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TRAINING ONTARIO'S FUTURE - ÉDUQUER L'AVENIR DE L'ONTARIO

## CONCESSIONS: PARTIAL LOAD FACULTY

*\*Note: All proposals can be found here - [Barqaining 2024 proposals](#)*

- **Issue:** Partial-Load faculty have specific needs as precarious workers. The registry needs protection. The CEC's proposals ignore these specific needs and major recommendations from the Workload Taskforce Report regarding unrecognized/uncompensated work for Partial-Load faculty. The CEC's proposals also introduce concessions.

M11	College Proposed Concessions	Impact on Faculty
<a href="#">College Concessions</a>	<ul style="list-style-type: none"> <li>• Enforces the “ancillary duties” done by PL members outside of the classroom and implies this work is already compensated</li> <li>• Introduces a “10 service credit” probationary period for PL faculty</li> </ul>	<ul style="list-style-type: none"> <li>• The CEC'S proposal do not provide additional compensation for the work PL members are doing outside of the teaching contact hour (preparation, evaluation and out of class student assistance) and now suggests this work is already compensated in current contracts</li> <li>• The introduction of a probationary period places a barrier to job security and could conceivably extend beyond 2 years to attain</li> </ul>



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- Introduces removal of priority hiring of PL for courses they have not taught in prior academic year and only if they have taught it within four years

- PL job security is course-based, and any elimination of courses that have “previously been taught” is a direct threat to job security.
- This proposal aims to remove PL’s from the registry if they have secured a temporary contract that takes them away from teaching

