

5:30 p.m.  
July 19, 2005  
Without Prejudice

## **Kwantlen University College proposal re: amendments to non-regular faculty language**

1. Amend Article 1.04(d) as follows:

### **(d) Non-Regular Faculty Members**

Non-regular faculty members are those that do not hold a regular position or who have not satisfied the requirements for regularization in Article 1.04(e). There are two (2) types of non-regular faculty.

#### **(i) Non-Regular Type 1 Faculty Members**

A non-regular Type 1 faculty member is a non-regular faculty member who is hired for a defined period, to teach specific courses or perform specific work. Non-regular Type 1 faculty may only be hired for specialized requirements, experimental offerings, timetabling anomalies, substitution, vacation replacement, short-term emergency circumstances, work that is not expected to be ongoing or work that does not provide them with an assignment that qualifies for non-regular Type 2 status at the August 1 assessment date. All non-regular Type 1 faculty members will receive salary according to the provisions of Article 10.

#### **(ii) Non-Regular Type 2 Faculty Members**

A non-regular Type 2 faculty member is one who is assigned or reasonably anticipated to be assigned an annualized workload of 50% or greater for a future 12-month period.

#### **Status Assessment**

There is one assessment date: August 1 for the 12 month period starting September 1. The purpose of this assessment date is to determine whether a Type 1 non-regular faculty member should be offered a Type 2 appointment. It shall not prevent the Employer from establishing non-regular Type 2 positions with different appointment terms or commencement dates in accordance with the Employer's needs.

It is the responsibility of non-regular faculty who are on the "qualified faculty list" in more than one discipline/program to notify the relevant administrator(s) of this fact at the time work is offered to them by the

administrator(s). It is the responsibility of the administrator(s) who have been so notified to check if the workload assigned across disciplines/programs would qualify as Type 2.

### **Replacement of Regular Faculty**

When the Employer replaces a regular faculty member on leave, Long-Term Disability, alternate duty or fills a position that is not expected to be ongoing and the workload available meets the requirements as outlined above, the Employer will issue a Type 2 non-regular appointment.

### **Rights and Obligations**

A non-regular faculty member who meets the qualifications for Type 2 above has the same rights and obligations as a regular faculty member and is entitled to all benefits provided by this Agreement on a pro-rated basis with the following exceptions (Article 6, and Article 7).

#### **(iii) Additional Work**

Where additional work is assigned to a non-regular Type 2 faculty member after the beginning of his/her appointment year, the Type 2 faculty member's designated workload percentage will remain unchanged for all purposes, including benefits, professional development and vacation, for that appointment year. The Type 2 faculty member will be paid for the additional work on the Article 9 salary scale plus 25% for the period of additional work performed.

Where additional work is assigned to a non-regular Type 1 faculty member after the beginning of the 12 month period starting September 1st, such that the Type 1 faculty member's annualized workload for that year becomes 50% or greater, the faculty member will retain Type 1 status, but will be paid for all work during that year at the contract rates set out in Article 10 for the applicable mode, plus 32%. The Type 1 faculty member's pay will be adjusted accordingly, retroactive to the beginning of that year.

Pension contributions for additional work will be made as required by the applicable regulations pertaining to the College Pension Plan.

2. Delete Letter of Understanding No. 8.