

AFT Local 2026

Faculty & Staff Federation of Community College of Philadelphia

Our History

- March 31, 1970:** Full-time Faculty (FT) representation election: AFT wins over 'No Agent.'
- Fall 1970:** Several FT strikes.
- January 1971:** First FT contract (9/70 – 8/72).
Gains: FT
- 24-credit annual workload, effective 9/72 (prior workload was 30-credit annual workload for all FT but English and Foreign Languages)
- Labor Day 1972:** FT strike over "broken promise" on workload.
- October 20, 1972:** Settlement of 1972-75 contract.
Gains: FT
- 24-credit annual workload (again)
- April 1972:** Classified Employees (CE) representation election: AFT wins over 'No Agent.'
- Spring 1973:** First CE contract (3/1/73 – 2/28/76); CE contract not aligned with FT contract expiration.
Gains: CE
- Grievance procedure
 - Seniority
- April 18, 1975:** CE/FT referendum approves proposal to organize Part-time and Visiting Lecturer faculty (PTVL). FT referendum approves proposal to seek to include PTVL faculty in FT bargaining unit.
- August 31, 1975:** FT contract expires.
- February 28, 1976:** CE contract expires.
- March-April 1976:** CE and FT 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: CE
- Dependent medical benefits paid by College: full - 3/78
 - Employee dental insurance: 3/79
 - Income protection: 50% of salary after 60 days
- FT**
- 75:25 FT/PT Ratio, excluding Community Services
 - Dependent coverage paid by College: 2/3 - 9/76; full - 9/77
 - Employee dental insurance: 9/77
 - College retirement contribution: 8% - 9/75; 9% - 9/76; 10% - 9/77
- 1975-1978:** Pennsylvania Labor Relations Board (PLRB) hearings on PTVL representation case.
- November 1978:** PTVL representation election. Results: AFT-111, No Agent-5.
- January 1979:** PLRB certifies PTVL bargaining unit.
- 1979-1981:** Administration appeals PTVL representation case to Common Pleas Court.
- February 28, 1980:** CE contract expires.
- August 31, 1980:** FT contract expires.
- March 1981:** FT and CE strikes; PTVL 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). Common Pleas Court rejects College appeal of PTVL representation case; College appeals to Commonwealth Court.
Gains: CE/FT
- Common contract expiration dates
 - Family dental insurance paid by College: 50% - 9/81; 75% - 9/82; 100% - 9/83)
- CE**
- Increases in Board contribution to retirement plan

- May 1981:** In support of PTVL strike for recognition, many members of the other two units continue to strike for three days after their contract settlements. Judge Stanley Greenberg agrees to work to expedite PTVL representation case through the courts.
- July 1981:** Commonwealth Court affirms PLRB order in PTVL representation case.
- December 1981:** Pennsylvania Supreme Court affirms order of Commonwealth Court in PLRB representation case.
- Spring 1982:** PT Negotiations begin.
- April 1983:** PTVL strike (April 10-17) supported by the other two units to achieve first PTVL contract (April 18, 1983 – August 31, 1985).
Gains: PTVL
- 18 long-term VL's are reclassified into FT bargaining unit
 - Seniority pools
 - Employee medical benefits: one-third of premium paid by College
 - 17% raise
 - Retirement plan
- October 1985:** Settlement of CE, FT, and PTVL negotiations to produce three contracts with common expiration dates (8/31/90).
Gains: CE/FT
- Retirees medical benefits: 50% of premium paid by College
- CE**
- Retirement plan: 10% of salary paid by College to plan by 9/1/89
- FT**
- FT/PT ratio (60:40) extended to Community Services
 - Learning Lab becomes a department
- PTVL**
- Job security for PT's in Pool III and above
 - Two pay tiers
 - Employee medical benefits: 50% of premium paid by College for PT's with 8 or more seniority units
- March 1991:** Settlement of FT, CE, and PTVL contracts without strikes to produce three contracts with common expiration dates (8/31/95).
Gains: ALL
- Sexual orientation added to fair practices (non-discrimination) language
- CE**
- Income protection: 50% after 45 days
- FT**
- Early retirement incentive
- PTVL**
- Three pay tiers for PT's
 - VL's earn right to reclassification into FT unit even with gaps in VL seniority
- April 1994:** Reopening of three contracts. Renegotiation of 5th year of each contract. Negotiation of two-year contract extension, through 8/31/97.
Gains: ALL
- 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
- PTVL**
- Special VL seniority unit at 24 PT seniority units
- March 10-17, 1998:** One week strike of three bargaining units to produce three contracts to expire on 8/31/01.
Gains: ALL
- Domestic partner benefits
- CE/FT**
- 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
- FT**
- Instructional technology and curriculum coordinator language
- PTVL**
- Special VL seniority unit at 20 PT seniority units

March 2002:

Settlement of contracts for all three units (9/1/01 – 8/31/06).

- Gains: ALL**
- Union Political Action Fund (PAC) check off
- CE/FT**
- 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
- 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
- PTVL**
- 5 pay tiers
 - Employee medical benefits: 50% of premium paid by College and 75% for PT with 8 or more seniority units
 - At least one VL position in a discipline that has 20 or more unassigned sections

March 2007:

Settlement of contracts for all three units (9/1/06 – 8/31/11) after two week strike.

- Gains: ALL**
- \$800,000 in additional bonuses to be given over five years, thanks to the help of Congressman Bob Brady, AFT-PA, and our law firm, Williams, Willig, and Davidson
- CE/FT**
- Maintenance of 100% employer-paid medical benefits
- CE**
- 3.75% wage increase each year
 - Career Ladder Committee
- FT**
- 3.62% raise each year
 - Improved salary schedule with higher entering salaries and minimum raises
 - Improved method of calculating FT/PT Ratio, to include Librarians and Learning Lab faculty
- PTVL**
- Raises from 3.62% to 3.9% each year for classroom teachers
 - College to administer PT medical benefits
 - Additional seniority pool (XIV) for those with 64 or more units