

**OPSEU Local 560**  
**Your Seneca College**  
**Faculty Union**

Apr 3, 2014

Contact your union at:

union@opseu560.org

or

416-495-1599

<http://opseu560.org>



### What is Partial Load?

A partial-load employee is defined as a teacher who teaches more than six and up to and including 12 hours per week on a regular basis.

Partial Load employees are often called the "silent majority" in our colleges. The number of P/L faculty have increased, and in some colleges make up the bulk of the teachers in any semester.

Partial load faculty receive contracts on a semester-by-semester basis; they never know from one teaching period to the next if they will get another contract.

They fear that if they speak up about anything they may not get another contract, with no explanation given. Some P/L faculty have been teaching that way for decades.

**THE LOCAL**

*EXPRESS*

## IMPORTANT ISSUE FOR PARTIAL LOADS

### Background

Article 26.06A requires the college to pay 100% of Sun Life Extended Health Care for all partial load faculty when a contract is issued. You are automatically included unless you opt out, and since this is a taxable benefit, you might opt out if you have coverage elsewhere. You also need to sign up in this plan in order to qualify for vision and hearing coverage, although you have to pay the premiums for these two additional forms of coverage. You may also bridge benefits between contracts.

### Situation

The college is now refusing, as of May 1, to automatically enroll partial load faculty in the Extended Health Care benefits package. Instead, each partial load must ask to enroll. As part of the i3 computer system changes in HR, they are going to make it more difficult for partial loads to keep and maintain benefits that the college is required to provide, relying on an arbitration award that was, in our view, wrongly decided. No doubt they are hoping that some partial loads will miss the sign up, and save the college a few bucks by not having to pay insurance premiums.

### What You Need to Do

1. It appears that current partial loads who have coverage will be sent notices and a form to complete to indicate that they must sign up to get coverage. Complete the form. **If you miss signing up within the sign up deadline period, you may have to wait at least 6 months before you get another opportunity.**
2. If you will be teaching in May/June and have not received a notice, you should send an email to the HR director, Beverley.Burns@senecacollege.ca indicating that you have not received notice to sign up for Extended Health Care and that the email is notice to the college that you want to enroll in the Extended Health Care benefit plan. You should also ask that the forms be sent to you.
3. If you are going to be between contracts -- and that is anyone who will miss a pay period -- contact the HR director, asking to bridge benefits.

If you have questions about this, please feel free to contact Larry Olivo, Chief Steward, or Jonathan Singer, Local 560 President.