



faculty
association
EMILY CARR UNIVERSITY

Local 22, The Federation of Post-Secondary Educators (FPSE) Room
C3281, 520 East 1st Avenue, Vancouver BC V5T 0H2
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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 <http://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 (Mondays at lunch: Aug 30, Sept 27, Oct 25, Nov 29, Dec 20). 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), scheduled for 3:30 to 5 pm on Tues Sept 14, Wed Oct 20, Tues Nov 16 and Wed Dec 15.
- Non-regular faculty have access to the Employee Assistance Plan (EAP), which provides counseling services to faculty members and their dependents. workhealthlife.com 1.844.880.9142
- Non-regular faculty are eligible to participate in the BC College Pension Plan and the Canada Pension Plan, which is matched by the employer.
- 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.
- 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).
- 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.*

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 (\$50/studio | \$62.50/academic course). Things like a symposium, equipment, books, a workshop are eligible.
- 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
- The form is available online at <https://ecufa.ca/resources/> and can be sent to Emmel Murray, emmelmurray@ecuad.ca

Curricular benefit fund

- \$35 per 3-credit course per year. This funding supports activities that benefit students in their courses. Funds allocated may include expenses for classroom activities, guest speakers, course materials for students, field trips, and more.
- The form is online at <https://ecufa.ca/resources/> and you can send it to Emmel Murray, emmelmurray@ecuad.ca

decolonization and Indigenization fund

- Funds up to \$250 per faculty member each year. Funds will be allocated to applications that fulfill the requirements on a first-come first-served basis Decolonization and Indigenization Fund. The link to the application is online at <https://ecufa.ca/resources/>

MARFEC

- is a fund initiated at Emily Carr to support non-regular faculty facing cash shortages, the fund is designed to distribute money with as little bureaucracy as possible. Contact marfec@ecuad.ca for more details

course materials: \$50 per 3 credits

- Course material funding is Faculty dependent. Receipts must be submitted in the semester they were expensed. Foundation contact is Gaye Fowler gflower@ecuad.ca, For other courses contact Dean's admin assistant.

\$20 instructor print cards 1 per class

- instructors are allotted \$20 for additional print needs for each class – contact your Dean's assistant: ART tchalmers@ecuad.ca, DDM amilne@ecuad.ca, CAC jdickieson@ecuad.ca, Grad Studies gradstudies@ecuad.ca

home office support:

office supplies: reimbursements or pickup from the front desk; post-it notes, printer paper, highlighters, pens, paper clips, etc, sadly this doesn't include printer ink cartridges. Contact afowler@ecuad.ca

The school has invested in more headphones and mics for online teaching. These can be found in Media Resources. mediaresources@ecuad.ca

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.
- 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're available by appointment, and also have office hours by appointment. We invite you to drop by, chat, let us know how you're doing, and get to know us. We are preparing to go into collective bargaining in Spring 2022, and it's a good time to get active with your union.