

Faculty Association FPSE Local 22

1399 Johnston Street, Vancouver, BC, Canada V6H 3R9
Telephone: (604) 844-3866 Fax: (604) 844-3866 Website: www.ecuadfa.org
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The information below is an introduction to your rights as a sessional faculty member, as laid out in the Collective Agreement (our employment contract). It is organized by your faculty association, a union whose membership consists of all teaching and non-teaching faculty (instructors, librarians, counselors, Writing Centre Coordinator).

What Can Non-Regular Faculty Expect Through the Collective Agreement Between ECUAD and the ECUADFA?

Here, the term "non-regular" includes lecturers, sessional instructors, adjunct instructors, substitutes, and artists/designers/scholars in residence. Apologies for that bureaucratic contract language, but knowledge is power!

Your new Collective Agreement (CA) for 2014 to 2019 is available online at www.ecuadfa.org. A hard copy should have appeared in your mailbox at the start of the semester. If you don't have time to read it, here are some points that you may want to know:

- Non-regular faculty have the right to full participation in monthly faculty union meetings (generally the fourth Monday morning of each month at lunch, sometimes adjusted for scheduling reasons). These are a good way to get to know and hear from other faculty members. We hold these meetings to keep you informed and to open the floor for questions. Your participation helps strengthen our faculty as a whole.
- Non-regular faculty have access to the Employee Assistance Plan (EAP), which provides counseling services to faculty members and their dependents
- Non-regular faculty are eligible to participate in the BC College Pension Plan and the Canada Pension Plan
- All faculty members can access credit and Continuing Education courses without paying tuition, provided that no fee paying student is displaced

Sessionals

- A sessional faculty member who has taught four consecutive (not concurrent) course deliveries of the same or substantially similar course shall have Right of First Refusal (ROFR) to the course, if this course continues as a curriculum offering and is made available for non-regular appointment, to a maximum of three sections of any three credit course workload
- HR maintains a list of sessional faculty who have ROFR; this list is made available to the Faculty Association upon request. As members of the Faculty Association, you have the right to see this list, and are welcome to drop into the FA office (NB 280) if you have questions about ROFR.
- Sessional faculty have the right to a performance review to determine suitability for renewal of appointments (Article 9.03.5)
- Sessional faculty receive 6% in lieu of benefits (which will increase to 7% on June 1, 2016)
- Sessional faculty are eligible for sick leave, prorated by teaching load, as outlined in Article 21.02 of the CA
- Sessional faculty are eligible for stipends, which include vacation pay (4%, which increases to 6% after four FTE years of teaching) and payment of up to \$315 for additional duties if specified by the Dean (see Appendix IV of the CA, Procedures for Semestral Sessional Non-Continuing Appointments)

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- Sessional faculty are eligible for leaves of absence as outlined in Article 20 of the CA, including unpaid parental and adoption leave
- Sessional faculty are eligible for death benefits as outlined in Article 27 of the CA

Lecturers

- In addition to what is outlined for sessionals above, lecturers receive an additional 2% added to their base salary for vacation pay
- Lecturers teaching 40% or more receive basic medical and extended health insurance as outlined in Article 21 and benefits including optical care insurance, dental, life insurance, but not long term disability coverage. Those teaching less than 40% receive a payment of 10% of the stipend in lieu of benefits.

Adjuncts

- Adjunct appointments are offered for 2 to 5 years, subject to annual confirmation, on a per-course basis. Appointments are for not more than two courses at any one time, or four courses in an academic year.
Note: Adjuncts do not accrue ROFR.

Professional Development

- Non-regular faculty members who have taught at least two prior semesters or are currently teaching a minimum of 40% at the time of request are eligible for Professional Development funds, pro-rated according to your teaching load
- PD activities and expenses must take place during your contracted period
- The submission deadline is 1 month after end of contract for expenses incurred during the contract

Miscellaneous Community Information

- Sessional course opportunities for the next academic year are posted by Human Resources on the Emily Carr website each spring for a minimum of 10 working days. Check the site or make inquiries to HR in March. After the closing date for applications, regular faculty committees are struck to make recommendations that then go to the Deans for approval, modification or discussion.
- The Sessional Faculty office is in NB 283 if you need computer access on campus. The access code is available from the administrative assistant for your Dean.
- All faculty members can access Emily Carr's Writing Centre for consultations about their work, as well as encouraging access for their students.
- People who work on Granville Island are eligible for a small discount (10%) at many of the vendors in the Granville Island Market. Show your Emily Carr card to see if they offer discounts.

Questions?

The Faculty Association office is in NB 280. We're available by appointment, and also have office hours on Thursdays at lunchtime, 11:30 to 1:00 pm. You're welcome to drop by, chat, and eat lunch with us.