

Contract Faculty FULL COMPARISON OF BENEFITS

BENEFITS:	PARTIAL LOAD Contract Faculty	PART-TIME Contract Faculty	SESSIONAL Contract Faculty
		Teaches more than six (6) and up to and including twelve (12) hours per week on a regular basis.	Teaches up to and including six (6) hours per week
Compensation	Hourly rate paid from the Non-Full-Time Academic Rate Schedule found on the HR department website under, <i>Employee Groups > Academic</i> , based on the faculty's individual step and/or applicable flat rate.		
Employment Insurance (EI), Canada Pension Plan (CPP) and Employer Health Tax (EHT)	Deducted and remitted according to government regulations.		
Pension Plan	Eligible to enrol in the CAAT Pension Plan, under the DBPlus design, at any time. Please visit www.caatpension.on.ca/members to read more about membership.		
Public Holidays	Public holiday payment paid as well as regular weekly wages for the week where the holiday falls (subject to change as per Employment Standards Act (ESA)).		
Seasonal Closure Period (December 27 - 31)	Regular weekly wages paid if the contract spans the closure period.		
Vacation Pay	Vacation payment paid on a bi-weekly basis as 6% of regular earnings.		
Staff Tuition	Enrol in a Ministry-funded course for the staff tuition rate of \$20.00 per course. Must have been employed for 4 consecutive months in the past 12-month period.		
RRSP	Employees may choose to contribute.		

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Union Status	Bargaining unit member of the Ontario Public Service Employees Union.	Non-unionized employee.	Non-unionized employee.
Union Dues	Deducted in accordance with Article 26.05 of the Academic Collective Agreement.	No union dues deducted.	No union dues deducted.
Local Union Dues	Local union dues deducted at \$2.00 per pay as established with the Union Local in accordance with Article 10.02 of the Academic Collective Agreement.	No local union dues deducted.	No local union dues deducted.
Step Progression	Partial load faculty earn a step increase based on 10 months of service, where one month of service is earned for every month of 30 or more hours of teaching.	No progression is available; however any progression earned as a partial load faculty would be transferrable to part-time contracts.	No progression is available; however, any progression earned as a partial load faculty would be transferrable to part-time contracts.
Consideration for Full Time Vacancies	Considered internal applicants for full-time faculty vacancies if they have a partial load contract at the time of the job posting or were partial-load employees within four months prior to the posting, as per Article 27.11 B of the Collective Agreement.	Considered an external applicant.	Considered an external applicant.
Sun Life Benefits	Mandatory College-paid Extended Health Care. Voluntary enrolment in	No College-paid benefits or employee-paid benefits.	No College-paid benefits or employee-paid benefits.

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	other health coverage by employee paying premiums, subject to completion of waiting periods.		
Sick Days	Paid sick time is earned based on number of teaching contact hours and length of contract, as per Article 26.08B of the Academic Collective Agreement. Sick time is taken from the accumulated sick time earned.	3 days unpaid for sick. Exception reports should be submitted to back out hours not worked.	3 days unpaid for sick. Exception reports should be submitted to back out hours not worked.
Short-Term and Long-term Disability	75% of regular pay to the end of the current contract, once sick days have been exhausted. No long-term disability benefit is available.	No short-term or long-term disability benefit is available.	No short-term or long-term disability benefit is available.
Employee & Family Assistance Program (EFAP/EAP)	Available to partial load faculty as an optional benefit which gives access to the counselling service provided by Family Services. A regular deduction of \$1.00 per pay is required.	No EFAP benefit is available.	No EFAP benefit is available.
Tuition Rebate	Eligible for 50% tuition rebate upon completion of six months of service, where one (1) month of service is earned for every month of 30 or more hours of teaching.	Eligible for 50% tuition rebate upon completion of six months of service, where a quarter (1/4) month of service is earned for every month of employment.	Eligible for 50% tuition rebate upon completion of six months of service, where a half (1/2) month of service is earned for every month of employment.
Leave of Absences	Maternity/Parental Leave	Maternity/Parental Leave	Maternity/Parental Leave

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Leave of Absences <i>continued</i>	<ul style="list-style-type: none"> Up to 17 weeks unpaid maternity leave. Eligible for supplementary Unemployment Benefit Plan top-up to the end of current contract. 35 weeks unpaid parental leave. Eligible for supplementary Unemployment Benefit Plan top-up to the end of current contract (Refer to Article 22.01 Academic Collective Agreement) 	<ul style="list-style-type: none"> Up to 17 weeks unpaid maternity leave. Not eligible for supplementary Unemployment Benefit Plan top-up. Up to 35 weeks unpaid parental leave. Not eligible for supplementary Unemployment Benefit Plan top-up. 	<ul style="list-style-type: none"> Up to 17 weeks unpaid maternity leave. Not eligible for supplementary Unemployment Benefit Plan top-up. Up to 35 weeks unpaid parental leave. Not eligible for supplementary Unemployment Benefit Plan top-up.
	<p>Jury Duty Regular pay is continued. All fees paid by the court shall be remitted by the employee to the College.</p>	<p>Jury Duty Regular pay is continued. All fees paid by the court shall be remitted by the employee to the College.</p>	<p>Jury Duty Regular pay is continued. All fees paid by the court shall be remitted by the employee to the College.</p>
	<p>Prepaid Leave Not Eligible</p>	<p>Prepaid Leave Not eligible</p>	<p>Prepaid Leave Not eligible</p>
	<p>Reduced Workload Not eligible</p>	<p>Reduced Workload Not eligible</p>	<p>Reduced Workload Not eligible</p>
	<p>Paid Personal Leave Not eligible</p>	<p>Paid Personal Leave Not eligible</p>	<p>Paid Personal Leave Not eligible</p>
	<p>Unpaid Personal Leave</p>		

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Leave of Absences <i>continued</i>	<p>Unpaid, emergency leave of up to 10 days is available at the discretion of the College.</p> <p>Bereavement Leave As determined by either Articles 21.04 or 21.02, but not both in conjunction.</p> <p>Family Leave/Compassionate Leave 8 weeks of unpaid leave from the College. May be eligible for EI benefits.</p> <p>Citizenship Leave Not eligible</p>	<p>Unpaid Personal Leave 3 days unpaid for family responsibility.</p> <p>Bereavement Leave 2 days unpaid for bereavement.</p> <p>Family Leave/Compassionate Leave 8 weeks of unpaid leave from the College. May be eligible for EI benefits.</p> <p>Citizenship Leave Not eligible</p>	<p>Unpaid Personal Leave 3 days unpaid for family responsibility.</p> <p>Bereavement Leave 2 days unpaid for bereavement.</p> <p>Family Leave/Compassionate Leave 8 weeks of unpaid leave from the College. May be eligible for EI benefits.</p> <p>Citizenship Leave Not eligible</p>

For more information on contract faculty benefits, please go to: (<https://department.flemingcollege.ca/hr/>)

My Campus > Staff > Human Resources (HR Website) > Employee Groups > Academic > Contract Faculty

If you require a copy of this document in an accessible format, please feel welcome to contact the Accessibility Facilitator at:

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