

## FEDERATION HISTORY – TIME LINE

**March 31, 1970:** FT Representation election. AFT wins over No Agent.

**Fall 1970:** Several FT strikes

**January 1971:** First FT contract covering 9/70 – 8/72

**Gains:** 24-credit annual workload, effective 9/72 [prior workload was 30-credit annual workload for all FT but English and Foreign Languages]

**September 1972, Labor Day:** FT strike over “broken promise” on workload.

**10/20/72:** Settlement of 1972-75 contract. Gain: 24-credit annual workload (again).

**April 1972:** Classified Employees representation election. AFT wins over No Agent.

**Spring 1973:** First CE contract for period 3/1/73 – 2/28/76 (three years; CE contract not aligned with FT contract expiration)

**Gains:** Grievance procedure; seniority.

**April 18, 1975:** FT/CE Referendum approves proposal to organize PT/VL faculty.  
FT Referendum approves proposal to seek to include PT/VL faculty in FT Bargaining Unit

**8/31/75:** FT contract expires.

**2/28/76:** CE contract expires

**3/76 – 4/76:** FT and CE strikes. FT Unit stays out an extra day to support CE Unit. Settlement of new FT contract (9/1/75 – 8/31/80) and CE contract (3/1/76 – 2/28/80).

**Gains:** FT – 75:25 FT/PT Ratio, excluding Community Services; dependent coverage paid by Board: 2/3, 9/76; full, 9/77; dental plan (employee only) 9/77; Board retirement contribution: 8%, 9/75; 9% 9/76; 10%, 9/77.

CE – Dependent coverage paid by Board: full, 3/78; employee dental, 3/79; income protection: 50% of salary after 60 days.

**1975-1978:** PLRB Hearings on PT/VL Representation case

**November 1978:** PT/VL Representation Election. Results: AFT 111; No Agent, 5.

**January, 1979:** PLRB certifies PT/VL Bargaining Unit.

**1979-1981:** Administration appeals PT/VL Representation case to Common Pleas Court.

**2/28/80:** CE contract expires.

**8/31/80:** FT contract expires.

**March 1981:** FT and CE strikes; PT/VL faculty strike for recognition.

**April 1981:** Settlements of FT contract (9/1/80 – 8/31/85) and CE contract (3/1/80 – 8/31/85). Phila. Common Pleas Court rejects CCP appeal of PT/VL representation case; CCP appeals to Commonwealth Court.

**Gains:** FT and CE: common contract expiration dates; College paid family dental (50%, 9/81; 75%, 9/82; 100%, 9/83)  
CE – Increases in Board contribution to retirement plan

**May 1981:** Many members of the other two units continue to strike for three days after their contract settlements in support of PT/VL strike for recognition. Judge Stanley Greenberg agrees to work to expedite PT/VL Representation case through the courts.

**July 1981:** Commonwealth Court affirms PLRB order in PT/VL representation case.

**December 1981:** Pa. Supreme Court affirms order of Commonwealth Court in PLRB representation case.

**Spring 1982:** PT Negotiations begin

**April 1983:** One week strike (April 10-17) supported by the other two units to achieve first PT/VL contract (April 18, 1983 – August 31, 1985).

**Gains:** 18 long-term VL's are reclassified into FT bargaining unit; seniority pools; medical plan (1/3 employee coverage); 17% raise; PT retirement plan.

**October 1985:** Settlement of FT, CE, and PT/VL negotiations, to produce three contracts with common expiration dates (8/31/90).

**Gains:** FT: FT/PT ratio (60:40) extended to Community Services; Learning Lab becomes a Department  
CE and FT: Retirees medical coverage (CCP pays 1/2 premium)  
CE: 10% Board contribution to retirement plan by 9/1/89  
PT: Job security for PT's in Pool III and above; two pay tiers; Board pays 1/2 medical benefits premium (employee only) for PT with 8 or more seniority units

**March 1991:** Settlement of FT, CE, and PT/VL contracts without strikes to produce three contracts with common expiration dates (8/31/95).

**Gains:** FT: Early retirement incentive  
CE: Income protection (50% after 45 days)  
PT: Three pay tiers for PT's ; VL's earn right to reclassification into FT unit even with gaps in VL seniority  
All three units: sexual orientation added to Fair Practices (non-discrimination) language for all three units.

**April 1994:** Reopening of three contracts. Renegotiation of 5<sup>th</sup> year of each contract. Negotiation of two-year contract extension, through 8/31/97.

**Gains:** College to close between Christmas and New Year's Day  
CE: Forgivable loans extended to cover studies pertinent to any work performed at the College.  
PT: Special VL seniority unit at 24 PT seniority units

**March 10 – 17, 1998:** One week strike of three bargaining units to produce three contracts with expiration dates 8/31/01.

**Gains:** FT: instructional technology language; curriculum coordinator language  
FT/CE: Retirement incentive  
CE: Income protection (70% of salary after 28 days); same forgivable loan policies as FT faculty; \$500 added to base salary for first Associate's or first Bachelor's degree  
PT: Special VL seniority unit at 20 PT seniority units  
Domestic partner benefits (all three units)

**March, 2002:** Settlement of contracts for all three units (9/1/01 – 8/31/06)

**Gains:** FT: Movement toward salary schedule in 9/1/05 (with equal salaries for faculty with equal service, rank, and degree); salary minima to increase each year  
FT and CE: retain 100% employer paid medical benefits  
CE: Time off during workday for training; forgivable loan provisions same as FT faculty; retirement incentive same as FT faculty  
PT: 5 pay tiers; Board pays 1/2 medical benefits premium (employee only) or 3/4 for PT with 8 or more seniority units; at least one VL position in a discipline that has 20 or more unassigned sections.  
PAC check off (all three units)