

Q_{uestion}:

I am teaching 12 hours weekly (seven (7) to twelve (12) house teaching load is designated as Partial Load). I also perform co-ordinator duties. Co-ordinator duties are full-time. Should I be classified, and compensated, as Full-Time Faculty?

A_{nswer}:

"A 2018 arbitrator's ruling clarified a section of our Collective Agreement, and might have significance for partial-load employees who do coordinator work at Seneca College.

Arbitrator Jasbir Parmar looked at the workload of two Partial-Load faculty members at St. Lawrence College who were teaching 12 hours weekly and also performing co-ordinator duties. She determined that, despite being on "Partial Load" contracts, they were effectively performing Full-Time workloads.

As a consequence, the arbitrator determined that they ought to be classified as "Sessional" faculty.

Parmar then applied Article 2.03C (and Appendix V) of our Collective Agreement, which states that if a Sessional position is extended beyond one full academic year in a 24-month period, it shall be reclassified as a "regular full-time position".

In short, the arbitrator handed Full-Time positions to two Partial-Load professors because they had been teaching as well as performing non-teaching academic duties, such that their workload constituted a Full-Time workload for more than one full academic year in a two-year period.

This ruling has potential to provide significant reward to Partial-Load faculty whose work history aligns with that identified in this recent arbitrator's ruling. If you would like to speak with us about whether or not your Partial-Load experience may qualify you for a Full-Time position, please email us at letterbox237@local237.ca

Thanks to OPSEU Local 560 Seneca College Faculty Union