



## Fixed-term facts (and fiction)

College management is demanding we accept “fixed term” contracts. We disagree, as this will have a very negative effect on our employment. Here is some information about what “fixed term” could mean to you:

**Fact:** All colleges are funded on a “fixed-term” basis of one year. All positions in the college are reliant on “fixed-term” funding. All positions are currently “fixed-term” for one year at a time.

**Fact:** Forty-one per cent of support staff have been hired within the last six years.

**Fact:** Management insists “individuals who are hired on “fixed-term” arrangements would not displace employees who have been hired into ongoing positions” \*, but there is no mention of vacant positions once employees have left the position. Positions vacated after the introduction of these positions would be defined as “fixed-term” based on the yearly funding.

**Fact:** This will lead to a loss of about 820 full-time jobs in the next six years (depending on retirements, employees quitting the college and layoffs).

**Fact:** Anyone now hired through Human Resources and Skills Development Canada or the Ontario Government (Job Connect, etc.) would be at risk immediately after the current contract expires.

**Fact:** This will affect your job security, as there will be fewer available positions to bump into. This will affect

promotional opportunities, as there will be fewer full-time positions to apply for.

**Fact:** These jobs would only be posted if the colleges had at least four weeks notice of these positions and they were longer than four months.

**Fact:** Fixed-term positions are supposed to be for a set period of time, yet management proposes that they “could lead to expanded ongoing employment opportunities.” \*In fact, internal candidates for these positions need not be considered for them. If there is no posting and internal candidates need not be considered, the chance of receiving any professional development is very slim.

**Fact:** The college could hire external candidates without a proper hiring process. Such candidates would then be able to apply for positions as internal candidates.

**Fiction:** This is a positive initiative for both parties.

**Fiction:** This will provide greater job security.

**Fiction:** These jobs will be posted.

**Fiction:** There will be more career opportunities

\* direct quote from management’s newsletter May 2005

**Secure your future**  
**Fight fixed-term contracts**

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