

Columbia Basin College
2018-2021 CBC/Association for Higher Education (“AHE”)
Collective Bargaining Agreement (“CBA” or the “Agreement”) Summary

Pursuant to Chapter 43.88 RCW, the following is Columbia Basin College’s summary of the [2018-2021 CBC/AHE Collective Bargaining Agreement](#) (“CBA” or “Agreement”). The CBA covers all faculty members (full-time, adjunct, temporary and special faculty). The total number of faculty in the bargaining unit is 405.¹

The duration of the CBA is for three (3) years. The College also has some Memorandum of Understandings affecting the CBA, which are located at: [CBC Labor Relations](#). The full-time faculty salary schedule and titles can be found in Article 13 (Compensation). The adjunct faculty salary grid can be found in Article 17 (Adjunct Faculty). As faculty are paid on a salaried basis with workload requirements in Article 7 (Workload), they are not eligible for overtime pay. Full-time faculty do have the option of teaching extra-contractual courses at an adjunct rate of pay beyond their regular full-time workload.

Columbia Basin College provides different types of leave for full-time faculty in Article 15 (Faculty Leave), which includes sick leave, banking of extra-contractual pay as leave, personal, presidential leave, bereavement, civil duty, military, professional and sabbatical leave. Additionally, the College offers a sick leave annual buyout for eligible faculty members. For adjunct faculty, the College provides in Article 15 a personal leave day and sick leave. As for benefits, faculty members are eligible for a variety of benefits, including employer-sponsored health coverage (e.g., medical, dental, vision, life and long-term disability insurance), retirement with employer contribution, unemployment and VEBA. Some adjunct faculty who meet the workload requirements in Section 17.8 are eligible for various types of benefits depending on the number of courses taught. Faculty members have the option of participating in either the State Board Retirement Plan (administered by TIAA) or the Teachers’ Retirement System (administered by the Department of Retirement Systems).

The College’s layoff provisions for full-time faculty are in Article 12 (Reductions In Force), which does not include temporary layoffs.

The provisions of the Agreement may be reopened at any time by mutual consent by both CBC and AHE.

¹ Since the number includes adjunct, the total number of bargaining unit members fluctuates from quarter to quarter.