



# BARGAINING PLATFORM

## A rising tide lifts all boats.

When FFAP members get the resources they need, everyone benefits—including our colleagues, families, community members, and most importantly, our students. When we join together as a union to demand higher wages, improved working conditions, and the best education for our students, we are not the boats,

## #WeAreTheTide.

### **Fair Pay**

We need COLAs that keep up with the rising cost of living in Portland.

### **Affordable Health Insurance**

Raise the cap and ensure that no faculty or AP will lose their health insurance.

### **Job Security for PT faculty**

Raise the FTE cap, value seniority, and initiate right of first refusal.

### **Shared Decision Making**

Meaningful participation in decisions that affect our students, our work lives, and the College.

### **No One Should Risk Their Lives at Work**

We deserve a healthy and safe working environment.

### **One College, One Job**

Work performed by part-time faculty and part-time APs should be paid as and count toward FTE.

### **Support CTE**

Higher initial step placement to support market rate salaries for Career Technical Education (CTE) program faculty and other hard-to-fill positions.

### **Stop Workload Creep**

We deserve a manageable and equitable workload.

### **Hire APs to do AP work**

Using non-bargaining unit positions to fulfill bargaining unit work harms *everyone*.

**PCC Federation of Faculty  
and Academic Professionals**  
[pccffap.org](http://pccffap.org)



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