



# The Part-Time Times

A newsletter for Ontario community college part-time and sessional employees and friends

## Part-time faculty turnout tops 2,400 with Toronto colleges still to vote

The vote to win union rights for part-time and sessional faculty at Ontario’s community colleges rolled through southwestern Ontario this week and plowed its way through the north. More than 1,000 people turned out to cast ballots at 11 colleges.

Fanshawe College had the highest turnout, with 263 people voting at its London, St. Thomas, and Woodstock campuses. In the north, the largest turnout was at Cambrian in Sudbury, where 102 voters came out.

“Once again we’ve had a very strong week of voting,” said Roger Couvrette, president of the organization of part-time and sessional college workers (OPSECAAT) and a bit of a media celebrity these days as well. “There can be no disputing that part-timers and sessionals are

determined to stand up and be counted.

“We’ve put up with substandard treatment for far too long, and we’re not going to take it any longer.”

Voting Jan. 26-29 took place at Boréal, Cambrian, Canadore,

Conestoga, Confederation, Fanshawe, Lambton, Sault, St. Clair, Niagara, and Northern Colleges.

“People were very supportive,” said Len Hupet,

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**Toronto-area activists met earlier this week to make plans for the vote at Humber College on Monday, Feb. 2. Left to right:** Orville Getz, president, OPSEU Local 562 (Humber College faculty); Robert Mills, chief steward, Local 562; Audrey Taves, secretary, Local 562; Paul Michaud, first vice-president, Local 562; Darina Yordanova, Paula Croft, and Adrian Cadawallader, OPSEU staff; Candy Lindsay, vice-president, Organization of Part-time and Sessional Employees of the Colleges of Applied Arts and Technology (OPSECAAT).

# Turnout

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OPSEU's lead organizer in the southwest. "For the most part the people that came out were card-signers."

The four Toronto colleges, which employ 40 per cent of part-time and sessional faculty in Ontario, will be the last to vote. Balloting at Humber, Centennial, Seneca, and George Brown happens Feb. 2-5.

"We are cheering for a big turnout in Toronto, and hopefully it will match or exceed the participation rates we've seen in the first two weeks," said Roger Couvrette. "Every vote we get builds OPSEU's credibility as the future bargaining agent of part-time and sessional faculty."

"Let's make Week 3 the biggest week yet."



# Parking push pays off

Free parking for voters at Humber, Seneca, Centennial...  
George Brown still a question mark

Efforts by OPSEU to get Toronto colleges to offer free parking for people voting in the part-time faculty certification vote have paid off.

## Humber, Feb. 2

At the North campus, go to the parking kiosk at the main entrance for directions to parking. Voting is in Room D109, just inside the main entrance. For voting at Lakeshore, go to the parking kiosk at the Lakeshore West Campus, west of Kipling Ave. on 23<sup>rd</sup> St. Voting is in Room A116A, just inside the entrance to A Building from the parking lot.

## Centennial, Feb. 3

Centennial College has agreed to free parking outside all voting locations while voting takes place. Contact the parking lot attendant or leave a "Voting" sign in your car window. Note that parking is NOT free all day. Please move your car after you vote – unless it is after 5:30 p.m. when parking is free anyway.

## Seneca, Feb. 4

Seneca College has agreed to free parking outside all voting locations during voting hours. Leave a "Voting" sign in your car window. Watch for more details from Seneca management.

## George Brown, Feb. 5

There is no college-owned parking at the St. James Campus; OPSEU continues to press George Brown to offer free parking at Casa Loma. **NOTE:** A bulletin from George Brown indicated that the certification vote for part-time and sessional faculty is "tentatively" scheduled for Feb. 5. The vote is **definitely** happening. **There is nothing "tentative" about it!**

## Got questions?

## We've got answers

If you have questions about joining a union, the Ontario Public Service Employees Union, or collective bargaining in general, we've got answers. For answers to the most commonly-asked questions, visit [www.collegeworkers.org](http://www.collegeworkers.org). If you have questions that don't appear in our Q&A, call our hotline at **1-866-811-7274**.

**See page 4 for Toronto  
vote times and  
locations Feb. 2-5**

# It's time to end discrimination based on work status

The central idea behind OPSEU's campaign to unionize part-time and sessional college workers goes far beyond college campuses and far beyond Ontario, says Roger Couvrette, president of the organization of part-time and sessional college employees (OPSECAAT).

"From the very beginning of this campaign, we have been fighting for an end to discrimination," says Couvrette. "Obviously the fact that it used to be against the law for us to unionize was discriminatory, and we worked very hard to get that changed.

"But we are still facing discrimination in terms of the wages and benefits we receive compared to full-timers," he said. "To me, that's what our union drive is all about – ending discrimination."

The way Ontario treats its part-time and sessional college workers would be against the law in Europe. In the late 1990s, the European Parliament passed continent-wide directives making it illegal to pay part-time and contract workers less, on an hourly basis,

than full-time permanent workers doing the same work.

Part-timers in the European Union also receive – by law – pro-rated benefits.

"If your college paid you less because of your gender, your race, your

religion, or your sexual orientation,

that would be illegal in Ontario," Couvrette said. "But if they pay you less because you are part-time or working on a short-term contract, they can get away with it. That has to stop, and we're going to make it our mission to stop it."

OPSEU, whose 120,000 members are roughly 30 per cent part-time workers, has taken the problem of discrimination based on work status very seriously.

The union's concern led to the launch last year of the Equal Pay for Equal Work campaign.

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"Hundreds of thousands of Ontarians face the same issues faced by college part-timers....

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government and employers to take action to turn poor jobs into good ones."

— Vanda Klumper, chair,  
OPSEU Liquor Board Employees Division



same issues faced by college part-timers," says Vanda Klumper, chair of OPSEU's Liquor Board Employees Division. "Three out of eight jobs in Canada are now part-time, temporary, seasonal, or insecure in some way. That's why we're calling on government and employers to take action to turn poor jobs into good ones."

Sixty per cent of LCBO employees work as "casuals" earning \$6 to \$8 an hour less than full-timers, with no job security and no benefits.

The union launched the campaign on Dec. 10, the 60th anniversary of the Universal Declaration of Human Rights. Article 23(2) of the Declaration says that, "Everyone, without any discrimination, has the right to equal pay for equal work."

"The fact that a lot of college part-timers are getting paid one-fifth of what full-timers get to teach a course is not just a money issue, it's a human rights issue," said Roger Couvrette. "That's why I'm a huge supporter of the Equal Pay campaign."

Full details on the OPSEU campaign, with a report on Dec. 10 events across the province, are available at [www.equalpay.ca](http://www.equalpay.ca).



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# Vote at ANY Toronto location

Many part-time and sessional faculty work at one college but live near another. Here's the good news: From February 2-5, you can vote at any one of 12 Toronto vote locations. The Ontario Labour Relations Board will supervise voting this week as follows:

## Monday, Feb. 2 – Humber College

Lakeshore Campus      Room A 116A, 3199 Lakeshore Blvd.  
9:30 a.m. – 12:00 p.m.; 2:00 p.m. – 4:00 p.m.; 5:00 p.m. – 7:30 p.m.

North Campus      Room D109, 205 Humber College Blvd.  
9:30 a.m. – 12:00 p.m.; 2:00 p.m. – 4:00 p.m.; 5:00 p.m. – 7:30 p.m.

## Tuesday, Feb. 3 – Centennial College

Progress Campus      Room C3-06A, 941 Progress Ave.,  
11:30 a.m. – 1:30 p.m.; 5:00 p.m. – 7:30 p.m.

Ashtonbee Campus      Room E-215, 75 Ashtonbee Rd.  
12:00 noon – 1:30 p.m.; 5:00 p.m. – 7:30 p.m.

HP Campus      Room 345, 755 Morningside Ave.  
12:00 noon – 1:30 p.m.; 5:00 p.m. – 7:30 p.m.

Centre for Creative Communications      Room 105, 951 Carlaw Ave.  
12:00 – 1:30 p.m.; 5:00 p.m. – 7:30 p.m.

## Wednesday, Feb. 4 – Seneca College

Newnham Campus      Library Conference Room, Room B2082, 1750 Finch Ave. E.  
10:00 a.m. – 12:00 p.m.; 2:00 p.m. – 4:00 p.m.; 5:30 p.m. – 8:00 p.m.

York Campus      Library Conference Room, Room 1135, 70 The Pond Rd.  
11:00 a.m. – 1:00 p.m.; 4:00 p.m. – 7:00 p.m.

King Campus      Campus Boardroom, 13990 Dufferin St.  
10:00 a.m. – 12:00 noon; 4:30 p.m. – 7:00 p.m.

Markham Campus      Room M169, 10 Allstate Pkwy.  
10:00 a.m. – 12:00 noon; 4:30 p.m. – 7:00 p.m.

## Thursday, Feb. 5 – George Brown College

Casa Loma Campus      Room E421, 146 Kendal Ave.  
10:00 a.m. – 12:00 noon; 2:00 p.m. – 4:00 p.m.; 5:00 p.m. – 7:00 p.m.

St. James Campus      Room E113, 290 Adelaide St. E.  
10:00 a.m. – 12:00 noon; 2:00 p.m. – 4:00 p.m.; 5:00 p.m. – 7:00 p.m.

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**For full information about the OPSEU drive to win union rights for part-timers and sessionals at Ontario's community colleges, visit [www.collegeworkers.org](http://www.collegeworkers.org) or call 1-866-811-7274.**

*The Part-Time Times is authorized for distribution by Roger Couvrette, president of the Organization of Part-Time and Sessional Employees of the Colleges of Applied Arts and Technology (OPSECAAT), and Warren (Smokey) Thomas, president of the Ontario Public Service Employees Union.*

