

Local 560, Seneca College Faculty Union
2942 Finch Avenue East, Suite 119
Toronto, Ontario, M1W 2T4

February 6, 2010

Dear Partial-Load Colleague,

If you have been listening to the progress of negotiations through the lens of radio or TV, you may have concluded that these negotiations are not your negotiations, and that they do not apply to you. Rest assured – they do.

Partial-Load interests were an important part of the demands passed by CAAT-A faculty during demand setting. To date, management has refused to move on these issues, but your team remains committed to continued bargaining and or arbitration to ensure an improvement in working conditions for Partial-Load faculty. This can happen only if we reject the current offer and thereby force management to reconsider its position.

This letter will provide information that is relevant to Partial-Load faculty. You can analyse the union's proposals, the employer's position, and a workload issue that has an indirect but significant impact on you.

Items Specific to Partial-Load Faculty

Union Proposals for Settlement	Consequence
<p>A Standard Workload Form (SWF) for Partial-Load Faculty Articles 26.01, 26.02, 26.10, 26.11</p>	<p>Partial-Load Faculty would be guaranteed full credit for preparation, evaluation and all other assigned duties (assistance to students, development and revision of courses, meetings, travel, etc.).</p>
<p>Seniority Rights Article 27.11 B1 and B2</p>	<p>Partial-Load faculty would have the right to Partial-Load positions based on seniority (service) and improved access as internal applicants to all faculty jobs.</p>
<p>Pay – for all work (teaching contact time and beyond) Article 26.04</p>	<p>The grid would be redesigned to ensure that Partial-Load Faculty are paid for <u>all</u> hours worked (teaching, out-of-class assistance, preparation, evaluation, curriculum development, meetings, etc.). This results in an increase in take-home pay and prevents overloaded classes.</p>

Management's Current Offer	Consequence
No SWF	No credit for preparation, marking, meeting with students, design and revision of courses, training sessions, etc.
No Job Security	Continued insecurity
No Seniority	No recognition of service
No Improvements to Progression on Salary Grid	Remains unfairly slow
No Extended Health Benefits Improvements	No advances

In other words, Management's offer contains *nothing* specifically for Partial-Load faculty – no improvements.

Workload Changes Proposed for Full-time Faculty would Result in Partial-Load Layoffs

Management has tabled language in the area of workload for Full-Time faculty, including modified workload arrangements (Article 11.09) that can affect 20% of FT faculty whose only workload limit would be **648** teaching hours per year, as opposed to the current range of **392 to 490** (for 28 to 35 weeks of teaching per year). The consequence is that *they* would be doing more work, and *you* would be doing less. Every hour that is transferred to Full-Time faculty results in fewer hours for Partial-Load (per week).

Your Vote is Crucial

On Wednesday February 10, you will vote on management's current offer. If you want more background information about this latest contract offer, it is available through Local 560's home page www.opseu560.org. There are several communiqués that deal directly with Partial-Load interests.

OPSEU and your bargaining team are putting pressure on the College presidents to agree to binding arbitration and on the government to encourage binding arbitration in the absence of fruitful negotiations. We are also working with the students to make binding arbitration a reality.

Strike Pay

If faculty end up on strike (February 17 at the earliest), Local 560 Partial-Load strikers will receive the same strike pay as Full-Time faculty: \$500/week to start (non-taxable), with OPSEU paying \$125 per week, plus \$25 for each dependant, and Local 560 supplementing this amount by \$375.

To receive a detailed analysis of management's current offer and to sign up for strike pay, we invite you to the membership meeting on Tuesday February 9th, at 5:30 p.m. at the Holiday Inn, Markham, 7095 Woodbine Avenue, just North of Steeles (details at opseu560.org).

If you have further questions, please contact the union at 416 495-1599.

Sincerely,



Patricia Clark, Secretary, OPSEU Local 560