

Fairness for College Faculty

Equal Pay for Equal Work

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As of April 1, 2018, all employers are required to pay the same rate of pay to part-time, temporary, contract and seasonal employees who are doing substantially the same kind of work as their full-time permanent counterparts.

Equal Pay for Equal work is a huge victory for college faculty with almost three-quarters of faculty working by contract. Equal pay includes teaching faculty that perform substantially the same kind of work in the same establishment and the work requires substantially the same skill, effort and responsibility.

How is Equal Pay for Equal Work being implemented for college faculty?

There are many categories of college faculty:

- Full-time Faculty are unionized and permanent
 - Teach any number of hours and perform other duties as assigned
- Partial-load Faculty are unionized and permanent
 - Teach between 7-12 hours per week
- Sessional Faculty are non-unionized and contract
 - Appointed on a sessional basis for up to 12 months of continuous or non-continuous accumulated employment in a 24 calendar-month period. If they work 12 or more months as a sessional faculty within a 24 calendar-month period, they are rolled over into a full-time, permanent position.
- Part-time Faculty are non-unionized and contract
 - Teach for six or less hours per week

- Counsellors, Librarians and Learning strategists are either Full-time, Sessional or part-time.

Unionized faculty

For unionized teaching faculty, the College Employer Council is bound to negotiate with OPSEU CAAT to agree on an implementation plan for equal pay by November 17, 2018. The college Employer Council has been stalling on negotiations. We need to push for the best possible contract language on equal pay for equal work.

Non-unionized faculty

While Colleges have stalled with unionized workers, they have moved ahead with part-time and sessional teachers. Individual Colleges have begun to implement equal pay for equal work for non-unionized faculty. To do this, Colleges must establish the appropriate job comparator to apply equal pay in each category of employee.

Colleges have rightly determined that the pay rates of part-time and sessional counsellors, librarians and learning strategists will be equal with pay rates of full-time permanent positions in these jobs.

But when it comes to teaching faculty, Colleges are not using the full-time faculty permanent pay rates to implement equal pay. Instead, for non-unionized part-time and sessional employees, colleges are using partial load job rates to determine equal pay rates.

We believe this is wrong.

We believe that equal pay for equal work requires all teaching faculty to be paid equivalently to full-time permanent teaching faculty.

The CAAT A Collective Agreement defines sessional employees as a “full-time employee appointed on a sessional basis”. The full time permanent faculty pay scale should provide the basis for establishing equal pay for all teaching faculty.

Colleges are setting equal pay rates with each individual part-time and sessional teacher, one by one with each teaching contract signed.

How to enforce equal pay for equal work in our colleges?

You should check to see if and how equal pay has been applied to your teaching contract.

Individually or collectively, you can ask your college about equal pay. You can also file a claim at the Ministry of Labour for equal pay for equal work*. Your employer is prohibited by law from intimidating, dismissing or threatening you for asking about your equal pay rights. You can file a complaint against your employer for reprisals to be reinstated or compensated for damages. We can help.

All contract faculty should be getting 6 percent vacation pay

Bill 148, Fair Workplaces and Better Jobs Act, brought in 3 weeks paid vacation (6 percent vacation pay) for employees that have worked more than 5 years at the same employer. Ontario Colleges have decided to provide the new 6 percent vacation pay to all contract faculty, regardless of how long they’ve worked.

But colleges have done this by cutting hourly wages by 6 percent not adding 6 percent to hourly wages. This is wrong. All contract faculty should receive their vacation pay over and above the regular hourly wage.

We are working to ensure that all teaching faculty are paid the same rate of pay as full-time permanent faculty and get 6% vacation pay. If we organize collectively in our colleges, we can push the Colleges to comply with equal pay fairly.

For more information:

fairnessforcontractfaculty@gmail.com

