

Q_{uestion}:

I'm a sessional employee. My supervisor told me that the Union does not want me to work four semesters in a row at sessional hours, so I have been offered part-time hours this semester. Why?

A_{nswer}:

The information you have been given is not accurate.

The Faculty Union is able to claim sessional faculty who work full-time hours for semesters as full-time Bargaining Unit members, and welcomes them to the ranks of Full-Time employment if they so choose.

The Full-time Faculty Membership consequently grows and becomes stronger as a result. What's not to like from the Faculty Union point of view.

The College as a result incurs more costs for full-time faculty compared to sessional faculty as it must contribute its portions of faculty benefits and pensions on the behalf of a newly-acquired full-time faculty.

Three Articles in the Collective Agreement are in play around the ups and downs of numbers of hours assigned to sessional faculty over four semesters. See the articles below...

If you have a concern or question over the treatment of your work assignments, come to the Faculty Union Office (Doon campus room 2B16) call the Faculty Union Office at (519) 74805220 #3734, or email us at letterbox237@gmail.com
Your discussions with us will be confidential.

NOTE B: Sessional in this context shall mean an appointment of not more than 12 months duration in any 24 month period.

Article 2.03 B The College will not abuse the usage of sessional appointments by combining sessional with partial-load service and thereby maintaining an employment relationship with the College in order to circumvent the completion of the minimum 12 months sessional employment in a 24 month period.

Article 2.03 C If the College continues a full-time position beyond one full academic year of staffing the position with sessional appointments, the College shall designate the position as a regular full-time bargaining unit position and shall fill the position with a member of the bargaining unit as soon as a person capable of performing the work is available for hiring on this basis.

Article 6.01 It is the exclusive function of the Colleges to:

- (i) maintain order, discipline and efficiency;
- (ii) hire, discharge, transfer, classify, assign, appoint, promote, demote, lay off, recall and suspend or otherwise discipline employees subject to the right to lodge a grievance in the manner and to the extent provided in this Agreement;
- (iii) manage the College and, without restricting the generality of the foregoing, the right to plan, direct and control operations, facilities, programs, courses, systems and procedures, direct its personnel, determine complement, organization, methods and the number, location and classification of personnel required from time to time, the number and location of campuses and facilities, services to be performed, the scheduling of assignments and work, the extension, limitation, curtailment, or cessation of operations and all other rights and responsibilities not specifically modified elsewhere in this Agreement.

