



TO: CAAT Academic Local Presidents
FROM: Ted Montgomery, Negotiating Team Chair
DATE: January 29, 2006
RE: A Memo for Partial-Load Teachers

This is a memo from the faculty bargaining team for Partial-Load faculty.

Most of the bargaining team's newsletter content has addressed those aspects of negotiations that apply primarily to full-time teachers. We want you to know that partial-load faculty have not been forgotten by the union at the bargaining table. In fact, the union has a great deal on the table for partial-loads:

- Salary based on workload -- not only teaching hours. Payment for all workload hours, not just for hours of teaching contact.
 - Use the Workload Formula to calculate prep., evaluation, and comp. functions to determine total workload. If that is over 26 workload hours weekly, then the position must be treated as full time. Twenty-six workload hours is 2/3 of a full load + time for out-of-class assistance to students, and administrative tasks.
- The same percentage salary increases and benefits increases as for full-time
- The right to maintain participation in the group benefits packages for 12 months past any partial-load contract [A huge gain for many who have no other group coverage]
- Credit towards seniority and a reduction of the probation period for all partial-load service when hired full-time
- The right to go to the Workload Monitoring Group to resolve workload problems or inequities
- A seniority right to fill full-time vacancies where the courses are ones the partial-load has been teaching

Among the additional benefits for full-time that partial-load would also gain are:

- Improved vision, dental, and paramedical coverage, and tuition-free courses for family members
- No contracting out of bargaining unit work (includes Partial-Loads)

These demands represent significant gains expressly for partial-loads. Management has nothing in their offer for partial-loads. Management says that by putting the recognition allowance on the salary schedule, partial-load would have access to that allowance. Only some would have access **and** for a new partial-load starting at the bottom of the salary grid, it would take 35 years to get that allowance.

In the event of a strike, OPSEU will be treating partial-loads on an equal footing with full-time faculty members in terms of strike pay and benefits.

For the Team,

Ted Montgomery, Faculty Bargaining Team Chair