

Which plan is better for partial-load faculty?

Currently, over 80% of the teaching done in Ontario colleges is being done by contract faculty: part-time, partial-load, and sessional faculty combined. On September 14, partial-load faculty face a choice about what kind of a system is better for them and their students. Your union represents all partial-load and full-time faculty, and is engaged in an historic organizing campaign to gain the same rights for part-time and sessional faculty who—until recently—were excluded by provincial legislation from organizing and having the protections of a collective agreement.

Partial-load faculty issues are a top priority in this round of negotiations. This round, all 24 college locals voted for demands that would dramatically reduce the inequity and instability for partial-load faculty. At the negotiations table, your faculty bargaining team proposed a settlement offer that prioritizes fairness for all faculty through:

- Improved job security for partial-load faculty
- Equal pay for equal work
- Better paths to full-time jobs
- Complement language that would increase the number of full-time jobs available
- Stronger workload protections for both partial-load and full-time faculty
- Equitable access to benefits for partial-load faculty

You can find faculty's full plan [here](#). To help you make a decision on how to vote, below is an overview of what College Council's offer would mean for partial-load faculty.



FREEZE ON ARTICLE 2

The College Council wants to continue the moratorium on grieving Article 2. Without Article 2 and proposed improvements, full-time positions are not being filled. Voting YES shows your support for holding management accountable for filling full-time teaching positions.

The Article 2 moratorium prevents partial-load faculty from access to full-time jobs. Since the moratorium has been in place since 2014, the system has seen an over 10% increase in contract faculty, and full-time positions have decreased. The faculty plan ends this freeze, and improves security and pathways to full-time jobs. College Council's settlement offer would extend this hiring freeze for another 4 years, and includes nothing to improve the number of full-time jobs, nor any improvements to partial-load job security.



\$123,000,000

The colleges have been underpaying partial-load faculty by \$123 million each year. A \$250 pay-off is an insult. Voting YES shows your support for equal pay for equal work.

The faculty proposal has partial-load professors covered by Article 11 so that all of your work—including preparation and evaluation—is accounted for, and that you are paid at a rate pro-rated from the full-time salary grid. It's a simple idea: equal pay for equal work. Council says this would cost an additional \$123 million—the difference between what you are being paid now vs. what you would be paid if your work was calculated in the same way as full-time faculty. Council's plan would pay each partial-load faculty member a \$250 signing bonus, but no other improvements to workload, salary, or benefits.



BILL 148

Bill 148, the "Fair Workplaces, Better Jobs Act," aims to improve working conditions for precarious workers. The College Council wants to include language that will circumvent and undermine the purpose of Bill 148. Voting YES shows your support for equal pay for equal work.

College Council refuses to honour their upcoming obligations under Bill 148 and will not negotiate fair wages for partial-load faculty at the bargaining table. Their offer tables any discussions until after a settlement is signed, and they have explicitly stated that there will be no new money to fund any changes. They have also refused our offer to approach the government together to lobby for increased funding. The faculty team believes that there is no need to wait: the time is now to negotiate equity for partial-load faculty.

By voting yes on September 14 you give your bargaining team the strength we need to show management that faculty are serious about our demands for fairness, and that we are willing to stand together to fight for the rights of all faculty. Your team is committed to making equity for partial-load faculty a reality in the Ontario college system, and we need your vote to make that happen.