

MEMORANDUM OF AGREEMENT- CLASSIFIED BARGAINING UNIT

The Community College of Philadelphia, (“the College”) and the Faculty & Staff Federation of Community College of Philadelphia, Local 2026, American Federation of Teachers, AFL-CIO (the “Federation”), each a party and collectively the parties, agree to amend the terms and conditions of the Classified Bargaining Unit Collective Bargaining Agreement, subject to ratification by the bargaining unit and approval by the College’s Board of Trustees, as follows:

1. **Term - September 1, 2016- August 31, 2022**

2. **Wage Increases**

- a. Year 1 (September 1, 2016-August 31, 2017) - 0.0%
- b. Year 2 (September 1, 2017- August 31, 2018) - 0.0%
- c. Year 3 (September 1, 2018-August 31, 2019) - 5.0%
- d. Year 4 (September 1, 2019- August 31, 2020) - 3.0%
- e. Year 5 (September 1, 2020-August 31, 2021) - 3.0%
- f. Year 6 (September 1, 2021-August 31, 2022) – 3.5%

\$500 ratification bonus

There will also be slightly higher increases for the minimums of Grades 2, 3, and 4 of Classified Unit to reach a \$15 per hour minimum by Year 5 of contract (September 1, 2020). (Note: Currently, there are no Grade 1 positions; minimum spread between grades (65 cents).

3. **Changes to cost of Health Care Benefits**

a. Medical Benefit Changes

i. **Increase deductible on medical plans (Keystone and Personal Choice).**

Effective for the plan year starting September 1, 2019, the in network will be \$500 for single; \$1000 for employee plus spouse; employee/child and \$1500 for family; out of network will be \$700 single; \$1400 employee/spouse or employee/child; and \$2100 family.

The parties will increase base wage threshold for full-time Classified Employees able to seek reimbursement for medical deductibles through the fund to allow full-time Classified employees who make less than \$50,000 per year in base wages eligible to seek reimbursement.

- ii. **Premium Contributions Toward Healthcare Benefits for Personal Choice Plan— Flat Dollar Amount Per Year Based on Salary Band/Base Wages and Tier of Coverage.** The premium contributions are annual amounts which will be prorated over the year through pre-tax payroll deductions.

NO PREMIUM CONTRIBUTIONS YEAR 1, 2, and 3

YEAR 4 ANNUAL CONTRIBUTIONS (September 1, 2019 – August 31, 2020)

- a. Salary Band 1 (\$0 - \$39,999) - \$0
- b. Salary Band 2 (\$40,000-59,999) - \$192 contribution for EE only; \$288 contribution EE/SP or EE/Child; \$384 contribution for Family
- c. Salary Band 3 (\$60,000-79,999) \$269 contribution for EE only; \$404 contribution EE/SP or EE/Child; \$538 contribution Family
- d. Salary Band 4 (\$80,000-\$99,999) \$377 contribution for EE only; \$566 contribution EE/SP or EE/Child; \$754 contribution for Family
- e. Salary Band 5 (over \$100,000) \$528 contribution for EE only; \$792 contribution EE/SP or EE/Child; \$1056 contribution for Family

YEAR 5 ANNUAL CONTRIBUTIONS (September 1, 2020-August 31, 2021)

- a. Salary Band 1 (\$0 - \$39,999) - \$0
- b. Salary Band 2 (\$40,000-59,999) - \$312 contribution for EE only; \$468 contribution EE/SP or EE/Child; \$624 contribution for Family
- c. Salary Band 3 (\$60,000-79,999); \$437 contribution for EE only; \$656 contribution EE/SP or EE/Child; \$874 contribution for Family
- d. Salary Band 4 (\$80,000-\$99,999) \$612 contribution for EE only; \$918 contribution EE/SP or EE/Child; \$1224 contribution for Family
- e. Salary Band 5 (over \$100,000) \$857 contribution for EE only; \$1286 contribution EE/SP or EE/Child; \$1714 contribution Family

- iii. Maintain Co-Pays for Primary, Specialist and ER. (Note: Legal change to provide Mental Health Parity for Primary and Specialists).

YEAR 6 ANNUAL CONTRIBUTIONS (September 1, 2021- August 31, 2022)

Same as Year 5

iv. Drug Benefit Changes

- (a) Mandatory Generic (unless doctor requires otherwise)
- (b) Co-pay for generic drugs (decrease from \$5 to \$0)
- (c) Mandatory mail order for maintenance drugs

- (d) Higher co-pay for non-generic prescription drugs change from \$25, \$45, \$75 to \$30, \$50, \$80.
- (e) \$50 deductible for prescription drug plan

4. **Post-Retirement Benefits – Post Retirement Medical Benefits will be modified as follows:**

- a. Post-Retirement medical insurance benefits and eligibility for post-retirement medical insurance will remain the same (as provided in existing CBA) for employees who retire through December 31, 2020.
- b. Current full-time employees, who as of January 1, 2021 are: (1) at least sixty-two (62) years old; and (2) have at least ten (10) years of full-time service at the College and his/her age plus years of full-time service of the College equals at least seventy-seven (77) will also be eligible for the same post-retirement medical insurance benefits as provided in existing CBA.
- c. Current employees who as of January 1, 2021 do not meet the criteria in paragraph 4b. will be eligible for the following benefits. If an employee retires after turning sixty-two (62) with at least ten (10) years of full-time service, and the employee's combined age plus years of service at the College are equal to at least seventy-seven (77), the employee will be eligible for the medical, dental, and prescription drug insurance that is available to regular full-time employees until becoming eligible for Medicare. When the retired employee becomes eligible for Medicare, the retiree may elect to have supplemental medical insurance provided through the College with the employee paying fifty percent (50%) of the premium/premium equivalent. (Note: No set-off/contribution for Medicare Part B payments; Straight 50%/50% contribution for supplemental Medi-Gap insurance).
- d. For new employees hired after October 1, 2018, if an employee retires after turning sixty-two (62) with at least ten (10) years of full-time service, and the employee's combined age plus years of service at the College are equal to at least seventy-seven (77), the employee will be eligible for the medical, dental, and prescription drug insurance that is available to regular full-time employees until becoming eligible for Medicare. When the retired employee becomes eligible for Medicare, the retiree may elect to have supplemental medical insurance provided through the College with the employee paying fifty percent (50%) of the premium/premium equivalent. (Note: No set-off/contribution for Medicare Part B payments; Straight 50%/50% contribution for supplemental Medi-Gap insurance). **Employees under this section shall only be eligible for benefits for a maximum period of five years after retirement.**

5. **Reporting of Federation time**

- a. Generally, Classified employees are not eligible for released time as provided in the existing CBA. Effective upon ratification, any bargaining unit employee who is

taking time off of their regular College work schedule for Federation activities must report the time off to his/her supervisor on a weekly basis.

6. **Electronic Time Keeping** -Effective six months after ratification, all Classified Employees shall be required to comply with the College's electronic time and attendance system. This system will require Classified Employees to comply with any log in and out procedures of an electronic time keeping system for all hours worked.
7. Make legally required changes to Retirement Incentive Option for lump sum payout reflecting current practice.
8. **Recording** –With notice to participants on calls, the College may record the calls of telephone operators and employees working in the information center. This recording may be used for training, retraining, and discipline with a primary emphasis on training and retraining.
9. Effective upon ratification, eliminate pay-out of vacation days for employees who are terminated for cause.
10. The College shall eliminate Career Ladder System for Classified Employees.
11. Conduct Classified Job Grade Study. The College will hire an independent consultant to conduct a classified job grade study and make recommendations to the College. No employee's regular hourly rate shall be reduced as a result of the study.
12. Amend "Call-in Pay" provision of the Classified CBA - Article XI Section 2 (d) as follows:

Any employee called in, on less than 48 hours' notice, specifically to perform work other than on a regular-scheduled work day for that employee, shall be given not less than four (4) hours' work or shall be paid for four (4) hours at the regular rate for that day.
13. Employees scheduled to work commencement will receive a minimum of 4 hours pay.
14. Change in grade: We agree that if an employee moves to a lower grade and then returns to a higher grade, there is no extra increase for the grade increase.

SIGNATURES ON NEXT PAGE

Unless otherwise noted herein, all provisions of this Memorandum of Agreement ("MOA") shall become effective upon ratification of this MOA by the bargaining unit and the College's Board of Trustees.

Faculty and Staff Federation of the Community College of Philadelphia, Local 2026
of the American Federation of Teachers, AFL-CIO, Classified Bargaining Unit

By Laurie Jones

Date: 4/3/19

By: _____

Date: _____

Community College of Philadelphia

By: [Signature]
President, Donald General, Ed.D.

Date: April 3, 2019

<u>Grade</u>	Yr 1	Yr 2	Yr 3		Yr 4		Yr 5		Year 6
		<u>2017-2018</u>	<u>2018-2019</u>		<u>2019-2020</u>		<u>2020-2021</u>		<u>2021-2022</u>
2	no change	13.00	13.75		14.50		15.00		15.53
3	no change	13.35	14.40	0.65	15.15	0.65	15.65	0.65	16
4	no change	14.20	15.05	0.65	15.80	0.65	16.30	0.65	0.65
5	no change	14.80	15.70	0.65	16.45	0.65	16.95	0.65	0.65
6	no change	15.35	16.35	0.65	17.10	0.65	17.60	0.65	0.65
7	no change	16.33	17.00	0.65	17.75	0.65	18.25	0.65	0.65
8	no change	17.04	17.65	0.65	18.40	0.65	18.90	0.65	0.65