

## Equal Pay for Equal Work Now: College Contract Faculty Meeting on Bill 148

On June 12, 2018, approximately 100 Ontario college contract faculty and college faculty union representatives across Toronto met with a legal expert and equal pay activists to discuss the new rights available to contract faculty under Bill 148. This event was hosted by the Toronto faculty union locals to support contract faculty in our shared fight to gain equal pay for all faculty.

Below and attached are a summary of that discussion, along with the PowerPoint slides used at the event. Please share widely and feel free to get in touch with us at [FairnessForContractFaculty@gmail.com](mailto:FairnessForContractFaculty@gmail.com) for more information or with any questions you may have.

College faculty are leading the charge against precarity in post-secondary education. This meeting—and the actions described in the slides—are the next steps in our fight for fairness for all faculty, and a chance to make a positive change for contract faculty province-wide.

The evening began with welcoming remarks from our sponsoring Local 556 President Tom Tomassi, and from our partners in the contract faculty caucus of OCUFA (Ontario Coalition of Faculty Associations) and \$15 and Fairness. It is important to note that this campaign is a joint, province-wide effort by the college faculty union, \$15 and Fairness, and OCUFA, with special support from the Parkdale Legal Clinic. Each of these groups brings enormous expertise and outreach to help contract faculty who would like to pursue equal pay for equal work.

Following this broad overview, the discussion centered on how to enforce your new rights as a contract faculty member. You can follow along on the attached slides, and we are more than happy to respond to any questions you may have.

It is important to note that while some colleges have begun paying all contract faculty at the partial-load rates to comply with Bill 148, the correct rate would be pro-rated to full-time pay. While the increase to partial-load rates is a victory, and a significant raise, the colleges' refusal to provide equal pay for equal work means they are **not** compliant with the legislation.

The slides are broken down into the following areas:

- What is equal pay and why is it important to contract faculty?
  - The definition of equal pay
  - The test for qualifying for equal pay
  - How it applies to contract faculty in the colleges
  
- Unionized faculty questions: what can partial-load faculty do?
  - Am I unionized? The difference between part-time, partial-load, and sessional contract faculty.
  - Bill 148 negotiations and the Kaplan award

- Language on the table
  - Grievance possibilities
  - Local support
- Non-unionized faculty: sessionals and part-time faculty
  - What is a sessional?
  - Appropriate comparator groups
  - The complaint process
    - Template for filing complaint to the Ministry of Labour
    - Addressing reprisals
    - Registration to gather complaints

Our goal is two-fold:

1. to gather as many contract faculty who are willing to get involved as we can and file complaints with the Ministry of Labour in order to ensure sessional faculty are paid at the correct full-time rates.
2. To launch a public campaign in order to draw attention to this issue and build on the positive public response and high level of awareness we created during the last round of bargaining.

What we need you to do:

- Spread the word! Circulate this information to all of the contract faculty you know.
- **Sign up** to join the contract faculty caucus of \$15 and Fairness to stay informed, and to help plan our next steps.
- File a complaint. If you feel comfortable doing so or would like more information, contact us.

In all of these cases, just send us an email at [FairnessForContractFaculty@gmail.com](mailto:FairnessForContractFaculty@gmail.com) or go to the campus organizing page at \$15 and Fairness and sign up:  
[https://www.15andfairness.org/campus\\_organizing](https://www.15andfairness.org/campus_organizing)

If we stand together, we can make this change. College faculty are uniquely positioned to take this fight forward and make gains for all contract faculty, but also for all precarious workers. As full-time faculty and union activists, we promise you that we will be with you every step of the way.

In solidarity,

JP Hornick, Chair, College Faculty (CAAT-A) Bargaining Team  
 RM Kennedy, Chair, CAAT-A Divisional Executive  
 Pam Frache, \$15 and Fairness  
 Mary Gellatly, Parkdale Legal Clinic  
 Mina Rajabi, OCUFA and \$15 and Fairness  
 Brynne Sinclair-Waters, OCUFA and \$15 and Fairness