

Disposable staff ? Or quality education ?

The treatment of part-time workers as 'disposable' labour, and the conditions under which part-timers work, harm the quality of education students receive. Here's how:

Support Staff

College support staff who work 24 hours a week or less are doing their jobs under less-than-ideal conditions. Part-time support staff have lower pay than their full-time counterparts, no benefits, and zero job security. As a result, many skilled and knowledgeable people quit college jobs at the first opportunity. The full-time staff left behind are forced to spend too much time training new part-timers instead of doing their own work and helping students succeed. The skills, experience, and length of service of part-time workers are not recognized, or even considered, in filling full-time positions.

Faculty

Part-time and sessional teachers are paid for classroom time only. Period. No provision is made for contact time with our students. Meetings with a student either occur in a crowded classroom or a busy hallway, or not at all. But a part-time or sessional college teacher is at least easily recognizable: We are the ones dragging our office behind us on wheels from one excessively large class to another.

Allowing part-time and sessional workers to bargain collectively, "as any other workers," would help colleges regain their reputations as good places to learn. And as fair places to work.

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Call us at 416-448-7433 or 1-866-811-7274
www.collegeworkers.org**

Disposable workers

Part-timers feel disposable in our work. We often feel that our contributions are not appreciated, and that we are not treated with dignity by college management.

The turnstile effect

Faculty and staff with valuable experience routinely leave the college system after short periods of time. They come in, get the training they need, become disheartened, and leave. Another group comes in. These workers too leave once they realize that working part-time with a sense of security and dignity, or landing a full time job, is simply not going to happen.

