

**Q**uestion:

If we as a Faculty in our program teach about 19-20 hours per week for each person, we can cover all the courses. For the good of the program, we agreed to forego overtime claims to ensure the quality and viability of our program. We are heavily marketing our program on weekends and weeknights as well, to ensure we have a good student base.

**A**nswer:

Conestoga College has a bit more than 350 full-time Professors, plus Partial Load teachers, who are all Bargaining Unit members.

If each professor chose to work an average two (2) extra workload hours per week beyond what is on their SWF, (work such as teaching, evaluating, coordinating, semi-permanent filling-in, marketing, etc.) the extra hours worked would total 700+ hours per week.

The maximum SWF total workload hours per week per professor is 44 hours.

So, the 700+ extra hours worked equals sixteen new full-time faculty that we don't have at the College.

While we cannot make this simple mathematical multiplication and averaging work all the time due to smaller programs and schools, we think you can get the point...

ONLY twenty-two faculty NOT working 2 hours extra among a possible 350 garners an equivalent of one new full-time Faculty member.

If you are "covering" more hours than you should, and we think the term covering can best describe it, you are quite possibly denying a full-time job from a future Professor, and your supervisor may not even be aware of the need.

You may also be "covering" the opportunity to obtain a Partial Load teacher for your program (7-12 hours per week teaching load.) Again, supervisor may not even be aware of the need.

Extra hours spent on marketing, while positive, may be stretching yourself too thin as a teacher if you are at maximum load.

In solidarity,  
John Innanen  
Chief Steward,  
Faculty Union Local 237.