



Partial Load Questions and Answers

Q: What is there for partial-load teachers in this round of bargaining?

A: The Union has proposals for job security, workload, salary and benefits.

Q: What are the improvements to job security?

A: The assigning of partial-load teaching contracts would be based on seniority and the ability to teach the required subjects. Seniority will be calculated based on the number of weeks with any assigned workload, not just weeks in which there is teaching. In addition, the college will give preference to partial-load positions over part time positions.

Q: What are the improvements to workload?

A: Partial-load teachers would receive a SWF with all the workload factors for preparation, evaluation and class size applying as well as all assigned complementary functions. The maximum assignable work will remain 12 teaching hours but a new maximum of 26 workload hours will also apply.

Q: How would partial-load teachers be paid?

A: Partial-load teachers would receive the same raise as full-time teachers and would be paid for actual workload hours rather than teaching hours. There would be additional compensation for assisting students outside the classroom. This would be a big improvement, as currently many partial-load teachers have actual workloads that exceed those of full-time teachers yet receive less in compensation and benefits.

Q: What are the improvements to benefits?

A: Pay for all statutory holidays (whether or not one has classes scheduled that day). Additionally, benefits negotiated for full-time faculty would be available to partial load teachers.

Q: What are management proposals for partial-load teachers?

A: There are no improvements for partial-load teachers. Like full-time teachers, partial-load teachers are working under imposed terms and conditions and do not have a collective agreement. Changed working conditions could be imposed at any time.