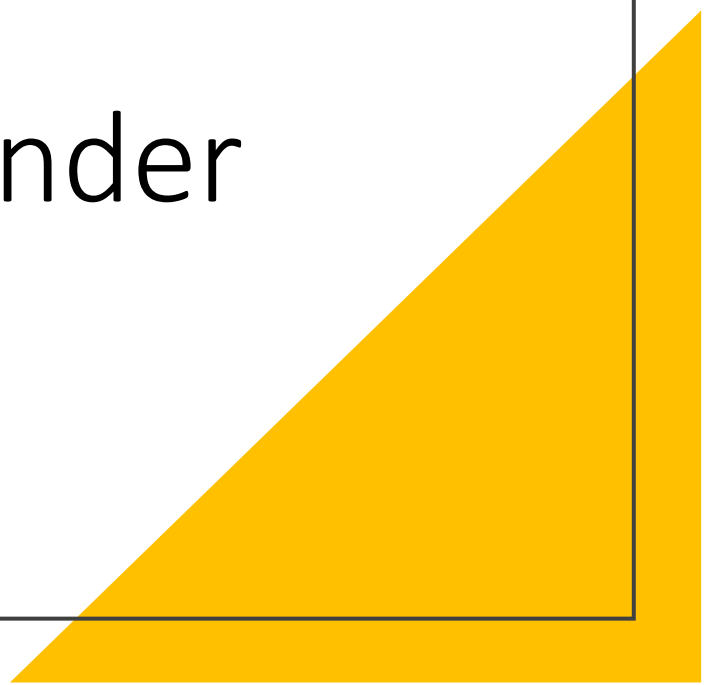




How to Assert your Rights Under the Partial Load Registry

Local 562





Step 1: Sign up!

If you're interested in obtaining work as a Partial-Load faculty, pay attention!

- The Partial-Load (PL) Registry will open a few months before the deadline: **April 30, 2024**.
- Indicate your interest for PL work for Fall 2024, Winter 2025, and Spring/Summer 2025 semesters.
- Indicate your preference in # of hours (up to 12 teaching contact hours per week).
- Ensure you receive a confirmation email, and keep it safe!

26.10 E



... where the school or department within a college determines that there is a need to hire a partial-load employee to teach a course that has previously been taught by that registered partial-load employee, pursuant to 26.10 D in the department/school, it shall give priority in hiring to such partial-load employee if: [cont'd on next slide]

Notes:

- If the college decides to offer the course to FT, PT, or sessional, they can.
- Priority is only for courses previously taught in the department.
- PL faculty must be “registered” (ie: be on the PL Registry List).

26.10 E, cont'd



Priority will go to such Partial Load employee if:

- (i) They are currently employed, or if they have previously been employed as a partial-load employee for at least eight (8) months of service as defined in 26.10 C within the last four (4) academic years, and
- (ii) The assignment of such course will not cause the employee to exceed the maximum teaching contact hours for partial-load employees.

- Currently PL; or have 8 service credits in the last 4 years. In other words, you can't come back after 5 years and bump someone more recently employed
- Can't teach more than 12 hours per week

Note: *Art 26.10 C* describes how service credits are earned



26.10 E, cont'd

- Where a school or department determines that there is a need to assign a course on a partial-load basis and a partial-load employee has priority over such course, the school or department shall offer such employee the maximum number of teaching contact hours from amongst the courses for which they have priority but not exceeding the number of teaching contact hours that the partial load employee has indicated their preparedness to teach. Where the assignment of one or more courses is cancelled the school or department shall not be required to reassign or redistribute courses.
- The offer of partial-load employment is conditional on the college subsequently determining there is sufficient enrolment to warrant the assignment being offered. Where two (2) or more partial-load employees would be entitled to be offered the course assignment, the employee with the most service will be offered the first opportunity.
- The College shall not circumvent the priority established pursuant to this article by assigning a new course code or name to a course unless there has been a major revision of the course or curriculum.
- Contracts can be rescinded if courses collapse b/c enrolment (no language about “bumping”)
- Service credits determine who gets priority (the “first opportunity”)
- Changes to course codes/names will not affect your priority

26.10 F

Where a partial-load employee advises the College that the employee has:

- a) given birth to a child and has not worked for a period of up to 78 weeks from the date of birth; or
- b) has become a parent, not by giving birth, and has not worked for a period of up to 63 weeks from the date that the child has come into the custody, care and control of the employee for the first time;

The College will extend the period in 26.10 E i) by such period that the employee has not worked.

- Time taken for parental leave does not count



Recap

A PL faculty member can assert their priority hiring rights:

- ✓ **IF** you have registered for the PL Registry (annually)
- ✓ **IF** you are either currently PL, or you have at least 8 service credits in the last 4 years
- ✓ **IF** you have taught the course before
- ✓ **IF** the college has assigned the course to another PL faculty member
- ✓ **IF** the person who has been assigned that course has fewer service credits than you do



Scenario #1

“I’ve been Partial-Load for years and have a lot of service credits. I always get 12 hours/week. This term, I’ve got 9. What can I do?”

Answer: Contact AD and let them know you’re open for more work.

If you’ve registered for 12 hours, the AD should be doing their best to offer you 12 hours. However, if you were initially given 12 hours but one course is cancelled due to low enrollment, leaving you with 9 hours, the College is not required to find a replacement course to fill your schedule.

Scenario #2



“I’ve been PL for 3 years, and was hoping to be again this semester, but just found out I’ve been given a PT/ no contract. What do I do?”

Answer: Investigate! Review our “Recap” slide and ensure you’ve met all the criteria.

If you do: contact the union or your AD as soon as possible

If you don’t: **You likely don’t have priority.** You can contact the union to help you confirm this. If it is true, you can still contact your AD and let them know you’re interested in any work they might have.

Tools for investigating potential registry violations



If you want to know that you have good grounds for a potential registry violation, use these tools:

1. To discover who is teaching courses for which you can assert priority, use MyHumber.
 - Faculty and Advisor Services > Advisor > Course Search
2. To discover the seniority of anyone teaching these courses, use the seniority lists.
 - Posted in mail rooms
 - www.opseu562.org > Members > PL Professors > Seniority Lists

Don't be afraid to ask questions about your particular situation, as there are many moving pieces in any potential registry violation.



We're here to help!

- Educate yourself: www.opseu562.org
- Stay connected: sign up for [our mailing list](#)
- Get in touch if you need help:
 - info@opseu562.org
 - 416.675.6622 ext. 4007