

Get to know your Collective Agreement:

# Partial Load Registry

2021

## Art. 26.10 C – E: Gains from 2017

- **Section C:** effectively **doubles** the rate at which partial-load (PL) faculty earn service credits.
  - Before Oct 1, 2017, 30+ TCH per month = ½ service credit
  - After Oct 1, 2017, 30+ TCH per month = 1 service credit
- **Section D:** describes the college's and the faculty's responsibilities.
  - College must maintain records of PL courses taught/department
  - Faculty must register by Oct 30 for following calendar year
- **Section E:** explains how the college will offer hiring priority for courses.
  - Many nuances in the process/details

## 26.10 E

*... where the school or department within a college determines that there is a need to hire a partial-load employee to teach a course that has previously been taught by that registered partial-load employee in the department/school, it will give priority in hiring to such partial-load employee if:*

- If the college decides to offer the course to part-time or sessional, they can.
- Priority is only for courses previously taught in that department/school.
- PL faculty must be “registered”.

## 26.10 E, cont'd

*Priority will go to such Partial Load employee if:*

*(i) They are currently employed, or if they have previously been employed as a partial-load employee for at least eight (8) months of service as defined in 26.10 C within the last four (4) academic years*

## 26.10 E, cont'd

*(ii) The assignment of such course will not cause the employee to exceed the maximum teaching contact hours for partial-load employees. The offer of partial-load employment is conditional on the college subsequently determining there is sufficient enrolment to warrant the assignment being offered. Where two (2) or more partial-load employees would be entitled to be offered the course assignment, the employee with the most service will be offered the first opportunity.*

- Contract requirement: up to 12 hours/week
- Courses may be cancelled, but no “bumping” rights for faculty
- Service credits determine who gets priority (the “first opportunity”)

## Scenario #1

I've been PL for years and have a lot of service credits. I always get 12 h. This term, I've only been offered 9 h. What can I do?

- Contact your supervisor and let them know you're open for more work.
- The registry doesn't guarantee “maximized” contracts. As long as the faculty is offered a PL contract (7 – 12 hours), the college is in compliance.

## Scenario #2

My supervisor offered me 3 sections, 3 hours each (total 9 hours), but I only want to teach 2 of them. If I turn it down, I'll only be at 6 hours. Do I have the right to another course?

- No. As per the previous slide, once the college has offered faculty a PL contract, they have fulfilled their obligations.
- There is also no obligation on the college's part to offer multiple sections of a course to a faculty member who has hiring priority for the course.

## Scenario #3

I've been PL for 3 years, and was hoping to be again this semester, but just found out I've been given a PT/no contract. What do I do?

**Question #1:** Are you on the registry?

- **I don't know:** Contact your supervisor/HR to find out.
- **No:** You have no priority in hiring. Contact your supervisor and let them know you're still interested in more work.
- **Yes:** Move on to Question #2.

**Question #2:** What courses have you taught, and in which department/school?

- Get a complete list with course codes.
- These are the “cards” you have to play with. You can compete for any one of them, no matter how many times you’ve taught them. Once they’re in your hand, they’re yours to play.
- For each course on the list, move to Question #3.

**Question #3:** Has the college offered your course (or courses) to another PL faculty?

- **I don’t know:** Ask your supervisor directly. In order to advocate for yourself, you need to have information, and they are obliged to provide that information. Be polite, but direct. **If you’re having trouble getting an answer, get your Union involved.**
- **No:** There is no violation of the collective agreement. The Registry only addresses priority within PL faculty. Let your supervisor know you’re interested in more work.
- **Yes:** Move on to Question #4.

**Question #4:** Do you have more service credits than the PL faculty member teaching the course(s) you have priority for?

- **I don't know:** Check the seniority lists. They are located in all public gathering areas of the College. The Union President will also have a copy. You can also ask your supervisor or HR representative.
- **No:** You do not have priority. Let your supervisor know you're interested in more work.
- **Yes:** You have priority - assert it! Let your supervisor know that you know you have priority. If the error is not corrected, GRIEVE.