

**Contract Faculty  
COMPARISON OF BENEFITS**

<b>BENEFITS:</b>	<b>PARTIAL LOAD</b> Teaches more than six (6) and up to and including twelve (12) hours per week on a regular basis.	<b>PART-TIME</b> Teaches up to and including six (6) hours per week	<b>SESSIONAL</b> More than twelve (12) teaching hours per week; full time faculty employed on a sessional basis
Compensation	Hourly rate paid from the Non-Full-Time Academic Rate Schedule (see the HR department website -, <i>Employee Groups &gt; Academic</i> ), based on the faculty's individual step and/or applicable flat rate.		
EI / CPP / 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 <a href="http://www.caatpension.on.ca/members">www.caatpension.on.ca/members</a> to read more about membership.		
Public Holidays and Seasonal Closure	<ul style="list-style-type: none"> <li>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)).</li> <li>Seasonal closure December 27-31 annually where regular weekly wages are paid if the employment contract spans the closure period.</li> </ul>		
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.		
Union Status / Union Dues	<ul style="list-style-type: none"> <li>Unionized employee: OPSEU bargaining unit member.</li> <li>Provincial and Local union dues deducted per pay as per Articles 16.05 and 10.02 of the Academic Collective Agreement (CA).</li> <li>No ability to opt out.</li> </ul>	<ul style="list-style-type: none"> <li>Non-unionized employee</li> </ul>	<ul style="list-style-type: none"> <li>Non-unionized employee</li> </ul>
Sun Life (Group Insurance)	<ul style="list-style-type: none"> <li>Mandatory College-paid extended health care.</li> <li>Voluntary enrollment in other health coverage by employee paying premiums, subject to completion of waiting period(s).</li> </ul>	<ul style="list-style-type: none"> <li>No College-paid or employee-paid benefits.</li> </ul>	<ul style="list-style-type: none"> <li>No College-paid or employee-paid benefits.</li> </ul>
Consideration for Full Time Vacancies	<ul style="list-style-type: none"> <li>Partial Load faculty are considered internal applicants for full-time vacancies if:               <ul style="list-style-type: none"> <li>the faculty has a partial load contract at the time of the job posting; <i>or if,</i></li> <li>the faculty was partial load within four (4) months prior to the posting. (Art. 27.11 B., Academic CA)</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Considered external applicants</li> </ul>	<ul style="list-style-type: none"> <li>Considered external applicants.</li> </ul>
Sick Days	<ul style="list-style-type: none"> <li>Paid, sick time is earned based on the number of teaching contact hours and length of contract (Art. 26.08 B., Academic CA).</li> </ul>	<ul style="list-style-type: none"> <li>Three (3), unpaid sick days allocated per school year.</li> </ul>	<ul style="list-style-type: none"> <li>Three (3), unpaid sick days allocated per school year.</li> </ul>
Short Term / Long Term Disability	<ul style="list-style-type: none"> <li>75% of regular pay to the end of the current contract, once sick days have been exhausted. No long term disability is available.</li> </ul>	<ul style="list-style-type: none"> <li>No short term or long term disability benefits are available</li> </ul>	<ul style="list-style-type: none"> <li>No short term or long term disability benefits are available</li> </ul>
Employee and Family Assistance Plan (EFAP or, EAP)	<ul style="list-style-type: none"> <li>Optional benefit that is available for \$1.00 deduction per pay.</li> <li>Access to confidential, counselling services.</li> </ul>	<ul style="list-style-type: none"> <li>No EFAP (EAP) benefit available.</li> </ul>	<ul style="list-style-type: none"> <li>No EFAP (EAP) benefit available.</li> </ul>
Step Progression	<ul style="list-style-type: none"> <li>Step progression is earned based on ten (10) months of service. <u>Note:</u> One (1) month of service is earned for every month of thirty (30) or more hours of teaching.</li> </ul>	<ul style="list-style-type: none"> <li>No step progression is available; however any progression earned as a partial load faculty would be transferrable to part-time contracts..</li> </ul>	<ul style="list-style-type: none"> <li>No step progression is available; however, any progression earned as a partial load faculty would be transferrable to sessional contracts..</li> </ul>

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

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

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