

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

Jul 28, 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

Who's Behind Partial Load Changes?

Currently, Partial Load faculty are seeing systematic reductions in their hours, and are even threatened with non-renewal of contracts. Management has been indicating that this is due to a Union grievance, which was settled in March of this year.

This is incorrect. Management's focus on the bottom line leads them to use part time and sessional instructors because it is simply cheaper, since neither of those categories of faculty is covered by the collective agreement, and since the College does not have to offer them benefits or wage minima. This is a general trend at many colleges, and certainly at Seneca, starting well before the settlement of the union grievance.

A quick look at the facts should dispel any idea that the grievance settlement is the cause of this. A 2006 grievance regarding the College's abuse of Partial Load faculty concluded in March with a mediated settlement in which the College agreed to create some 24 full time positions across the college over a period of two years. Considering that there are around 600 full time faculty now, this is a drop in the bucket. It is ridiculous to assert that the creation of 24 new full-time faculty positions in the next two years should oblige the college to deprive hundreds of contract faculty of the benefits and pay rates that they enjoyed as Partial-Load faculty.

Given that the college puts considerable resources into PR, advertising, and, frankly, propoganda, it is no surprise that they have concocted this tale that the union is responsible for the loss of partial load jobs. That alibi provides a very good smokescreen for what they are actually doing, which is saving money at the expense of Seneca's most vulnerable faculty members, regardless of the impact on their livelihoods, or on Seneca's educational quality.

Experienced faculty know the impact on educational quality if Partial Load faculty are reduced or eliminated. Part time teachers, while dedicated to their classes, will need to have other jobs to go to. They are not paid for lengthy consultations with students, for participation in college events, nor for additional time spent preparing for classes or developing extra materials for the students.

When your educational model is to do things as cheaply as possible, you get what you pay for.

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