



Nego Express # 2

Sectoral Demands for Hourly Paid Teachers

For years through many negotiations teachers unions in Quebec have been trying to integrate hourly paid teaching including continuing education and AECs into regular day teaching. It has always been difficult to accept that in the same college, there are two classes of teachers with different rights. We have been trying to change this in the past with limited success because of government resistance.

A problem for hourly paid teachers is that they are only paid for their class time and for evaluation of students. They are not paid for student support in office hours yet many do it to the best they can because they really want the students to learn and to do well. Other problems are the lack of sick days and support for participation in department meetings.

The current demands are trying to deal with some of these problems without full integration. The demands, if implemented, would require that hourly paid teachers be paid for student support outside the classroom (i.e. for office hours), have access to sick days and some support for participation in meetings and professional development. As well there is a demand to give hourly paid teachers who teach a full time load the same rights and working conditions as regular teachers.

Some selected concrete demands for hourly paid teachers are:

A. Working Conditions

- 3.1** Recognize time spent by hourly paid teachers supporting students in both the workload and their pay.
- 3.2** Provide teaching resources for department coordination of hourly-paid teachers and for their participation in meetings.
- 3.3** Give hourly paid teachers access to professional development funds. *This exists at Dawson because of a local agreement but, as it is not in the contract, its existence is not guaranteed.*
- 3.4** Create a sick-day bank for each hourly-paid teacher in continuing education.
- 3.5** Apply the provisions of the collective agreement for regular teaching to hourly-paid teachers who have the recurrent equivalent of a full-time workload, with the funding coming from the continuing education budget.
- 3.6** Apply the provisions of the collective agreement for regular teachers to those teachers in continuing education who teach in programs that lead to a Diploma of College Studies (DCS).

There will be an information session for Cont'Ed teachers on October 5, in the 7C.5 from 4:30-6:00. Come with your questions and your problems.

Make sure you come to the DTU General Assembly to discuss these demands on October 14 at 2:30 in room 5-B.16, the Multipurpose Room. All the demands can be found on the DTU website in the Negotiations file.