

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, 2024- August 31, 2027

2. Wage Increases

- a. Year 1 (September 1, 2024-August 31, 2025) - 5.0%
- b. Year 2 (September 1, 2025- August 31, 2026) - 4.0%
- c. Year 3 (September 1, 2026-August 31, 2027) - 3.0%

3. Increase in Minimums

- a. Year 1 - September 1, 2024 Grade 2 minimum - \$18 per hour
- b. Year 2 - September 1, 2025 Grade 2 minimum - \$19 per hour
- c. Year 3 - September 1, 2026 Grade 2 minimum - \$20 per hour

\$1 differential between each grade with creation of additional grades 9 and 10.

Effective September 1, 2024:

Grade 2 - \$18.00
Grade 3 - \$19.00
Grade 4 - \$20.00
Grade 5 - \$21.00
Grade 6 - \$22.00
Grade 7 - \$23.00
Grade 8 - \$24.00
Grade 9 - \$25.00
Grade 10 - \$26.00

Effective September 1, 2025:

Grade 2 - \$19.00
Grade 3 - \$20.00
Grade 4 - \$21.00
Grade 5 - \$22.00
Grade 6 - \$23.00
Grade 7 - \$24.00
Grade 8 - \$25.00
Grade 9 - \$26.00
Grade 10 - \$27.00

Effective September 1, 2026:

Grade 2 - \$20.00

Grade 3 - \$21.00

Grade 4 - \$22.00

Grade 5 - \$23.00

Grade 6 - \$24.00

Grade 7 - \$25.00

Grade 8 - \$26.00

Grade 9 - \$27.00

Grade 10 - \$28.00

Employees will receive at least the yearly percentage wage increase in Section 2 plus any additional raise to meet new minimum for their grade each year.

4. **Compensation Study Changes** – Employees will be moved to the Grade recommended by the Compensation Study and will be at least at the minimum of any new grade. Salary Bands shall be revised to have a 53% spread from minimum to maximum.
5. **Seniority Bump**- After 10 years in the same Grade an Employee’s wage rate shall be at least 8% above the minimum.
6. **Benefit Improvements and Other Minimal Healthcare Changes**

(Please Note: Premiums, Deductibles, and Co-Pays will remain the same as in the current Classified CBA for PPO plan, HMO plan and prescription plan; other than emergency room co-pay).

- a. **Parental Leave** – Employees may take up to 4 weeks of paid parental leave during the first year of their child’s birth or within first year of adoption of child.
- b. **Domestic Partner Benefits for Full-Time Employee** - Domestic Partner benefits currently in CBA updated to include opposite gender domestic partners with same evidence of spousal equivalency and additional requirement of at least one-year co-habitation. Criteria currently in CBA Article VI 3. (a)-(g) remain the same except (b) is changed to “Neither Employee or Employee’s spousal equivalent are married to anyone else” and (e) is changed to “An Employee’s spousal equivalent resides together with Employee, has done so for at least one year; and both the Employee and the Employee’s spousal equivalent intend to do so indefinitely.
- c. **Bereavement Leave**- Same definitions across bargaining units and consideration for differing religious and cultural practices. Employee shall be eligible to take up to five (5) consecutive working days of bereavement leave with pay for the death of an Immediate Family Member. Immediate Family Member shall include Spouse/Domestic Partner; Parent/Step-Parent/Parent-In-Law; Child/Step-Child; Sibling/Step-Sibling; Grandparent/Grandchild; or person who is a member of the

employee's household as of the date of death, including a person who left the household to go to a nursing home, hospice, or hospital. Employee shall receive one-day bereavement leave for ex-spouse. The College shall consider a written request for the use of non-consecutive bereavement leave days for Immediate Family Members upon written request of the employee which shall not be denied without good reason.

- d. **Dental** - Dependents may stay on dental plan up to the age of 26.
- e. **Sunset low-enrolled Dental plan** – United Concordia Dental Plan - No new enrollees as of date of MOA.
- f. **Post-Retirement Benefits** –
 - i. **Add Medicare Advantage Plan options** – Offer Medicare Part C options to existing options for retiree healthcare, but maintain Medigap Part F option as well.
 - ii. **Sunset Keystone 65 plan.** (Currently only 15 enrollees; no new enrollees).
- g. Spouse in full-time units who has healthcare through another employer pay incentive to stay on other employer plan (\$500).
- h. Higher Co-Pay for Emergency Room Appointments for both PC (\$150) and Keystone (\$100).
- i. No contributions to 403(b)plan when on long-term disability.

7. CCP Apparel – College has the right to require Classified Employees in Student Facing Service Positions to Wear CCP Uniforms/CCP Apparel and/or Nametags.

8. Anti-racist training required once every three years.

9. Pay Errors. CCP will not seek repayment of overpayments caused by CCP administrative error through no fault of Employee that are more than one (1) year old.

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.

SIGNATURES NEXT PAGE

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

By : _____

Name: _____

Date: _____

By: _____

Name: _____

Date: _____

Community College of Philadelphia

By: _____

President Donald Generals, Ed.D.

Date: _____