

The following initial proposal was presented to the CEC negotiations team on July 16, 2024. Below, you will find our overview of the proposal, as well as the specific changes to the Collective Agreement that we tabled. In the margins of the table below, you will find brief notes explaining the intent of the changes.

### **Partial-Load Presentation**

Precarious contract faculty comprised approximately 2/3 of faculty in the Ontario public college system in 2021; partial-load faculty members – those precarious workers for whom we are bargaining – make up a large proportion of all contract faculty, with their numbers increasing steadily over the last decade. These faculty members face inequitable workloads for inequitable pay (including teaching nuances which are accounted for in full-time teaching, such as preparation factors and different types of evaluation), unclear job duties that continue to expand with impunity and increased demands on their time for factors that have added to all faculty workload such as increased student accommodations, increased use of technology and the increased recruitment of students whose primary language is not English or French. In addition, not knowing if they have work from one semester to the next causes no small amount of stress in their lives and contributes to the inability to secure mortgages or bank loans, plan family events and reliably deal with debt and budget management.

Unsurprisingly, these working conditions have led to the following demands from our membership, which we address in the proposed language changes before you:

- Ensure that all work performed by partial-load faculty is appropriately and equitably recognized, recorded, and compensated, including work done outside the contract period.
- Ensure that all faculty (professors, instructors, counsellors, librarians) workload is accurately measured, recorded, and fair.
- Ensure that faculty workload measurements reflect current changes in our profession, including student needs (e.g., accommodations and language proficiency), delivery modes, artificial intelligence, and other relevant factors.
- Improve benefit coverage for all faculty.
- Improve job security for partial-load faculty and employment stability for all bargaining unit members.

The proposed language you have before you addresses these demands from our membership. Compensation and benefits will be addressed in future proposals.

Many partial-load faculty do not have benefits outside of their college employment. When their contracts end, so do the benefits. Bridging, while possible for some, is a costly option that many cannot afford. You will find changes to paramedical, dental and eye care coverage co-pays to make access to benefits more affordable for partial-load faculty, as well as making benefit-bridging more accessible.

Job precarity remains a large concern for our partial-load members. The inability to plan around employment from semester to semester causes many disruptions in their personal and professional lives. Our proposals address this with language that provides more solid timelines

for partial-load contracts being issued, as well as for multi-semester contracts for those faculty who regularly teach core program courses that are offered on predictable cycles.

Most importantly is the introduction of language surrounding the partial-load Assignment Calculator (PLAC). Similar to the Standardized Workload Formula for full-time faculty (or SWF), the PLAC would document in a standardized manner the workload expected of partial-load faculty, and attribute time for course preparation, evaluation and student support. This will allow reliable data collection for CBIS purposes, all of which corresponds with recommendations made by Neutral Chair Michelle Flaherty in the Workload Taskforce Report, as well as providing clear expectations of what is expected for partial-load faculty.

Finally, you will find language surrounding improvements to the Partial-Load Registry intended to make the administration of the registry less onerous for all involved by having ongoing registration rather than annual re-registration.

When adopted, this language will simplify the workload on the colleges by allowing more streamlined administrative work in the assigning of partial-load work and the Partial-Load Registry, and also provide the much-sought after stability that partial-load faculty have consistently demanded. In doing so, partial-load faculty will be in a position to better support students, as well as the college community, and continue to contribute in the meaningful ways that they do now.

Any articles not referenced remain unchanged.

**Article 26**

**PARTIAL-LOAD EMPLOYEES**

**26.03 B** The College shall endeavour to issue all contracts **no later than one week** prior to the start of the contract. The College shall, upon the initial hiring of a partial-load teacher in the bargaining unit, forward a copy of the initial step placement calculation to the Union Local President.

**[New]**

**26.03 D** **If the college fails to provide a contract in a timely manner, pursuant to 26.03 B, then the college shall compensate the partial-load employee with a minimum of 1.5 times the weekly compensation outlined in that contract.**

**26.09 Statutory and College Holidays**

Partial-load employees who are under contract on the last working day prior and the working day subsequent to a holiday as defined in Article 16, Holidays, shall be paid for these if they are regularly scheduled teaching days and shall have such day counted for the purposes of service pursuant to Article 26.10 C. Under contract means there is a written contract between the College and the employee. Details regarding participation, eligibility, waiting period and benefit level are as follows:

	<b>Statutory and College Holidays</b>
<b>Participation</b>	All partial-load employees under contract
<b>Eligibility</b>	All partial-load employees under contract
<b>Waiting Period</b>	Nil

*Provides stability and predictability for PL employees.*

<b>Benefit Level</b>	<p>Partial-load employees will receive regular pay if</p> <p>(i) the holiday occurs on a day the employee would have been scheduled to work, <del>and</del></p> <p>(ii) <del>the employee was in attendance the scheduled day of work, both before and after the holiday.</del></p>	
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\*Clarity note: The change from the 2017 to 2021 version of this article to the above version shall become effective January 3, 2022.

**26.10 D** In addition to maintaining a record of a partial-load employee's job experience, the college shall keep a record of the courses that the employee has taught on or after December 20, 2017, in a part-time, partial-load or sessional capacity and the departments/schools where the partial-load employee has taught such courses. An employee may provide the college with evidence of courses that the employee has taught in a part-time, partial-load, or sessional capacity prior to December 20, 2017.

~~By April 30<sup>th</sup> in each year, a currently or previously employed partial load employee must register their interest in being employed as a partial load employee in the following academic year and the maximum number of teaching contact hours that they are prepared to teach (to a maximum of 12). This individual will be considered a registered partial load employee for the purpose of 26.10 E. For the Fall, Winter, Spring and Summer terms of the 2021-2022 academic year and the Fall 2022 semester, partial load employees must register no later than October 30, 2021.~~

**A newly hired partial-load employee shall be automatically enrolled in the partial-load registry. After a partial-load employee has been registered, the registration will remain in effect until the partial-load employee modifies or withdraws their registration. Each partial-**

**load employee shall have the right to modify the maximum number of teaching contact hours that they are prepared to teach (to a maximum of 12) on an annual basis on or before April 30 each year. The College will maintain and update the accumulated service credit for each partial-load employee on the registry. Effective October 1, 2024, all partial-load employees as defined in Article 26.10 E shall be automatically enrolled in the partial-load registry. If a partial-load employee meets the criteria set out in Article 26.10 E (i) and are not currently on the registry as of October 1, 2024, they shall have the opportunity to register by April 30, 2025.**

Upon request, ~~the~~ The College will ~~make available~~ **shall provide** to the Union, 4 weeks after April 30th in each year, a list of the partial-load employees who have **are** registered in accordance with this article and the courses which the partial-load employee has taught on or after December 20, 2017, in a part-time, partial-load or sessional capacity.

**26.10 E**

Subject to the application of Articles 2.02, **2.04 A** and 27.06 commencing in the 2018-2019 academic year, where the school or department within a college determines that there is a need to hire a partial-load employee to teach a course that has previously been taught by that registered partial-load employee, pursuant to 26.10 D in the department/school, it shall give priority in hiring to such partial-load employee if:

- (i) They are currently employed, or if they have previously been employed as a partial-load employee for at least eight (8) months of service as defined in 26.10 C within the last four (4) academic years, and
- (ii) The assignment of such course will not cause the employee to exceed the maximum teaching contact hours for partial-load employees.

Where a school or department determines that there is a need to assign a course on a partial-load basis and a partial-load employee has priority over such a course, the school or department shall offer such employee the maximum number of teaching

*The registry as currently maintained is administratively complex for all parties. The proposed language simplifies the maintenance of the registry.*

*Every local requests this list every year. It is therefore logical that the College simply provide it as matter of course.*

contact hours from amongst the courses for which they have priority but not exceeding the number of teaching contact hours that the partial load employee has indicated their preparedness to teach. Where the assignment of one or more course **sections** is cancelled the school or department shall not be required to reassign or redistribute courses **in accordance with 26.10**

**E.**

The offer of partial-load employment is conditional on the college subsequently determining there is sufficient enrolment to warrant the assignment being offered. Where two (2) or more partial-load employees would be entitled to be offered the a course assignment, the employee with the most service will be offered the first opportunity. The College shall not circumvent the priority established pursuant to this article by assigning a new course code or name to a course unless there has been a major revision of the course or curriculum.

[New]

**26.10 F**

**Where the College knows through regular course offering cycles and schedules that it will be offering courses regularly taught by a partial-load employee in two or more subsequent semesters, the College shall, prior to the start of the fall semester, offer the partial-load employee entitled to those courses a single contract covering the subsequent semesters, in keeping with the registry language as prescribed in article 26.10 D.**

[Renumbered subsequent]

**26.10 G**

Where a partial-load employee advises the College that the employee has:

- (i) given birth to a child and has not worked for a period of up to 78 weeks from the date of birth; or
- (ii) has become a parent, not by giving birth, and has not worked for a period of up to 63 weeks from the date that the child has come into the custody, care and control of the employee for the first time;

The College will extend the period in 26.10 E (i) by such period that the employee has not worked.

*This change provides stability to PL employees, and enables them to accomplish things like financial planning, securing loans, mortgages, etc.*

**26.10 H** It is understood that a partial-load employee's priority in hiring provided for in article 26.10 E shall cease to apply where the partial load employee is terminated from employment for cause, which termination is not reversed pursuant to the

[New]

**26.11** **Partial-Load Workload**

**26.11 A** **Each partial-load employee shall have a workload that adheres to the provisions of Article 11.01 as set out in Article 26.11 F and calculated to be no more than 70% of a full-time workload.**

**26.11 B** **When issuing a partial-load work assignment, the College shall provide the partial-load employee a partial-load Assignment calculator (PLAC) which shall be reflected on employment contracts.**

**26.11 C** **The workload calculation shall follow the same format as prescribed in Appendix X PLAC.**

**26.11 D** **Total workload assigned and attributed by the College to a partial-load employee shall respect the provisions set out in Article 26.10 E (ii).**

**26.11 E** **The workload calculation on a PLAC shall consider all the factors listed in Article 11.01 B 1.**

**26.11 F** **The PLAC shall use the same criteria as set out in Articles 11.01 A, 11.01 B2, 11.01 C, 11.01 D 1, 11.01 D 3 (notwithstanding 26.10 E), 11.01 E 1, 11.01 E 2, and 11.01 E 3.**

**26.11 G** **The PLAC shall cover the entirety of the period of time the partial-load employee is expected to work, including, but not limited to, exam proctoring outside of the standard semester length for the program(s) in which they are hired to teach. Such work will be paid at the same rate of pay throughout the duration of the period covered by the PLAC, as per the**

*This language provides a mechanism to document and place reasonable limits on the workload of PL faculty as is supported by the Workload Taskforce Report.*

**salary calculation provided to the partial-load employee.**

**26.11 H The partial-load employee may be reimbursed for costs associated with professional development, as approved by their supervisor or other body established by the College to deal with allocating resources made available for this purpose.**

**26.11 I All partial-load employees shall be paid \$80.00 per hour for all mandatory training required as a condition of employment, including but not limited to WHMIS, LMS training, college orientation, etc.**

*This minor financial commitment by the colleges illustrates that the colleges value their time.*