

## Will that be education? Or a latté?

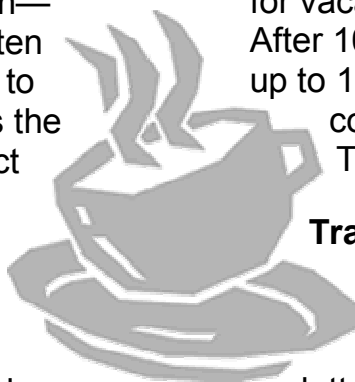
Some part-time support staff and academic college staff might be better off working behind the counter at a prominent coffee chain. They'd have more rights.

**Union rights:** Workers at the coffee shop chain may not belong to a union—workers in small workplaces often don't—but they do have a right to join. This means a lot. It means the boss has an incentive to respect the workers and offer them decent working conditions, lest the workers decide to join a union.

By contrast, college employers have no incentive to treat part-timers fairly because the law forbids us from joining a union.

**Recognition of service:** The coffee chain provides incentives for workers based on length of service. Colleges often do not. These include:

**Benefits:** Most college part-timers don't enjoy any benefits. In contrast, many part-timers (those working about 20 hours per week) qualify for benefits at our coffee chain.



**Vacation:** A coffee shop worker qualifies for vacation after six months of service. After 10 years of service, this worker earns up to 120 hours vacation. A part-time college worker gets no vacation. Time off is called unemployment.

**Training:** A coffee shop allows its employees a 30 per cent discount and free coffee or other beverages while on shift. Savings on that latte-a-day habit might be almost a thousand dollars a year! Plus, the coffee chain has a tuition reimbursement program, should the worker wish to attend college! By contrast, most college part-timers don't qualify for the college's education discount, and most rarely receive training, orientation or professional development (unlike coffee shop employees).

It's sad, but many college workers, who love their work and are dedicated to the students, simply can't afford to work in Ontario's education system anymore. **It's up to all of us to change that.**

**Sign up with OPSECAAT today :  
your membership is confidential**

**Call us at 416-448-7433 or 1-866-811-7274**

**[www.collegeworkers.org](http://www.collegeworkers.org)**