



August 25, 2023

This is an introduction to your rights as a non-regular 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 Collective Agreement (CA) for 2019 to 2022 is available online at ecufa.ca/resources. 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 (usually the last Monday of the month at lunch, 11:30 am to 12:30 pm: Aug 28, Sept 25, Oct 30, Nov 27, Dec 18, Jan 29, Feb 26, Mar 25, Apr 29, May 27). 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 the faculty as a whole.
- We also hold Faculty Affairs discussions (non-voting meetings). All faculty are welcome to host and contribute to these discussions. Topics change monthly and usually based on current concerns. Your suggestion for topics or for leading one or more of these discussions is welcome.
- Non-regular faculty have access to the Employee Assistance Plan (EAP), which provides basic counseling services to faculty members and their dependents. More information can be accessed at workhealthlife.com or 1.844.880.9142
- 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.
- Stewards Rita Wong and Nick Conbere are available to support all faculty with grievances and questions about employer practices. We value any and all stories, experiences, and questions, as it helps us better understand our shared working conditions.



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.
- Human Resources 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 (C3281) 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 of the CA).
- Sessional faculty receive 7% in lieu of benefits.
- Sessional faculty are eligible for sick leave, prorated by teaching load, as outlined in Article 22.02 of the CA.
- Sessional faculty are eligible for stipends, including vacation pay (4%, which increases to 6% after four FTE year of teaching) & payments 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).
- Sessional faculty are eligible for leaves of absence as outlined in Articles 21 & 22 of the CA, and for death benefits as outlined in Article 28 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 23 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.*

COVID 19

- Please see ecuad.ca/covid19 for current updates and campus protocols. Options for faculty who think they have contracted COVID-19 on campus: Contact of your FA Stewards; file with WorkSafeBC (you'll want to file as soon as possible, worksafebc.com).



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 offices are in B3137, C3290, and D4365 if you need computer access and workspace.
- All faculty members can access Emily Carr's Writing Centre for consultations about their work, as well as encouraging access for their students.
- All faculty members can request access to workshops and labs. Contact the relevant lab tech to learn the access protocols.
- The Faculty Show is an biennial exhibition of faculty works on campus. The next faculty show is scheduled for fall 2024. Please reach out the FA Exectuive Working Committee at ecuadfa@gmail.com if you would like to help curate or participate in the planning of the the faculty show.
- To be eligible for Employment Insurance (EI), you need to have worked a certain number of insured hours (it was 120 hours until Sept 2021, and may be changing. HR has an info sheet regarding EI, and you can also check <https://www.canada.ca/en/services/benefits/ei.html>
- We (ECUFA) belong to the Federation of Post-Secondary Educators (FPSE): <http://fpse.ca/>.

Questions?

The Faculty Association office is in C3281. We are often in the office Tuesday mornings, and are available by appointment via email. We invite you to drop by, chat, let us know how you're doing, and get to know us. We are currently in the process of collective bargaining, the above information is subject to change with a new collective agreement. It's a good time to get active with your union!