

Nego Bulletin

FNEEQ Seeks Integration of Continuing Education Teachers and Improvement of their Work Conditions

Improving the plight of Cont. Ed teachers represents a key pillar of FNEEQ's proposed demands in this current round of negotiations. The following is a summary of the proposals:

1. Use the same the CI (Charge Individuel) formula to calculate teachers' pay as regular Day Division teachers for the following categories of Cont. Ed teachers:
 - a. those teaching courses in a DEC program
 - b. those teaching full-time in Cont. Ed
 - c. those who teach in the Day Division and Cont. Ed
2. Recognize teachers' work in support and supervision of students in their remuneration.
3. Affiliate teachers with departments and program committees and pay them for that work.
4. Use the same hiring process for Day Division teachers and Cont. Ed teachers.
5. Give Cont. Ed teachers the same access to benefits such as leaves, sick day banks and professional development as non-tenured Day teachers.

Background and Analysis

Currently Cont. Ed teachers are paid at an hourly rate, for in-class time only, which amounts to about half the pay of Day Division teachers for the same course.

These demands are based on the recognition that Cont. Ed teachers' work basically amounts to the same as their Day Division colleagues'; hence they should be given the same resources and rights.

While the guiding principle may be simple, as we have learned from the Outaouais arbitration decision, full integration of Cont. Ed teachers may pose some short-term practical challenges. This is where input from teachers at our General Assembly consultations may play a critical role. Based on their experiences on the ground teachers may determine whether the proposed demands are sufficiently defined and expressed, or whether amendments are warranted to ensure full coverage of issues and subsequently, smooth implementation.