

**UNION Revised Partial-Load Workload**  
**New Article 26.11 Proposal**  
**FOR THE MODIFICATIONS TO THE COLLECTIVE AGREEMENT**

Between the  
Ontario Public Service Employees Union (OPSEU)  
For the College Academic Staff  
(the "Union")  
And  
The College Employer Council  
The "Employer"

The Union proposes the continuation and renewal of the current provisions in the collective agreement (including relevant Schedules, Letters of Understanding, Memoranda of Agreement or Settlement, Appendices and Letters of Agreement or Understanding), with the exception of the following modifications;

The following Union proposals are tabled without prejudice. Further the Union reserves the right to ADD, DELETE, AMEND or otherwise alter these proposals during the course of bargaining.

Unless otherwise stated, all changes to be effective October 1, 2024. It must be expressly understood that agreement on some proposals may require a parallel change elsewhere in the collective agreement.

## Union Revised Proposal

[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 and 26.01 B. 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 VII Partial-Load Assignment Calculator.**

**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 (i), (ii) and (iii).**

**26.11 F**      **The PLAC shall use the same criteria as set out in Articles 11.01 A, 11.01 B 2, 11.01 B 3, 11.01 C, 11.01 D 1, 11.01 D 3 (notwithstanding 26.10 E), 11.01 E 1, 11.01 E2 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 salary calculation provided to the partial-load employee.**

(Appendix VII Partial Load Assignment Calculator has been revised to include reference to Article 11.01 B3 Mode of Delivery)

## **Union Rationale**

This language provides a mechanism to document the workload of partial-load faculty as is supported by the Workload Taskforce Report. Workload Taskforce Recommendation 5 speaks to the need for tracking and recording partial-load workload. The full scope of workload is not presently being captured by the current system as identified in the Workload Taskforce Report.

### **26.11 H**

**The parties agree**

**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.**

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### **26.11 I**

**Union maintains its proposal in U2**

**Union Original Proposal**

**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.**

## **Union Rationale**

There needs to be a transparent and consistent practice outlined in the collective agreement that properly addresses the process for compensation of partial-load faculty to complete mandatory training. The current system of informal practices is inconsistent and inequitable.

**We maintain our position as it pertains to all Article 26 proposals in U17**

APPENDIX VII

# Partial Load Assignment Calculator

College \_\_\_\_\_ Dept. \_\_\_\_\_

Teacher \_\_\_\_\_

Period Covered by PLAC From \_\_\_\_\_ To \_\_\_\_\_

| Course/<br>Subject<br>Identification     | Assign Teaching<br>Contact Hours | Mode<br>of<br>Delivery | Language(s) of<br>Instruction | Preparation |            |                  |                              | Evaluation Feedback |            |            |                  |                              |
|--|----------------------------------|------------------------|-------------------------------|-------------|------------|------------------|------------------------------|---------------------|------------|------------|------------------|------------------------------|
|  |                                  |                        |                               | Type        | Factor     | Attributed Hours | Additional<br>Attrib'd Hours | Class Size          | Type       | Factor     | Attributed Hours | Additional<br>Attrib'd Hours |
| References<br>to Collective<br>Agreement | 11.01<br>B & C                   | 11.01<br>B3            | 11.01<br>D                    | 11.01<br>D  | 11.01<br>D | 11.01<br>D       | 11.01<br>D                   | 11.01<br>E          | 11.01<br>E | 11.01<br>E | 11.01<br>E       | 11.01<br>E                   |
|  |                                  |                        |                               |             |            |                  |                              |                     |            |            |                  |                              |
|  |                                  |                        |                               |             |            |                  |                              |                     |            |            |                  |                              |
|  |                                  |                        |                               |             |            |                  |                              |                     |            |            |                  |                              |
|  |                                  |                        |                               |             |            |                  |                              |                     |            |            |                  |                              |
|  |                                  |                        |                               |             |            |                  |                              |                     |            |            |                  |                              |
|  |                                  |                        |                               |             |            |                  |                              |                     |            |            |                  |                              |
| Weekly<br>Totals                         |                                  |                        |                               |             |            |                  |                              |                     |            |            |                  |                              |

Preparation Hours / Subject = Factor X Teaching Contact Hours

Evaluation Feedback Hours / Subject =

Factor X Class Size X Teaching Contact Hours

|   |  |
|---|--|
| Number of different course preparations |  |
| Number of different sections            |  |
| Number of languages of instruction      |  |

Summary of Weekly Totals

|  |                          |
|--|--------------------------|
| Assigned Teaching Contact Hours / week |                          |
| Preparation Hours / week               |                          |
| Evaluation Feedback Hours / week       |                          |
|  | Total this period (PLAC) |

Dates of Discussion of Proposed Workload: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Date PLAC Received by Faculty Member: \_\_\_\_\_

Supervisor's Comments: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Supervisor's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Faculty Member's Comments: \_\_\_\_\_