law.

- 15.3 Ten (10) and eleven (11) month Employees will be given first consideration for filling limited term (see Article 15.6) or part-time hourly positions during breaks in their work schedule that exceed three weeks providing they meet the minimum qualifications. To be considered for such positions, these employees must make a prior application in a separate pool containing only applications from such employees, as no other notice will be provided.

The College retains the right to choose from among qualified applicants, and such limited-term or part-time hourly positions shall not be combined to extend the regular appointment of any employee. Employees hired for such positions will be paid at the rate of the vacant position and will not accrue vacation leave and will not be paid for holidays.

Less than 12-month employees who are hired back during the summer break to perform substantially all of the same responsibilities in the same position shall be paid their regular rate for such work or at the part-time hourly rate, whichever is higher.

- 15.4 An employee who applies for a position of a higher pay grade or requests a lateral transfer and who is not selected to fill the position may request in writing an explanation of the reasons for non-selection and shall be provided such reasons in writing.

- 15.5 Discretionary Appointment

These may or may not be bargaining unit positions and may be offered to current bargaining unit members. The length of appointment using this form of hiring may not

exceed one year. If the position continues beyond the original discretionary appointment period, formal recruitment must take place.

Discretionary appointment employees have all the rights and privileges of the collective bargaining agreement between the Association and the College except Article 32, Layoff, and Article 33, Return from Layoff, unless they are on an authorized leave from a current position in the bargaining unit or as provided below.

When a discretionary appointment employee's position is terminated, the employee will be considered as laid off and entitled to recall rights as provided under Article 33 of the collective bargaining agreement if they were a regular status employee immediately before accepting a discretionary appointment. For this purpose, time spent in a discretionary appointment will count toward seniority.

15.6 Limited-Term Positions

The College may hire employees into limited-term positions for a period not to exceed twelve (12) months. The College shall not hire the same employee consecutively into the same limited-term position unless otherwise agreed to by the association. These employees are not bargaining unit members. When and if an employee in a limited-term position becomes a bargaining unit employee, the date of hire will be the date hired into the limited-term position.

A bargaining unit employee who is selected to fill a limited-term position will retain their status as a bargaining unit member during the limited-term appointment and will be allowed to return to their former position if they are not selected to fill the position on a regular basis. In order to retain rights to the former position, the employee must file and be approved for a leave of absence from their former position.

- 15.7 The parties agree to meet and resolve any issues regarding limited-term appointments which are not covered above on a case-by-case basis.

ARTICLE 16—CLASSIFICATION/CLASSIFICATION REVIEW

- 16.1 Each position shall be assigned a specification on the basis of its duties, responsibilities, and autonomy. The College shall maintain and post on the internal network a written position description for each position and class specifications.
- 16.2 A. Should the duties, responsibilities or autonomy of a position substantially and permanently change, the employee or supervisor shall:
1. Complete a Position Review Request (PRR) form and updated position description
 2. The employee or supervisor shall review the completed PRR form and note changes, disagreements, and/or any necessary information
 3. Submit the completed and signed PRR form to Human Resources
- B. Upon receipt of the PRR form, the Human Resources Department will:
1. Time stamp the PRR form; this date will be the effective date of any increase in salary that results from the review
 2. Forward a copy of the stamped form to the Association President
 3. Send out notification of next steps to employee and supervisor
 4. Retain a copy of the time-stamped form for HR files
- 16.3 A. The College Human Resources Office will review the PRR packet for appropriate placement within the classification system. The employee and/or Association may submit any information or materials believed to support the original request. The College Human Resources Office will give an analysis of its review in writing within 45 business days of the date stamp. If more time is needed for the review, the College Human Resource Office may request an extension no later than on the 45th business day. The Association reserves the right to grant or deny a request for an extension. If the College misses the timelines the classification will be referred to the Classification Appeals Committee.
- B. If the Human Resource Office recommends a change in specification, this recommendation will be reviewed by Executive Team, and written notice sent to the Association President. The employee may accept that decision or may appeal that decision with a written request for review by the Classification Appeals Committee. Such request must be made within fifteen (15) working days of receipt by the employee of the Human Resources Office recommendation.
- C. If the College Human Resources Office recommends no change in class specification, the employee and the Association President will be notified in writing. The employee may accept that decision or may appeal that decision with a written request for review by the Classification Appeals Committee. Such a request must be made within fifteen (15) working days of receipt by the employee of the Human Resources Office recommendation.
- 16.4 A. The College shall establish and train a pool of four (4) Classified employees named by the Association and four Exempt employees named by the college for the purpose of convening a Classification Appeals Committee (CAC). The CAC shall be convened by the Associate Vice President of Human Resources or designee and made up of two (2) Classified representatives, two (2) Exempt representatives from the pool, and one

representative from Human Resources who was not involved in the decision outlined in Article 16.3.A.

- B. The Classification Appeals Committee will meet within thirty (30) calendar days of the filing of an appeal request. This timeline can be extended by agreement of the College and the Association.
 - C. The Classification Appeals Committee will review all requests for appeal for appropriate placement within the classification system.
 - 1. The employee and/or Association will be given an opportunity to present to the committee and/or submit any information or materials believed to support the original request. Unless the employee agrees otherwise, they will be given at least one week's advanced notice of the meeting.
 - 2. Comparison with external market wage information may be introduced in the materials submitted for consideration.
 - 3. The Classification Appeals Committee will give the employee and the Association an analysis of their review in writing within 30 calendar days of the final committee meeting.
 - D. If the Classification Appeals Committee recommends a change in class specification it will be forwarded to Executive Team for review.
 - E. If the Classification Appeals Committee recommends no change in class-specification, there is no further appeal which may be taken.
- 16.5
- A. The Executive Team will review all changes in class specification recommended by the Human Resources Office or the Classification Appeals Committee.
 - B. If the Executive Team concurs with the recommended change in class specification, the employee and the Association President will be notified. The employee will be compensated in accordance with Article 16.8.A. Any increase in salary will be effective the date the request was submitted to the College Human Resources Office (see Article 16.2.B.).
 - C. If the Executive Team disagrees with a recommended class specification change, the employee and the Association President will be notified in writing with an explanation for the decision. Executive Team will give direction to the supervisor to change the duties of the employee so that their tasks are consistent within the class specifications if necessary. Such notification shall also be sent to the employee and the Association President.
- 16.6
- Decisions on proper classification level made by the Executive Team or recommended by the Classification Appeals Committee are excluded from the grievance procedure of Article 35.

- 16.7
- A. If an employee receives a new class specification which is higher in pay grade, a pay equity analysis will be made for determining step placement in accordance with Oregon Pay Equity Act and the Human Resources Step Placement Matrix.
 - B. If an employee receives a new specification which is lower pay grade, they will be placed at the step in the new pay grade nearest to their current rate. If the placement would result in a loss of pay, the employee will be frozen at their current rate until the new class specification rate catches up to the old rate in dollar value, higher or lower, to their current step.
 - C. If an employee receives a new class specification which is at the same pay grade, a pay equity analysis will be made for determining step placement in accordance with Oregon Pay Equity Act and the Human Resources Step Placement Matrix. If step placement results in a loss in pay, the employee will retain their current step placement.
 - D. If an employee does not meet the minimum qualifications of the new class specification of the position, the employee will remain at their current class specification and underfill the position until the employee acquires the education and/or experience to meet the minimum qualifications. An employee who is underfilling a position shall be informed in writing that the employee is an under-fill, the reasons for the under-fill, and the requirements necessary for the employee to qualify for reclassification to the allocated level. Upon meeting the requirements for the allocated level of the position, the employee shall be reclassified and moved to the corresponding pay grade through a pay equity analysis.

ARTICLE 17—DISCIPLINARY ACTION

- 17.1 A. No non-probationary employee shall be disciplined without just cause. Discipline may include written reprimands, demotion, unpaid suspension, and termination.
- B. For purposes of this agreement, just cause shall be defined as follows:
1. The employee shall have had reasonable notice of the rule that they are alleged to have violated. The rule shall be reasonably related to the efficient and safe operation of the college;
 2. The College shall conduct a fair and thorough investigation into the alleged misconduct;
 3. The College shall demonstrate that the employee has engaged in the conduct that is charged;
 4. The College shall apply its rules and expectations consistently, or provide a reasonable rationale for treating the instant situation differently from prior situations;
 5. The College shall administer discipline in a progressive manner, where appropriate given the seriousness of the offense and in accordance with the past record of the employee.
- 17.2 The College agrees to furnish any non-probationary employee a written statement of the reasons for any demotion, unpaid suspension, or termination. The College shall send a copy of the statement to the Association President within two (2) working days unless the employee requests, in writing, that this not be done.
- 17.3 Any appeal of a disciplinary action shall be filed pursuant to Article 35 of this Agreement.
- 17.4 Discipline shall be administered in a confidential manner which is consistent with the circumstances involved.
- 17.5 The parties agree that an employee shall have the right to have an Association representative present during any investigatory interview that the employee reasonably believes will result in discipline at that meeting or at a subsequent meeting.

ARTICLE 18—HOURS OF WORK

- 18.1 The College shall be responsible for scheduling work in accordance with the provisions of this article. For full-time employees the regular workday is eight (8) hours, and the regular work week is forty (40) hours. All employees shall be scheduled for no less than two (2) consecutive days off each week and shall be provided notice of their work schedule. The work week begins on Sunday at 12:00 a.m.
- 18.2 When a flex-time schedule is established, the hours that are scheduled for the employee will become the base daily hours over which the employee will receive overtime compensation if it goes over forty (40) hours in a week. However, no employee will be regularly scheduled to work more than ten (10) hours in a day or more than forty (40) hours in a week.
- 18.3 Employees who are not relieved from their work assignment and who are required by their supervisor to remain in their work area during the meal period, such as Public Safety employees, shall have such time counted as hours worked.
- 18.4 All employees shall receive a rest period of fifteen (15) minutes in every four (4) hours of working time or a major fraction thereof. Employees working 10-hour shifts will receive three (3) fifteen (15) minute breaks during their workday. Upon the employee's request and whenever feasible, as determined by the supervisor, the supervisor may make arrangements for some or all of these breaks to be taken back-to-back with the meal period addressed in Article 18.5.
- 18.5 All employees shall be granted an unpaid meal period of not less than thirty (30) minutes in each shift of six (6) hours or more. Consistent with the operating requirements of the College, meal periods shall be scheduled at such times as will best allow employees adequate opportunity to eat their meal.
- 18.6 At the option of the College and subject to the provisions of Article 18.8, employees may be scheduled on the basis of four (4) consecutive days of ten (10) hours straight time per day. In the event an employee is working on such a 4-10 schedule, the relevant provisions of this Agreement dealing with overtime, holidays, vacation, sick leave or any other subject related to the length of the workday shall be considered as amended accordingly.
- 18.7 The College shall provide staff lounge facilities away from the employee's work area.
- 18.8 Schedule Changes
- A. Temporary Schedule Change. Subject to the operating needs of the College, employees will be given at least five (5) working days' notice of any temporary change in their work schedule. A temporary change is a change lasting more than five (5) working days and up to one calendar month.
 - B. Permanent Schedule Change. Employees will be given at least 15 working days' notice of any permanent changes in their work schedule. A permanent change is a change lasting more than one calendar month.
 - C. Flextime. Employees who are regularly assigned flex time schedules are excluded from this notification requirement.

- 18.9 Remote/Hybrid work schedules may be approved by the supervisor and are dependent on the position, the business needs of the college, and the success of the employees' job performance in a remote/hybrid capacity. Employees should work directly with their supervisor to review the option of remote/hybrid work schedule by using the College's Guidelines and Remote/Hybrid Work Agreement available through the internal employee site. Employees who are approved for remote work will be notified in writing and allowed to schedule remote work per the terms of the Remote/Hybrid Work Agreement. This remote work schedule will be made in collaboration with their supervisor. Effective October 1, 2025, employees without a remote work agreement on file will not be permitted to work remotely.
- 18.10 Remote/Hybrid Work Agreements may be rescinded by the college or employee with a minimum of five (5) business days advance notice. No request to work remotely shall be arbitrarily denied or rescinded. Written explanation of denial or rescission shall be sent to the employee. Disputes under this section are not subject to the grievance process.

ARTICLE 19—SALARY

19.1 A. Salary Schedule Adjustment (SSA)

1. Effective July 1, 2024, the salary schedule will be increased by 6.0% as reflected in Appendix A. No Employee will be paid less than \$19.08 per hour. Employees who would land on a step below \$19.08 per hour will be placed on the step on their salary grade that is closest but not below \$19.08 per hour.
2. Effective July 1, 2025, the salary schedule will be increased by 4.5%. No Employee will be paid less than \$19.94 per hour. Employees who would land on a step below \$19.94 per hour will be placed on the step on their salary grade that is closest but not below \$19.94 per hour.
3. Effective July 1, 2026, the salary schedule will be increased by the annual increase of the Consumer Price Index for All Urban Consumers (CPI-U): U. S. city average, published by the Bureau of Labor Statistics in March 2026, with a floor of 2% and a ceiling of 4%. No Employee will be paid less than \$20.33 to \$20.74 per hour, as determined by the CPI percentage. Employees who would land on a step below \$20.33 to \$20.74 per hour, as determined by the CPI percentage, will be placed on the step in their salary grade that is closest to, but not below, \$20.33 to \$20.74 per hour, as determined by the CPI percentage.
4. Effective July 1, 2027, the salary schedule will be increased by the annual increase of the Consumer Price Index for All Urban Consumers (CPI-U): U. S. city average, published by the Bureau of Labor Statistics in March 2027, with a floor of 2.5% and a ceiling of 4.5%.

B. The salary schedules used during the term of this Agreement shall show yearly salary, monthly salary and hourly rate for each pay grade.

19.2 Step Movement

Effective July 1, 2024, through June 30, 2028, employees who have successfully completed their probationary period and are not yet on step 11 shall be eligible for salary step increases on their anniversary date. An anniversary date does not change when an employee changes positions.

Salary step increases shall only be denied if there is less than a satisfactory performance evaluation. Step movement beyond the term of this Agreement shall not be considered a continuation of this contract and is subject to the bargaining process. A special merit increase may be considered at any time following probationary employment completion.

19.3 If an employee accepts a work-out-of-class position for a temporary period of more than two (2) weeks, they will be assigned the appropriate pay grade of the work-out-of-class position for the duration of that temporary assignment after which the employee will be returned to their prior pay grade.

19.4 The College shall not withhold from employee compensation the contributions required by ORS 238.200; and shall assume and pay the employee contributions to the Public Employees Retirement System for employee members participating in the Public

Employees Retirement System. Such payment of employee member monthly contributions to the System shall continue for the life of this Agreement. The full amount of required employee contributions paid by the College on behalf of employees shall be considered as “salary” within the meaning of ORS 238.205 but shall not be considered as “salary” for the purposes of determining the amount of employee contributions required to be contributed pursuant to ORS 238.200. Such paid employee contributions shall be considered to be employee contributions for the purposes of ORS Chapters 237 and 238.

ARTICLE 20—PAYDAY

- 20.1 Payday shall be the last working day of the month.
- 20.2 College policies related to payroll will be accessible via our internal intranet.
- 20.3 The College and classified employees shall collaborate through the Contract Management Committee (or other means agreed upon) to agree upon any changes made to the current payroll policies when it impacts the pay of employees. If no agreement can be reached and the change involves a mandatory subject of bargaining, the College shall give advance notice to the Association and the Association may invoke its right to bargain in accordance with Oregon law.

ARTICLE 21—SICK LEAVE

- 21.1 Sick leave with pay may be taken as permitted by State and Federal law including the Oregon Family Medical Leave Act (OFLA) and the U.S. Family Medical Leave Act (FMLA) and the Oregon Sick Leave Law.
- 21.2 Full time (40 hours per week) employees shall be granted sick leave at the rate of eight (8) hours for each full month of employment. Less than forty (40) hours per week employees shall be granted sick leave on a pro-rated basis in accordance with this Agreement. This Section (21.2) is also subject to the provisions of Article 21.9 below.
- 21.3 Unused sick leave shall accumulate for an unlimited number of hours.
- 21.4 An employee shall not earn sick leave during any period of leave of absence without pay.
- 21.5 Employees may use sick leave or vacation leave to the maximum extent allowed by law for any absence covered by Paid Leave Oregon (PLO). Otherwise, employees shall use sick leave, as well as other accrued leave, for any absences covered by FMLA and/or OFLA

For absences not covered by FMLA and/or OFLA, an employee who has exhausted all sick leave may use vacation leave for absences due to their own illness or the illness of a family member provided that their supervisor approves the vacation leave.

- 21.6 Verification of the necessity for absence from work and use of sick leave from an attending physician or health care practitioner may be required; however, except for sick child leave, absences covered by FMLA/OFLA always require verification from the attending physician or practitioner.
- 21.7 Employees covered by the provisions of ORS Chapters 237 and 238 shall, upon retirement, receive credit for their unused sick leave as provided according to Oregon law.
- 21.8 No compensation for accrued, unused sick leave shall be allowed to any employee during the terms of employment or upon separation from the classified service, except as provided in Article 21.7.
- 21.9 A month of work for the purposes of this Article shall be any calendar month in which the employee is scheduled on duty and on paid status for one-half (1/2) or more of the working days of that month. This provision applies to all employees, with the exception of eleven (11) month employees who will not receive sick leave for one month, to be determined by Human Resources, and ten (10) month employees who will not receive sick leave for July and August.
- 21.10 Employees may be eligible for the college's donated sick leave program. Information about this program is available on the internal website for Human Resources.

ARTICLE 22—VACATIONS

- 22.1 Subject to the provisions of Article 1.4 of this Agreement, all employees shall, upon successful completion of the probationary period of employment and placement as an employee, earn vacation credits in accordance with the following:
- A. Earns 8.0 hours of paid vacation each month during months one (1) through thirty-six (36) months of employment. However, vacation time earned during the first six months shall not be available unless and until the employee successfully completes the probationary period.
 - B. Earns 10.0 hours of paid vacation each month of work after completing thirty-six months of employment.
 - C. Earns 14.0 hours of paid vacation each month of work after completing sixty (60) months of employment.
 - D. Earns 16.00 hours of paid vacation each month of work after completing one hundred twenty (120) months of employment.
 - E. Ten-month employees will earn vacation for 10 months of employment. Eleven-month employees will earn vacation for 11 months of employment.
- 22.2 Employees scheduled to work less than a twelve (12) month assignment must take earned vacation between the beginning and ending dates of their assignment period.
- 22.3 A month of work for the purpose of this Article shall be any calendar month in which the employee is scheduled on duty and on paid status for one-half or more of the working days of that month.
- A. Vacation leave must have the approval of the supervisor. The supervisor will respond to vacation requests as soon as possible, no later than ten (10) working days from the request. Approval of vacation leave is subject to the operating requirements of the College. In unusual circumstances, approval may be granted after the leave is taken.
 - B. If two (2) or more employees in the same department request the same period of vacation leave, the employee having the greatest length of service (seniority) with the College shall be granted first choice. An employee shall not be given preferential consideration more than once every two (2) years.
- 22.4 If an employee should incur unrecoverable vacation expenses, a previously scheduled and approved vacation shall not be canceled.
- 22.5 Employees may accumulate vacation leave credits up to a maximum of three hundred (300) hours. Maximum accumulated vacation leave credits will be prorated based on the employee's FTE. Vacation leave balances will be provided to the employee.
- 22.6 Updated vacation accrual information shall be made available on an employees' portal. Any employee who is about to lose vacation credit because of accrual limitations stated

in Article 22.5 may, by notifying their immediate supervisor in writing five (5) business days in advance, take vacation time off to prevent loss of vacation credits. If the granting of vacation time would be contrary to the operational needs of the College a supervisor shall authorize a payout of up to 40 hours of vacation credit to prevent loss of earned vacation credits. Payment in lieu of vacation leave shall reduce the accumulated credits of the employee in the same manner as actual vacation time taken. Payment is made only on regular paydays subject to the deadlines published by the Human Resources department.

- 22.7 An employee whose maximum vacation leave credit balance is permanently reduced due to a change in position FTE will receive 60 calendar days' notice to use any balance that exceeds the new maximum. If an employee receives less than 60 days' notice or the granting of excess leave is contrary to the operational needs of the College, the supervisor shall authorize a payout of the excess balance.
- 22.8 In the event of an employee's death, all monies due to them for accumulated but unused vacation shall be paid as required by Oregon law.
- 22.9 Vacation earnings shall not accrue during any leave of absence without pay. Employees terminating their position with the College for any reason while on leave without pay shall be paid for unused vacation credits accrued up to the end of the last full month of service at the pay rate in effect at the time the leave began.
- 22.10 An employee terminated during the first six (6) months of continuous employment shall not be entitled to pay for any vacation credits. Upon termination of employment, an employee who has successfully completed the probationary employment period and has worked as a regular employee shall be paid for unused vacation credits accrued up to the end of the last full month of service.

ARTICLE 23—INSURANCE BENEFITS

23.1 Employee insurance benefits are made available to all bargaining unit members as hereinafter provided.

A. Health Insurance Contribution

The College will provide coverage for the health insurance listed below. It will, however, provide for only one spouse or eligible domestic partner if both parties are employed by the College. Employees with a spouse or eligible domestic partner (see Appendix B) with college coverage will decide which employee will carry coverage. If the employee fails to make this decision the College may select which employee will carry the coverage. The College will pay a \$200 per month stipend to employees who are required to waive dual coverage because both spouses/domestic partners are employed by the college.

The College will pay \$1,757.72 per month for combined medical insurance from July 2024 and August 2024.

Effective September 1, 2024, the College will increase the cap by 3.5% and pay a maximum of \$1,819.24 per month for combined medical insurance.

Effective September 1, 2025, the College will increase the cap by 3.5% and pay a maximum of \$1,882.91 per month for combined medical insurance.

Effective September 1, 2026, the College will increase the cap by 3.5% and pay a maximum of \$1,948.82 per month for combined medical insurance.

Effective September 1, 2027, the College will increase the cap by 3.5% and pay a maximum of \$2,017.03 per month for combined medical insurance.

Any amounts above the stated maximum College contribution shall be paid by employees through payroll deductions.

1. For employees who elect a qualifying health plan and enroll in a health savings account (HSA):
 - a. The College will contribute \$150 per month to the employee's HSA
 - b. For employees who make contributions to the HSA account, the College will contribute an additional dollar-for-dollar matching contribution up to a maximum of \$150 per month
 - c. Both College contributions (1 and 2) to the HSA will be prorated for less than 1.0 FTE employees

B. Health Insurance Provided (subject to Article 1.4)

1. Medical insurance includes a choice of:
 - a. Hospital-Medical Insurance for employee, spouse/eligible domestic partner, and dependents subject to the provisions of Article 1.4 of this Agreement
 - b. Health Maintenance Organization (HMO) Hospital-Medical option for the employee and family

2. Dental insurance for employee/eligible domestic partner, and dependents
3. Vision care insurance for employee, spouse/eligible domestic partner, and dependents
4. The College agrees to collaboratively work with CCA through the Insurance Taskforce to explore potential insurance savings adjustments for employees and the College. In 2025–2026, the Taskforce will examine whether moving from composite-rated to tier-rated health insurance coverage with OEBC would be more cost-effective for employees and the College. By April 30th, 2026, the Taskforce shall issue a comprehensive report that details the viability of tiered rates of insurance coverage, cost impact of these potential changes, as well as the identification of impacted contract sections that the parties may address as a result of the findings.

C. Life Insurance

Premiums for life insurance are paid by the College and are as follows:

1. Group Life Insurance for the employee only, the value of which shall be \$50,000
2. Group Term Life Insurance for the employee's spouse or eligible domestic partner (see Appendix B), and dependent children up to \$2,000 per individual and Dismemberment coverage for employee only

D. Voluntary Disability Insurance

1. Short Term Disability Insurance
2. Long Term Disability Insurance

Coverage shall be for the length of the leave as provided in Article 23.3.

Employees who select Short Term and Long Term Disability Insurance will pay the premiums for this insurance through payroll deductions.

23.2 For employees working less than full-time, the College will pay the health insurance contribution in Article 23.1.A that is prorated based on the employee's FTE. Additionally, the College will pay a prorated premium allowance for insurance benefits set forth in Article 23.1, subsections B through D above, in accordance with Article 1.4 of this Agreement and shall be required to pay the balance of premium for elected coverage at the composite rate.

23.3 During the first twelve (12) months of a long-term disability (LTD) leave, the employee shall retain all employee insurance benefits. Thirty (30) days after the end of that twelve (12) month period all employee insurance benefits shall be discontinued; however, arrangements may be made by the employee to assume the total cost of insurance premiums for benefits under an independent insurance plan, if approved by the insurance carrier. An employee on LTD leave that does not exceed one (1) year shall be returned from such leave to the same position, salary step and level assigned at the time the LTD leave was granted. An employee on LTD leave for more than one (1) year shall have a right of recall for periods of one (1) year for each two (2) years they have been employed by the College prior to the commencement of their LTD leave, to a maximum of five (5)

years total (i.e., initial one (1) year plus maximum of four (4) additional years). An employee who wishes to exercise their right of recall shall notify the College of their availability for work and shall be recalled to the first available assignment they are qualified to perform. Such employees shall be returned to the same salary step assigned at the time the LTD leave was granted.

- 23.4 Employees may elect to waive coverage by group insurance policies subject to carrier limitations.
- 23.5 Benefits under this Article shall not be provided to employees who are on layoff status under Article 32 of this Agreement. Less than twelve (12) month employees shall receive insurance benefits during their nonduty period(s).
- 23.6 When an insurance task force is active, the Association will be a participant.

ARTICLE 24—OVERTIME

- 24.1 Overtime shall be considered as the time authorized in advance by an employee's supervisor, except as provided below, to be worked by the employee in excess of forty (40) hours per week.

An employee who is required to work beyond their regular shift with less than 48-hours' notice prior to the overtime work will not be required to reschedule their subsequent regular shifts to avoid overtime compensation. This notice requirement may be waived by mutual agreement.

In the case of a split shift, the time an employee works in a day, after twelve (12) hours from the time the employee initially reports for work, shall be considered as overtime. For the purpose of computing overtime, all time for which an employee is compensated, including holiday time off, shall be counted as time worked. Compensation for overtime shall be at the rate of time and one-half the employee's regular rate, computed to an hourly rate.

- 24.2 Employees are required to obtain prior authorization to work overtime hours from their supervisor. In an unforeseen situation in which college property or the safety of students or staff are potentially at risk, or where the direct delivery of services to students would be impacted, an employee may work beyond the assigned shift without prior approval from the supervisor. In these situations, the employee will notify their supervisor of their overtime work as soon as possible after the work is completed.
- 24.3 Employees shall be compensated for overtime either in the form of pay or compensatory time off, except an employee will not be allowed to accumulate more than forty (40) hours of compensatory time off. Overtime shall be in the form of monetary payment only when approved by the College. Employees shall receive monetary payment for accumulated compensatory time in excess of forty (40) hours.
- 24.4 Compensatory time off may be taken at a time requested by the employee as long as that request is made within a reasonable period before the requested time off, and the requested time off does not unduly disrupt the operations of the College, as provided in 29 CFR Section 553.25(d). Should an employee request specific time off as compensatory time, the supervisor shall approve or deny the request within five (5) working days.
- 24.5 Neither overtime nor premium pay shall be compounded, pyramided or otherwise paid or credited twice for the same hours.
- 24.6 Accumulated compensatory time will be recorded on the employee's earnings statement, and, if not otherwise reimbursed in accordance with this article, will be paid upon the employee's separation from employment with the College.

ARTICLE 25—CALL-IN TIME

25.1 Off Duty Call In

All parts of this section are subject to the provisions in Article 24.1 of the Agreement when Article 24.1 is more beneficial to the employee. When there is an adverse impact or to avoid an adverse impact to college operations or facilities, bargaining unit members are subject to be called in outside their regular shift.

- A. An employee who is called to work outside their regular shift shall be paid for a minimum of two (2) hours at the rate of time-and-one-half unless the call-in occurs within two (2) hours of the start of the employee's regularly scheduled shift, in which event the time-and-one-half rate shall continue until the start of the employee's regularly scheduled shift.
- B. An employee required to work beyond the end of their regular shift as an extension of that shift or who is to return to work within one (1) hour or less of the scheduled completion of their shift shall not be considered as working call-in or subject to the minimum guarantee provided in Article 25.1.A above.
- C. An employee who is not in on-call status as described in Article 25.4 and is required to respond to a work-related call during their non-duty hours and not required to report to the work site will be compensated for a minimum of one (1) hour of overtime. If the response requires more than one (1) hour, they will be compensated for the time worked as overtime.

25.2 Emergency Closure Call In

All parts of this section are subject to the provisions in Article 24.1 of the Agreement.

- A. When the College is closed as a result of unusual or hazardous conditions, employees who are required to work at their work site when their work site is closed will be paid two times their hourly rate of pay. When the College provides notice that normal conditions have resumed, the rate of pay for these employees required to remain at or report to the work site will return to the regular hourly rate.
- B. Employees who have not been required to remain at or report to the work site will be given two hours to report to work after receiving notice that the College will reopen after a closure.
- C. Public Safety employees, as part of their normal duties, are required to report to work during emergency closures, and will be paid in accordance with Article 25.2.A.

25.3 Each department or work site shall develop a call-in procedure and publish a list of those positions subject to call in. The rationale for placing positions on these department lists will be presented to the Association for comment prior to their inclusion.

25.4 On-Call

In departments where the College determines there is a need to have staff available to work outside of normal hours, an On-Call status will be established.

- A. An employee in On-Call status will be On-Call outside of normal work hours from the end of work on Monday until the beginning of work the following Monday, unless agreed to by the supervisor. While On-Call, the employee is expected to:
 1. Indicate to their supervisor whether a college-provided phone or a personal phone will be used for work-related calls during the on-call period, and
 2. Answer the phone when it rings or return the call within 15 minutes, and
 3. If directed, access the internet within 15 minutes of being directed to do so or report to campus within one hour of being directed to do so or as arranged with their supervisor.
- B. The supervisor, in consultation with employees, will establish a list of employees who may be required to be On-Call during off hours and a schedule showing when employees will be On-Call.
- C. Employees will receive 30 minutes of time off for every 6-hour (or portion thereof) they are On-Call. This shall be interpreted as follows: an employee would receive 30 minutes of time off for being on call for up to six (6) hours. If the employee is on-call between seven (7) and 12 hours, they would receive an additional 30 minutes of time off for a total of one (1) hour. Each portion of a six (6)-hour period on-call will receive 30 minutes of time-off. This time off may be taken at a time requested by the employee as long as that request is made within a reasonable period before the requested time off, and the requested time off does not unduly disrupt the operations of the College. Should an employee request time off, the supervisor shall approve or deny the request within five (5) working days.
- D. In addition to the time above (Article 25.4.C), if an employee is required to work either on or off campus during the On-Call, they will be paid at one and a half times their regular rate of pay for the time worked.
- E. Articles 25.1.A and 25.1.C do not apply when an employee is in the On-Call status. The maximum duration an employee can be in On-Call status generally will not exceed the amount of time they are not in On-Call status within a given month unless extenuating circumstances due to temporary staffing needs exist.

ARTICLE 26—DIFFERENTIAL PAY AND EQUIPMENT ALLOWANCE

26.1 Shift Differential

Subject to the provisions of Article 1.4 of this Agreement, all employees who work fifty percent (50%) or more of their regular work shift between the hours of 5:00 p.m. and 6:00 a.m. shall receive shift differential pay adjustment of five percent (5%) per month in addition to their regular salary.

26.2 Bilingual Differential

Employees whose position description indicates that bilingual skills are a required qualification shall receive a differential pay adjustment of five percent (5%) per month in addition to their regular salary.

Only employees receiving a bilingual differential will be required to provide interpretation and/or translation services on behalf of the College.

This differential does not apply to positions where language interpreting and/or translation is the primary purpose of the position.

26.3 Lead Work Duties Differential

A. Lead work duties differential shall be defined as differential for employees who have been hired or formally assigned by their supervisor in writing “lead work” duties and shall receive a differential pay adjustment of five percent (5.0%) per month in addition to their regular salary.

B. Lead work is where, on a recurring basis, employees have been assigned and directed to perform substantially all of the following functions:

- Orient new employees
- Assign and reassign tasks to accomplish prescribed work efficiently
- Give direction to workers concerning work procedures
- Transmit established standards of performance to workers
- Review work of employees for conformance of standards
- Provide informal assessment of workers’ performance to the supervisor

A Lead Work Duties assignment can be assigned, reassigned or discontinued as needed to meet the College’s business needs; however, it will not be removed for arbitrary and/or capricious reasons. Except for performance issues, any employee whose lead work assignment will be removed, will be given thirty (30) calendar days’ notice including the reason for removal. Lead Work Duties Differentials are not subject to the provisions of Article 35, Grievance Procedures. Employees who believe lead work duties were unreasonably removed may appeal to Human Resources.

C. Time employed while receiving the Lead Work Duties differential will count towards relevant supervisory experience for any position at the college that requires it as long as the Lead Work assignment was successfully performed.

26.4 Student and Part-Time Hourly Supervisory Duties Differential

Classified employees who meet the criteria below, shall receive a differential pay

adjustment of five percent (5%) per month in addition to their regular salary for each month they meet both criteria below subject to the provisions of Article 1.4.

Criteria:

1. The employee must be formally assigned in writing by their exempt supervisor the responsibility for scheduling and signing time sheets of part-time hourly, or student employees; or scheduling, signing time sheets, and daily oversight of student leaders who are paid a tuition waiver at the college.
2. The total number of timesheet hours of the employees or student leaders must be equal to, or greater than, the number of hours worked by the Classified employee. (For example, a Classified employee who works 40 hours per week, would have to be responsible for at least two (2) employees or student leaders who each work or engage in Student Leadership activities as designated by the responsible employee 20 hours per week.)

Procedure:

1. The Classified employee will meet with their exempt supervisor and agree in advance which part-time hourly employees, students, or student leaders are to be supervised and the duration of these responsibilities.
2. The exempt supervisor will approve the differential in advance for the period of July 1 through June 30 subject to the criteria identified above.
3. If there is an interruption in supervision of part-time hourly employees, students, or student leaders by the Classified employee, the employee must meet with the exempt supervisor and reach a new agreement.

A Student and Part-Time Hourly Supervisory Duties assignment can be assigned, reassigned, or discontinued as needed to meet the College's business needs; however, it will not be unreasonably removed. Except for performance issues, any employee whose Student and Part-Time Hourly Supervisory assignment will be removed will be given thirty (30) calendar days' notice including the reason for removal. Student and Part-Time Hourly Supervisory Duties Differentials are not subject to the provisions of Article 35, Grievance Procedures.

26.5 Equipment Allowance

In addition to the clothing and equipment for Public Safety Officers described in the Public Safety Manual, the college will reimburse officers up to \$200 per year or \$400 every two (2) years for boots meeting the requirements described in the Public Safety Manual.

Clothing

The College will continue the current practice of providing work clothing/uniforms to certain employees in areas selected by the college.

26.6 Corrections Differential

Classified employees who are regularly assigned to work directly with adults in custody

inside State of Oregon correctional facilities will receive a corrections differential of five percent (5%) per month in addition to their regular salary.

26.7 Field Training Officer (FTO) Differential

Officers assigned by the supervisor as FTO shall receive a five percent (5%) differential for all hours actively engaged in FTO duties in addition to their regular salary.

ARTICLE 27—HOLIDAYS AND PAID NON-DUTY DAYS

- 27.1 Employees shall be granted time off with pay, pro-rated per Article 1.4, not to exceed eight (8) hours, for the following holidays, provided that the employee is on paid status on the employee's last scheduled workday prior to the observed holiday and the employee's first scheduled workday following the observed holiday. Employees working on an irregular work week shall receive the same pro-rata hours of paid holiday time as employees working the regular Monday through Friday work week.
- 27.2 Employees who are scheduled to work or called into work on the actual day of the holiday will be paid for the holiday and, at the discretion of the supervisor, will either
- Be paid at one and a half times their normal rate for the hours worked, or
 - Receive the equivalent of one-and-one-half times the hours worked in additional time off. Such time off must be taken as soon as schedules permit. Supervisors shall be responsible for adjusting employees' schedules to assure proper and timely receipt of the holiday equivalent time off. (See also Appendix C.)
- 27.3 The following is the schedule of paid holidays:
- New Year's Day
 - Martin Luther King's Birthday
 - Presidents' Day
 - Memorial Day
 - Juneteenth
 - Independence Day (except ten (10) month employees)
 - Labor Day
 - Veterans' Day
 - Thanksgiving Day
 - The Day After Thanksgiving Day
 - Christmas Eve Day
 - Christmas Day
 - New Year's Eve Day
- 27.4 The following days will be recognized as paid holidays for Christmas Eve Day, Christmas Day, New Year's Eve Day and New Year's Day:
- A. Thursday and Friday preceding when Christmas Day and New Year's Day fall on Saturday.
 - B. The Friday preceding and the Monday following when Christmas Day and New Year's Day fall on Sunday.
 - C. Christmas Day and the day after and New Year's Day and the day after when Christmas Day and New Year's Day fall on Monday or Thursday.
 - D. Christmas Eve and Christmas Day and New Year's Eve and New Year's Day when Christmas Day and New Year's Day fall on Tuesday, Wednesday or Friday.
 - E. Subject to Appendix C, when Christmas or New Year's Day falls on a Thursday, evening shift staff will receive Christmas Eve and Christmas Day and New Year's Eve and New Year's Day off.

- F. Subject to Appendix C, unless otherwise specified in Article 27.4.E, evening shift staff will have off the shift which starts on the day of the holiday.
- 27.5 The following days will be recognized as paid holidays:
- A. Friday preceding when holiday falls on Saturday.
 - B. Monday following when holiday falls on Sunday.
- 27.6 Holidays which occur during vacation or sick leave shall not be charged against such leave.
- 27.7 Employees assigned to provide services on College designated holidays to outside agencies (Appendix C) shall be compensated per Article 27.1 and 27.2.
- 27.8 Floating days
- A. Employees receive two floating days per year, pro-rated per Article 1.4, in addition to Chemeketa's regular paid holidays. These two floating days may be used for religious or cultural holidays or other state or federal holidays during which Chemeketa remains open.
 - B. Floating days are available at the beginning of each calendar year for all current employees. A new employee hired before July 1 will receive two floating days upon hire; a new employee hired after July 1 will receive one floating day upon hire.
 - C. The request must be scheduled and approved in advance by the employee's immediate supervisor.
 - D. Floating days will not be carried over to the next calendar year, nor may they be cashed out if not taken or paid upon termination of employment.

ARTICLE 28—TRAVEL REIMBURSEMENT

- 28.1 When employees covered by this Agreement are required by the College, as part of their job, to use their personal vehicles for College business, they shall be reimbursed based on the College's travel guidelines and mileage reimbursement rate. The College shall inform employees when the use of their personal vehicle is a requirement of their position.
- 28.2 When an employee otherwise agrees to use their vehicle for college business, the employee shall be reimbursed based on the College's travel guidelines and mileage reimbursement rate.

ARTICLE 29—TUITION WAIVER

29.1 Subject to the provisions of Article 1.4 of this Agreement, the College agrees to waive tuition for any employee covered under this contract or member of their immediate family who enrolls in classes (including baccalaureate classes) offered by Chemeketa Community College. Classes may be taken either for credit or audited. Immediate family for this purpose shall include spouse, children, stepchildren, or eligible domestic partner (see Appendix B). Legal dependents who meet the IRS dependent definition also qualify. Children, stepchildren, and legal dependents are eligible for tuition waiver until age 25.

29.2 Tuition waivers will be available up to a maximum of 90 credit hours for each full-time employee per academic year to be shared with their eligible dependents.

Supervisors may utilize department funds to cover fees in the event that the coursework is directly related to the employee's work at the College.

Employees may utilize available professional development funds to cover course fees that qualify under professional development guidelines.

All tuition and fees not covered by tuition waivers in Articles 29.1 and 29.2 must be paid by the employee within the college deadlines and payment policies.

29.3 Any employee authorized by their supervisor who enrolls in a nonwork-related class or classes which are held during the employee's regular work schedule may have their work schedule adjusted to make up the time spent in class during the same pay period. Schedule adjustments made to make up time spent in class shall not be considered as overtime.

29.4 Any employee who is required by their supervisor to take a credit or non-credit class will be allowed to do so as part of their regular work schedule and at no cost to the employee. If the class can only be taken outside of normal working hours, the employee will be allowed to take an equal number of hours off work during the same week of class.

Tuition, fees, books for such a class will be covered by the College and this will not be deducted from the employee's tuition waiver balance.

ARTICLE 30—PROFESSIONAL/EDUCATIONAL DEVELOPMENT

30.1 Professional Development

- A. Employees who have completed the probationary period of employment and have been placed as a regular employee shall be granted sixteen (16) hours of professional development time per year non-accumulative. This time shall be used to attend professional development activities on and off campus.
- B. Tuition and Expenses for Required Activities
The College agrees to pay the full cost of tuition, fees, and other reasonable expenses incurred in connection with any courses, workshops, seminars, conferences, in-service training sessions, or other such sessions which a classified member is required to take by the College.
- C. All requests for training will be submitted to the employee's immediate supervisor in sufficient time to allow for rescheduling of responsibilities if necessary.
- D. Professional development time shall not accumulate from year to year.
- E. The College will establish a Classified Professional Development Fund to pay for conferences, training, workshops, and/or seminars. The College will make available \$40,000 annually for this Fund. Guidelines for these funds will be established by the Human Resources Department.
- F. The College will establish a Classified Tuition Reimbursement Fund to pay for reimbursement of enrollment in college courses at another institution. The College will make available \$40,000 annually for this Fund. Guidelines for these funds will be established by the Human Resources Department.

30.2 Educational Development Leaves

- A. Educational Development Leaves can be granted to an employee at the discretion of the college as outlined in Article 30.2.B. Leaves should be related to the employee's current job responsibilities. The leave can be for any time period up to one (1) year. Educational development may include, but is not limited to: obtaining professional certification, licensing, short-term training, pursuing an educational certificate or degree, or applicable on-the-job training.

Proposals for leaves should be submitted to the Associate Vice President of Human Resources with the approval of the immediate supervisor and should include plans and goals which address each of the following:

1. The proposal must be of value to the employee, the department or work area, and the college.
2. The proposal should be related to previous experience or background, and clearly builds on current base of knowledge or skills.
3. The proposal must be focused and definitive with evidence of planning and realistic timeframes, along with clearly defined outcomes.

B. Eligibility

Employees who have completed the equivalent of at least three (3) years of full-time continuous service with the college are eligible for possible educational leave. Consideration will include total length of service to the college, funding sources, as well as any other leaves previously granted. Approval will be subject to the recommendation of the department Director/Dean, the appropriate Vice President, and an Educational Leave Committee.

C. Process

Application for possible educational leave shall be prepared by the employee and signed with recommendation by the supervisor and the department Director/Dean and the appropriate Vice President and be submitted to the Educational Leave Committee no later than three (3) months preceding the date the leave is to begin for any leaves less than three months; at least six (6) months' notice for leaves equal to or greater than three (3) months.

Leave applications shall include the purpose of the leave and specific plans and goals as outlined above, indicate alignment with the goals in the strategic plan, and identify the actual time the leave would take, including any flex schedule.

An Educational Leave Committee of five (5) persons shall be established each year; two (2) classified employees appointed by the Association and three (3) exempt employees appointed by the College. This committee will meet, if needed, the first working day of the month of each calendar quarter (Jan/April/July/October) to review applications and make recommendations to the Executive Team.

D. Compensation

Employees approved for an educational leave shall continue to receive the same percentage level of benefits during their leave as provided prior to the leave. Any other compensation beyond benefits should be requested at the time of application and may be considered on a case-by-case basis but if denied, the employee will be given an explanation of that denial.

E. Commitment: During an approved educational leave, the employee may be required to make reports to the immediate supervisor on accomplishments and/or progress. The timetable for such reports shall be set in writing by the supervisor before the leave commences.

1. An employee accepting an approved leave shall enter into an agreement with the College prior to the leave that upon completion of the leave the employee shall return to employment of the College for at least the same length of time as the length of the leave.
2. If the employee fails to return to the employment of the College for that length of time, the employee may be required to return a portion of the compensation received from the College during the leave commensurate with the proportion of the time remaining in the return to employment period.

3. If the employee is laid off before the return to employment period is completed, then the employee is not required to return any portion of the compensation received from the College during the leave.

ARTICLE 31—LEAVES OF ABSENCE

31.1 Leave of Absence

An employee who has been granted a leave of absence must be returned to employment at the expiration of the leave unless the position has been abolished and no person with fewer years of employment is employed in the same class in the same department, or unless the employee is no longer qualified to perform the job. The Associate Vice President of Human Resources upon twenty (20) working days written request from the employee, may return the employee to employment prior to the expiration of the leave.

A. Leaves of Absence with Pay

Any employee shall be granted a leave with pay for the activities listed below. The employee may be required to provide proof of attendance, including hours served, to their supervisor to be eligible for these leaves.

1. Leaves Requiring Advanced Notice

For the following leaves, employees are required to notify their immediate supervisors within three business days of becoming aware of the need for leave. Compensation from the College shall be reduced by the amount of compensation or fees received for performing any of the duties or functions while on leave, excluding compensation for travel and expenses.

- a. Jury Duty: During the period of time an employee is on jury duty they will be excused with pay. The employee is responsible for providing a copy of the jury notification to their supervisor as soon as possible prior to the potential leave. The employee is responsible for reporting for work at the college on those days when they are not required to report for or are excused from jury duty in time for the employee to work at least one-half of their scheduled workday.

An employee who regularly works an evening or night shift shall, if possible, call the court to determine whether they will need to be present the next day for jury duty. If so, the employee need not report to work for that evening or night shift at the college. If not, the employee will be expected to report as usual. If such night- before notice is not provided, the supervisor and employee will mutually agree on any schedule adjustment necessary for the employee to get adequate rest during the period of jury duty.

- b. Court Appearance Related to College Business: An employee who appears as a disinterested witness in court action related to college business shall be granted leave with pay for the hours their appearance is required including the time required going to court and returning to their duty station.
- c. Participating in Search and Rescue: Employees taking part without pay in a search or rescue operation at the demand of any law enforcement agency, the Director of the Board of Aeronautics, the United States Forest Service, or any local organization for civil defense, for a period of no more than five (5) days for each operation shall suffer no loss in pay. If the employee is paid for participating in this search and rescue operation, the employee will receive

leave without pay for this time. The College may require documentation to verify the nature of such a leave.

2. Leave Requiring Approval/Notification

Personal Business Leave: Employees who have completed the probationary period of employment shall be granted sixteen (16) hours personal business leave with pay each fiscal year, retroactive to their date of hire, prorated in accordance with this agreement. Personal business leave is for important personal business not of a recreational nature. Personal business leave shall not accumulate from year to year.

Personal business leave requires prior supervisor approval. The approval, however, is only for the purpose of coordinating department work and employees are not required to release personal information. By requesting this leave the employee is giving assurance that the leave is for important personal business not of a recreational nature.

If the College determines that an emergency situation has occurred, approval may occur after the leave has been taken.

3. Other Paid Leave

a. Worker's Compensation

Compensation paid by the College for a period of leave resulting from a condition incurred on the job and also covered by workers compensation shall be equal to the difference between the compensation for the lost time paid by the insurance carrier and the employee's regular net salary. The employee's regular rate shall be that rate earned at the time of the job injury. In such employer-paid instances, these pro-rated charges shall be made against accrued sick leave. When the balance of accrued sick leave is exhausted, no adjusting compensation will be paid. When sick leave is exhausted an employee may utilize accumulated vacation to prevent loss of pay.

b. Bereavement

In case of death in the employee's immediate family (identified as parents, children, spouse, domestic partner, brother, or sister, or person with whom the employee is or was in a relationship of in loco parentis), the employee shall be granted up to seven (7) days leave with pay for the purposes of attending the funeral or making the necessary arrangements.

In the case of death of the employee's mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparent, grandchild, dependents who live in the household, or a close personal friend, the employee shall be granted such time as is required, up to three (3) working days, as leave with pay for the purpose of attending the funeral and/or making the necessary arrangements. Up to an additional four (4) working days may be granted when necessary for the purpose of travel connected with attendance at the funeral or making necessary arrangements; these additional days shall be deducted from accrued but unused sick leave.

The employee shall provide the earliest possible notice of their absence to the College.

c. Parental Leave

Employees who are becoming parents, either natural or adoptive, shall be on paid leave with benefits for a total of 12 weeks at their normal rate of pay with the requirement that the employee uses all but ten (10) days of accrued sick leave.

The paid leave will be prorated for employees working less than 1.0 FTE. The paid leave is to be taken concurrently within one year of the qualifying event in conjunction with FMLA/OFLA leave, if applicable.

B. Leave Without Pay

Employees returning from an unpaid leave of absence will be placed on the current salary schedule at the same position and step held at the time the leave commenced. Reinstatement to group insurance coverage upon return from a leave of absence shall be subject to the regulations and approval of the insurance carrier.

Except as otherwise specifically provided in this Agreement, during leaves without pay of more than twenty (20) consecutive workdays the employee shall not accrue time toward step movement or performance evaluations or any benefits unless otherwise required by law.

However, during such leaves, arrangements may be made by the employee to self-pay the entire premium costs of group insurance benefits, in accordance with the rules of the insurance carrier.

Employees shall use up all accrued vacation prior to using an unpaid leave. The following applies to specific types of leaves:

1. Paid Leave Oregon: The College will provide leave to employees in accordance with Paid Leave Oregon (PLO) as allowed by law.
2. Parental Leave: From the onset of pregnancy for the birth mother, or from the birth/adoption of the child for either parent, to a maximum of one-year, parental leave shall be granted without compensation. Upon request by the employee and with approval of the supervisor and president, the leave may be extended beyond the one-year limit specified. At the employee's option, accrued vacation time may be used in connection with parental leave. This leave runs concurrently with any applicable FMLA/OFLA leave.
3. Political Leave: A classified employee who is elected or appointed to a full-time public office which requires their absence from duty with the College for an extended period of time shall be granted a political leave of absence without pay for the duration of such public service.

A leave of absence without pay for one (1) term may be granted to any classified employee upon application for the purpose of running for political office.

4. Special Unpaid Leave: In instances where the work of the department will not be seriously disrupted by the temporary absence of an employee, a regular employee may be granted a leave of absence without pay, educational leave without pay, or job retraining leave without pay, not to exceed one year.

Requests for such leave must be in writing and must establish reasonable justification for Approval of the request. Approval requirements are as follows:

Length of Leave	Approvals Required
0 through 10 working days	Supervisor
11 through 60 working days	Supervisor and Dean/Director
61 and more working days	Supervisor, Dean/Director, and President

31.2 Other Leaves

- A. Education Leave with Compensation: See Article 30.2. Employee’s rights for this leave are limited to the funding source in which they work.
- B. Family Medical Leave: Employees may take family leave in accordance with FMLA and/or OFLA. See Article 21.6.
- C. Military Leave: Employees shall be granted military leave in accordance with state and federal law.
- D. Oregon Military Family Leave Act: Spouses and partners of those in the armed forces of the United States or the National Guard shall be granted this leave in accordance with state law.
- E. Any employee who is a victim of (or at risk of) domestic violence, sexual assault, or stalking shall be granted leave in accordance with state law.
- F. Any employee who is a crime victim or a victim’s immediate family member shall be granted leave to attend criminal proceedings related to the prosecution of that crime in accordance with state law.
- G. Disability leave: See Article 23.3.

31.3 Absence without Leave

Employees may be subject to discipline up to and including termination for being absent from work without an approved leave. Any employee who is absent without authorized leave for three (3) consecutive work shifts shall be deemed to have voluntarily resigned unless the college determines that the employee had a legitimate reason for not notifying the immediate supervisor.

ARTICLE 32—LAYOFF

- 32.1 For the purpose of this Article
- A. A layoff is a reduction in bargaining unit personnel made necessary when it is determined by the College that a position is no longer needed or when a bargaining unit member is to be reduced by an amount that reduces their benefit levels as set forth by this agreement.
 - B. A vacant position shall be defined as a Classified position which the College has approved to fill.

Only employees who have successfully completed their initial probation are eligible for the bumping (Article 32.5) rights contained in this article.

- 32.2 When the College determines that a layoff is necessary, the affected employee(s) shall be notified in writing at least thirty (30) calendar days prior to the effective date of layoff. If more notice can be given, then the College will try to do so.

- 32.3 Prior to laying off a bargaining-unit employee, the College shall first:
- A. Consider the extent to which it could lay off part-time hourly employees within the impacted department.
 - B. Place employees into a vacant position in the employee's same class specification and level, if the employee can demonstrate they possess the qualifications, skills, and abilities
 - C. If there are no vacant positions in the employee's current specification and level, then the College, based on available vacancies, will place the employee in any other vacancy in their same pay grade-for which the employee meets the qualifications, skills, and abilities set forth in the position description.
 - D. If there are no vacant positions in the employee's current segment, level and pay grade, then the College, based on available vacancies, will place the employee in a vacancy in a lower pay grade for which the employee meets the qualifications, skills, and abilities-set forth in the position description.

- 32.4 Layoff shall be made in the following order to the extent feasible:
- A. Limited term employees
 - B. Bargaining unit employees who have not completed their initial probationary period, as defined in Article 11
 - C. Bargaining unit employees

- 32.5 A. When the College eliminates a position that is held by a bargaining unit employee, the employee who is in the position to be eliminated will have the right to displace the least senior employee, also known as bumping, in a position: a) for which that employee meets the qualifications, skills, and abilities set forth in the position description, b) is in their pay grade, c) funding source, d) specification, and e) is in their FTE grouping (provided the employee has more seniority than the person they are displacing). A vacant position will have seniority of zero (0).

- B. If a position of equal pay grade is not available at the time of layoff, an employee may bump into a position of lower pay grade within the same funding source and FTE grouping, for which that employee meets the qualifications, skills, and abilities set forth in the position description.

32.6 Any employee who is retained as a result of the layoff or bumping process must demonstrate that they have the qualifications, skills, and abilities to perform the tasks and responsibilities specific to the job of the laid-off employee Skill testing may be used if normally required as part of the recruitment process.

32.7 The displaced employee will then receive layoff rights.

32.8 For the purposes of Articles 32 and 33, the following applies:

A. Seniority

Seniority is a length of continuous service from the initial hiring into a classified position. Leaving the Classified Bargaining Unit for another employee group does not constitute a break in service as defined in Article 37, but seniority will only accrue while in a Classified position.

In the event that two (2) or more employees have identical seniority, lots will be drawn to determine who will be laid off.

B. Funding Source

Positions funded by the General Fund and Self Support Funds not otherwise specified in a different funding source will all be considered a single funding source for layoff and bumping purposes.

Grant Funded positions including those supplemented by Self Support Funds, are limited to the funding source in which they work for bumping purposes and are subject to grant restrictions, if any.

Human Resources will notify the employee of changes in their funding source within 30 days of receiving the notification of change.

C. Pay Grade

Pay Grade will be the grade at the time of layoff. For employees temporarily working out of their regular pay grade, the pay grade for layoff purposes will be their regular grade.

D. FTE Grouping

FTE grouping is defined as:

1. 12-month employees working full time (40 hours per week)
2. 12-month employees working 20 hours but less than 40 hours per week
3. 10-month and 11-month employees working full time (40 hours per week)
4. 10-month, 11-month employees working 20 hours but less than 40 hours per week

32.9 The following applies to employees being laid off or involved in the bumping process:

- A. The employee will have five (5) business days after the layoff notice (Article 32.2) is delivered to notify the college of their intent to exercise their bumping rights (Article

- 32.5) An employee must submit an updated application within five (5) business days of receiving the layoff notice demonstrating the qualifications, skills, and abilities to perform the tasks and responsibilities set forth in any vacant position description for which the employee may be considered.
- B. After notification of layoff but prior to being laid off, when a vacancy becomes available for which the employee may have rights under Article 32.3.B (same class specification level), the college will offer the position(s) to the affected employee.
 - C. If there are no available positions for the affected employee under Article 32.3.B (same class specification level), the college will then notify the employee of available positions to them under Article 32.3.C (same salary grade vacancy).
 - D. If the employee elected to exercise their bumping rights (Article 32.5), and the college does not have a vacant position for placement under Article 32.3.B (same class specification level) or Article 32.3.C (same salary grade), the college will notify the employee of positions for which they may have bumping rights under Article 32.5.A (bumping equal).
 - E. Available vacant and bumping positions will be offered in seniority order.
 - F. The employee will have five (5) business days after a position has been offered through bumping or vacancy placement, to notify the college of their election. If the employee rejects placement under Article 32.3.B (same class specification and level vacancy), Article 32.3.C (same pay grade vacancy) or Article 32.5.A (bumping equal) the employee shall forfeit their layoff, bumping and recall rights, except if the rejection qualifies under Articles 32.9.J or 32.9.K.
 - G. If there are no available positions for the affected employee under Article 32.3.B (same class specification and level vacancy), Article 32.3.C (same pay grade vacancy), or Article 32.5.A (bumping equal), the College will then notify the employee of available positions to them under Article 32.3.D (lower pay grade vacancy) and Article 32.5.B (bumping lower). The employee will have five (5) business days to notify the college of their election. If the employee does not accept a position under Articles 32.3.D or 32.5.B, the employee will be placed on the recall list for a period of 12 months from their layoff date.
 - H. If the employee is placed in a vacancy or bumps into a position in the same class specification and level, or same pay grade, their salary will remain unchanged.
 - I. If the employee is placed in a vacancy or bumps into a lower pay grade position, the employee's pay will be determined based on the Human Resources Pay Matrix and the Oregon Pay Equity Act. The employee will be placed on the recall list for a period of 12 months from their layoff date.
 - J. At any time during the 30 calendar days after the layoff notice is delivered to the employee, the employee may inform the college in writing of their intent to waive placement into any vacancy and bumping of a lower seniority position and proceed with layoff and receive recall rights for a period of 12 months from their layoff date.

K. If, as a result of the layoff and bumping process, an employee will be placed in a position that is outside a 20-mile radius of the current worksite, the employee shall be allowed to decline placement and will be placed on a recall list for a period of 12 months from their layoff date.

32.10 If the College chooses to close between terms in such a manner as to cause a reduction in pay or benefits for employees in the bargaining unit, it will not be considered a layoff, and the College will meet and discuss such closure with the Association before such closure is implemented.

ARTICLE 33—RETURN FROM LAYOFF

33.1. A. Recall Rights

For a period of one (1) year from the date of layoff, employees who have completed their initial probation and are laid off pursuant to Article 32 shall have recall rights to open positions at or below their pay grade when they were laid off, provided they possess the qualifications, skills, and abilities set forth in the position description. Salary will be determined in accordance with the Human Resources Pay Matrix and the Oregon Pay Equity Act. Seniority at the time of layoff is retained during this recall period.

Any employee returning to a position within one (1) year of their layoff will accumulate leave at their rate at time of layoff notice and be eligible to take vacation leave in accordance with the other provisions of Article 22.

B. Notifications of Other Vacancies

Employees on the recall list who provided Human Resources with a personal email address will receive notification of all new open Classified positions.

C. Rights upon Recall or Return to Work

An employee who has been laid off, is offered a position under this section, and accepts the position during the recall period will:

1. Be required to serve a probationary period as outlined in Article 11.4 provided that they are not returning to their same position.
2. Accumulate leave at their rate at time of layoff notice and be eligible to take vacation leave in accordance with the other provisions of Article 22.

33.2 Employees shall be recalled in the order of layoff to any vacancy arising within the class specification, level, and pay grade, and if applicable, funding source (if non-general fund) and FTE grouping from which they were laid off, provided they meet the qualifications, skills and abilities set forth in the position description. Otherwise, when multiple employees are eligible to be recalled to a certain position, priority will be given in order of seniority.

33.3 An employee declining recall to a position in their class specification, pay grade, funding source, and FTE grouping or failing to report for work within five (5) working days of notification to a position shall forfeit their seniority and future recall rights. Employees who decline a recall that does not meet the above criteria will not forfeit their seniority and future recall rights.

An employee who accepts a position at a lower pay grade or different FTE grouping to the laid-off position shall retain recall rights to the pay grade and FTE grouping at the time of layoff for a period of one year from the original date of layoff.

33.4 Employees on layoff shall notify the Human Resources office of any change in their

present address or availability for recall. Failure to notify shall terminate any and all relationship with the College.

- 33.5 Employees with recall rights who notify the college of their interest will be offered available part-time, hourly (non-bargaining unit) work in any department for which they are qualified. Acceptance of such work shall not impact their recall rights.

ARTICLE 34—TEMPORARY REDUCTION IN FORCE

- 34.1 During periods of reduced workload, employees whose regular term of employment is affected by the reduction may be placed on leave without pay status for up to ninety (90) calendar days. Any absence which extends beyond ninety (90) calendar days is considered a layoff and must be handled pursuant to Article 32—Layoff.
- 34.2 Notification of a leave under this Article shall be made by the College not less than thirty (30) calendar days prior to its effective date.
- 34.3 Within a department, all employees whose regular term of employment is affected by the reduction shall have the right to request either Temporary Reduction in Force status or uninterrupted employment. Seniority as defined in Article 32.8.A will be the determining factor in determining which employees remain employed, so long as the person occupying the active position has the qualifications, skills and abilities to perform the work equal to those of the person on Temporary Reduction in Force status.
- 34.4 Employees on leave pursuant to this Article shall continue to receive insurance benefits, tuition waiver and to accrue seniority. No other benefits shall accrue or be provided during the leave. Employees who are placed on Temporary Reduction in Force status for over two (2) weeks shall be permitted to use up to two (2) weeks of their accrued vacation leave. The employee shall receive pay for this vacation leave on the next regular payday.
- 34.5 Employees on leave pursuant to this Article shall retain their scheduled review date. In the event the employee's scheduled review date falls while they are on Temporary Reduction in Force status, the review will be conducted as soon as practical after the employee returns to work. The employee whose scheduled review date falls during a Temporary Reduction in Force shall receive a step increase resulting from their annual performance evaluation effective as of their date of recall.

ARTICLE 35—GRIEVANCE AND ARBITRATION PROCEDURE

- 35.1 A grievance shall be defined as a contention that a violation or misapplication of a specific term of this Agreement has occurred which cannot be resolved between the employee involved (the grievant) and their supervisor.
- 35.2 The following grievance procedure shall be applicable to all employee complaints or disputes concerning the meaning and/or application of the terms of this Agreement and said procedure shall be the sole method for resolution of such matters. A determined effort shall be made to settle grievances at the lowest possible level, and the grievance proceedings will be kept as informal as may be appropriate at any level. Meetings or discussions involving grievances will be scheduled so as to avoid interruption of work duties or schedules. An employee may be accompanied by a Union Steward of his or her choosing when presenting a grievance at any step. This choice of a Union Steward shall not extend the timelines of this article, except by mutual agreement.

The Association may initiate a group grievance on behalf of members with common grievances. The grievance shall be filed at the step deemed by the Association and the College as most appropriate, given the nature of the grievance. The same steps and timelines apply as with individual grievances.

- 35.3 Any employee having a question regarding a provision of the Agreement shall first take the matter up with their supervisor. In the event the employee and their supervisor cannot resolve the issue, and if the matter qualifies as a grievance as defined in Article 35.1 above, the matter may then be taken up as a formal grievance, in accordance with the following procedure:

Step 1. Supervisor/Human Resources

If the employee wishes to pursue the matter, they, with or without the assistance of the Association, shall submit it as a grievance in writing to both their supervisor with whom they are in disagreement and to the Associate Vice President of Human Resources within fifteen (15) business days of the occurrence of the alleged violation. The grievance document shall be signed and dated by the aggrieved employee, and it shall set forth a statement of the grievance and the alleged facts involved, including relevant dates, citation to the applicable provisions of the Agreement alleged to have been violated and the relief sought. A conference between the involved supervisor or their designee and the grievant shall be held within ten (10) business days of receipt of the grievance document. Within ten (10) business days of the conference, the supervisor or their designee shall communicate their written decision to the grievant and the Association.

Step 2. Dean

In the event the matter is not settled in Step 1, or if the supervisor or their designee does not have a conference with the grievant and/or issue their decision on the grievance within the time period specified in Step 1, and the grievant wishes to pursue the matter further, the grievance shall be presented in writing to the Associate Vice President of Human Resources and the appropriate division dean within ten (10) business days after receipt of the supervisor's response in Step 1, or failing such a response, within ten (10) business days after the date the

response was due.

Within ten (10) business days after receipt of the appeal, the dean or their designee shall arrange a conference concerning the grievance. At that conference the grievant, and Association Representative, shall be allowed to present any supporting documentation or other evidence they may have in support of the grievance and shall be allowed to present a full explanation of their position on the grievance. Within ten (10) business days of the conference, the dean or their designee shall submit a written decision on the grievance to the grievant.

Step 3. President

In the event the grievance is not resolved at Step 2, or if the division dean or their designee does not have a conference with the grievant and/or issue their decision on the grievance within the time periods specified in Step 2, and the grievant wishes to pursue the matter further, a written appeal shall be submitted to the President of the College and the Associate Vice President of Human Resources within ten (10) business days following receipt of the determination of the dean or their designee at Step 2, or failing such response, within ten (10) business days after the date the determination was due. This appeal shall set forth the nature of the grievance, the contractual provision or provisions alleged to have been violated and shall include the written disposition of the case from each previous step of the grievance procedure. The President or their designee will hold a hearing on the grievance within ten (10) business days, at which time the grievant or a representative of the Association and a representative of the College will be provided an opportunity to summarize their respective positions on the grievance. Thereafter, the President or their designee will render their written decision on the grievance within ten (10) business days of hearing the grievance.

Step 4. Arbitration

In the event the grievance is not resolved at Step 3, or if the President or their designee does not render a written decision within the time specified in Step 3, and the Association wishes to pursue the matter further, the grievance shall be submitted to final and binding arbitration. If the Association does not file notice with the President and the Associate Vice President of Human Resources of intention to arbitrate within ten (10) business days of its receipt of the President's or their designee's written decision at Step 3, or failing such response, within ten (10) business days after the date that the decision was due, the grievance shall be deemed withdrawn and resolved against the grievant.

35.4 Arbitrator Decisions

- A. Upon timely receipt by the College of the Association's written notice of its desire to take a grievance to arbitration, the parties shall have five (5) business days within which to attempt to select a mutually acceptable party to act as arbitrator. If the parties fail to agree within this period on an arbitrator who is able and willing to serve, the union shall request the Oregon State Conciliation Division of the Employment Relations Board submit a list of seven (7) disinterested persons who are qualified and willing to act as an impartial arbitrator. The Association and the College shall alternate striking names from the list. A flip of the coin shall determine which party shall strike first. The remaining name on the list shall be that of the arbitrator.

- B. The designated arbitrator shall set a time and place for hearing which is agreeable to both parties. At that hearing each party shall have the right to present evidence, examine and cross-examine witnesses, make a record and file arguments.
 - C. Expenses of the arbitrator shall be borne by the losing party, while each party shall be responsible for its own expenses, including compensating its own witnesses and representative.
 - D. The arbitrator shall have authority to consider only a claim which is based upon a specific provision of this Agreement and shall have no right to modify, detract from or add to this Agreement. They shall act solely in a judicial, not a legislative capacity, interpreting and/or applying the express language of a specific provision or provisions of this Agreement and shall not decide on the merits or wisdom of any action or failure to act by the College, but only on the contractual obligations inherent in this Agreement. Any decision of the arbitrator within the scope of this Agreement shall be final and binding on the College, the Association and the employee or employees involved. If the matter sought to be arbitrated does not involve an interpretation or application of the express language of this Agreement, the arbitrator shall so rule and make no further decision, in which event the expenses of the arbitrator shall be borne by the Association.
- 35.5 A grievant may be represented at any or all of the steps of the grievance procedure by themselves or at their option by a representative selected or approved by the Association. The Association shall have the right to be present and to state its view at all steps of the formal grievance procedure. An individual grievant shall be without power to agree to a resolution of a grievance that violates any term or provision of this Agreement.
- 35.6 The time limits specified in this Article may not be extended or modified except by mutual consent.
- 35.7 Resolution of a grievance at any step of the procedure shall be final and binding upon the College, the Association and the affected employee(s).
- 35.8 Failure on the part of the grievant at any step in the process to file or appeal the grievance in accordance with the stated timelines shall constitute a waiver of the grievance.

ARTICLE 36—HEALTH AND SAFETY

- 36.1 The Association and the College agree that a safe and healthy work environment contributes to the prevention of injuries. Classified employees and the College will strive to maintain a safe and healthy work environment and will attempt to reduce the number of preventable accidents. An employee has a right to raise health and safety issues with the campus Health and Safety Committee.
- 36.2 The College agrees to abide by standards of safety and health in accordance with the Oregon Safe Employment Act (ORS 654.001–654.295 and ORS 654.991) and College policy 2430.
- 36.3 The College will maintain a Safety Committee in accordance with the Charter for Safety Committee Equal representation (one third) of the committee membership will be held by Classified employees.
- 36.4 Classified employees will comply with established College Health and Safety Rules, Regulations and Procedures.

ARTICLE 37—BREAK IN SERVICE

Employees who have separated from the college in good standing will have their rights, seniority and status restored under the Agreement if they are rehired to a position in the unit within 30 days of their separation (nothing in this section will provide the employee with any right or entitlement to return to a position).

Appendix A
Classified Salary Schedule
Effect. July 1, 2024-June 30, 2025

CCA Salary Schedule
\$19.08/hr starting wage
Effective 7/1/2024

	Date	State	Region
Minimum wage	7/1/2024	Oregon	Standard
Grade Progression			
Step Progression			
SSA			

Annual Structure (based on 2080 hours per year) - Effective July 1, 2024 thru June 30, 2025

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Grade	Spread	Grade Min	Grade Max
1	\$ 31,308	\$ 32,686	\$ 34,124	\$ 35,625	\$ 37,193	\$ 38,829	\$ 40,538	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	1	54%	\$ 31,308	\$ 48,157
2	\$ 32,686	\$ 34,124	\$ 35,625	\$ 37,193	\$ 38,829	\$ 40,538	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	2	54%	\$ 32,686	\$ 50,276
3	\$ 34,124	\$ 35,625	\$ 37,193	\$ 38,829	\$ 40,538	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	3	54%	\$ 34,124	\$ 52,488
4	\$ 35,625	\$ 37,193	\$ 38,829	\$ 40,538	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	4	54%	\$ 35,625	\$ 54,798
5	\$ 37,193	\$ 38,829	\$ 40,538	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	5	54%	\$ 37,193	\$ 57,209
6	\$ 38,829	\$ 40,538	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	6	54%	\$ 38,829	\$ 59,726
7	\$ 40,538	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	7	54%	\$ 40,538	\$ 62,354
8	\$ 42,321	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	8	54%	\$ 42,321	\$ 65,098
9	\$ 44,184	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	9	54%	\$ 44,184	\$ 67,962
10	\$ 46,128	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	10	54%	\$ 46,128	\$ 70,952
11	\$ 48,157	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	11	54%	\$ 48,157	\$ 74,074
12	\$ 50,276	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	12	54%	\$ 50,276	\$ 77,334
13	\$ 52,488	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	13	54%	\$ 52,488	\$ 80,736
14	\$ 54,798	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	14	54%	\$ 54,798	\$ 84,289
15	\$ 57,209	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	15	54%	\$ 57,209	\$ 87,997
16	\$ 59,726	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	16	54%	\$ 59,726	\$ 91,869
17	\$ 62,354	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	17	54%	\$ 62,354	\$ 95,911
18	\$ 65,098	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	18	54%	\$ 65,098	\$ 100,132
19	\$ 67,962	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	19	54%	\$ 67,962	\$ 104,537
20	\$ 70,952	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	20	54%	\$ 70,952	\$ 109,137
21	\$ 74,074	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	21	54%	\$ 74,074	\$ 113,939
22	\$ 77,334	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	22	54%	\$ 77,334	\$ 118,952
23	\$ 80,736	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	23	54%	\$ 80,736	\$ 124,186
24	\$ 84,289	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	24	54%	\$ 84,289	\$ 129,650
25	\$ 87,997	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	25	54%	\$ 87,997	\$ 135,355
26	\$ 91,869	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	\$ 141,311	26	54%	\$ 91,869	\$ 141,311
27	\$ 95,911	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	\$ 141,311	\$ 147,528	27	54%	\$ 95,911	\$ 147,528
28	\$ 100,132	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	\$ 141,311	\$ 147,528	\$ 154,020	28	54%	\$ 100,132	\$ 154,020
29	\$ 104,537	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	\$ 141,311	\$ 147,528	\$ 154,020	\$ 160,796	29	54%	\$ 104,537	\$ 160,796
30	\$ 109,137	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	\$ 141,311	\$ 147,528	\$ 154,020	\$ 160,796	\$ 167,872	30	54%	\$ 109,137	\$ 167,872
31	\$ 113,939	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	\$ 141,311	\$ 147,528	\$ 154,020	\$ 160,796	\$ 167,872	\$ 175,258	31	54%	\$ 113,939	\$ 175,258
32	\$ 118,952	\$ 124,186	\$ 129,650	\$ 135,355	\$ 141,311	\$ 147,528	\$ 154,020	\$ 160,796	\$ 167,872	\$ 175,258	\$ 182,969	32	54%	\$ 118,952	\$ 182,969

Note: Grey cells are below the \$19.08/hr starting wage

Appendix A
 Classified Salary Schedule
 Effect. July 1, 2025-June 30, 2026
 Future years to be posted online

CCA Salary Schedule
 \$19.94/hr starting wage
 Effective 7/1/2025

	Date	State	Region
Minimum wage	7/1/2025	Oregon	Standard
Grade Progression			
Step Progression			
SSA			

Annual Structure (based on 2080 hours per year) - Effective July 1, 2025 thru June 30, 2026															
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Grade	Spread	Grade Min	Grade Max
1	\$ 32,717	\$ 34,157	\$ 35,659	\$ 37,228	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	1	54%	\$ 32,717	\$ 50,324
2	\$ 34,157	\$ 35,659	\$ 37,228	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	2	54%	\$ 34,157	\$ 52,539
3	\$ 35,659	\$ 37,228	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	3	54%	\$ 35,659	\$ 54,850
4	\$ 37,228	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	4	54%	\$ 37,228	\$ 57,264
5	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	5	54%	\$ 38,867	\$ 59,783
6	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	6	54%	\$ 40,577	\$ 62,414
7	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	7	54%	\$ 42,362	\$ 65,160
8	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	8	54%	\$ 44,226	\$ 68,027
9	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	9	54%	\$ 46,172	\$ 71,020
10	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	10	54%	\$ 48,203	\$ 74,145
11	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	11	54%	\$ 50,324	\$ 77,408
12	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	12	54%	\$ 52,539	\$ 80,814
13	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	13	54%	\$ 54,850	\$ 84,369
14	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	14	54%	\$ 57,264	\$ 88,082
15	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	15	54%	\$ 59,783	\$ 91,957
16	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	16	54%	\$ 62,414	\$ 96,003
17	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	17	54%	\$ 65,160	\$ 100,227
18	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	18	54%	\$ 68,027	\$ 104,637
19	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	19	54%	\$ 71,020	\$ 109,242
20	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	20	54%	\$ 74,145	\$ 114,048
21	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	21	54%	\$ 77,408	\$ 119,066
22	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	22	54%	\$ 80,814	\$ 124,305
23	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	23	54%	\$ 84,369	\$ 129,775
24	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	24	54%	\$ 88,082	\$ 135,485
25	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	25	54%	\$ 91,957	\$ 141,446
26	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	26	54%	\$ 96,003	\$ 147,670
27	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	27	54%	\$ 100,227	\$ 154,167
28	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	28	54%	\$ 104,637	\$ 160,950
29	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	\$ 168,032	29	54%	\$ 109,242	\$ 168,032
30	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	\$ 168,032	\$ 175,426	30	54%	\$ 114,048	\$ 175,426
31	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	\$ 168,032	\$ 175,426	\$ 183,144	31	54%	\$ 119,066	\$ 183,144
32	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	\$ 168,032	\$ 175,426	\$ 183,144	\$ 191,203	32	54%	\$ 124,305	\$ 191,203

Note: Grey cells are below the \$19.94/hr starting wage

APPENDIX B
AFFIDAVIT OF DOMESTIC PARTNERSHIP

Domestic partners may be enrolled for health insurance as an eligible family member as defined in ORS 246.860 (5) and must provide the appropriate forms for enrollment as required by the Oregon Educators Benefit Board.

APPENDIX C

The parties recognize that the College has partnerships with outside agencies. Those outside agencies have contracted with the College to provide such services as custodial, maintenance work, courier services, and program services funded through various contracts and grants. Some current examples include, but are not limited to, services to buildings on the Salem campus (Buildings 49, 53), the Santiam, Woodburn and Brooks, CCBI, Corrections Education program sites, the SOAR program and CCRLS. During the length of this contract agencies/locations listed above may be deleted and/or new agencies/locations added. The Association will be notified of changes.

The parties recognize that these outside partner agencies may have different needs and policies regarding such things as holidays, duty days, work schedules, weather closures, etc. When other conditions of employment may be different for employees providing services to these agencies, the current collective bargaining agreement shall be honored unless other arrangements have been approved in writing by both the association and the college.