

## **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 ½ medical benefits premium (employee only) or ¾ 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)**

**March, 2007: Settlement of contracts for all three units (9/1/06 – 8/31/11)**

**Gains: Salaries**

**FT: Avg. 3.62% raises each year, leading to improvements to salary schedule (higher entering salaries; higher minimum raise)**  
**CE: Avg. 3.75% wage increase each year.**  
**PT/VL: Raises from 3.62% to 3.9% each year for classroom teachers**  
**All 3 units: \$800,000 in additional bonuses, to be given over five years, thanks to the help of Congressman Bob Brady, our affiliate, AFT-PA, and our law firm, Williams, Willig, and Davidson.**

**Benefits: FT/CE: Maintenance of 100% employer-paid medical benefits**

**PT: CCP administration to administer PT medical benefits**

**Other: FT: Improved method of calculating FT/PT Ratio, to include Librarians and Learning Lab faculty**

**CE: Career Ladder Committee**

**PT/VL: Additional seniority pool (XIV) for those with 64 or more units**