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**Elements of the VCC-VCCFA Collective Agreement that support fairness for Term Faculty**

***A Ban on Overtime***

***Enforceable Academic Freedom Protection (from first day)***

***Intense Protection of Rights and Entitlements through well-developed steward syste,, independent from Departmental, Divisional Chain of Command***

***Money and Workload***

Immediate placement on the same scale as everyone else

Pro-rata pay that includes vacation and statutory holidays

Pro-rated workload with class and non-class time included

***Paid Professional Development Days and PD Funds*** *(with half-time status)*

Instructor-initiated pro-rata Professional Development Time and Funds

Access to Conference Travel and Tuition Support Funding

***Hiring and Re-appointment***

Same hiring qualifications for everyone in an area

Normally one hiring process per career

Right by seniority to reappointment after cumulative six months on contract

*(any time status)*

***Evaluation Transparency***

Limited number of evaluation procedures - protected by grievance provisions

***Conversion Right from Term Faculty to Regular Faculty***

Automatic regularization of the person, not the position

*(half-time status for 19 out of any period of 24 months)*

***Seniority Rights***

Pro-rated College-wide publicized seniority, not departmental seniority

***College Health Benefits and College Pension***

Access to extended health and dental benefits. *(with half-time status)*

Percentage (3%) of salary in lieu if less than half-time.

Inclusion in government co-sponsored defined-benefit college pension.

***Maternity/Paternity Leave***

Eligible after six months of contract work

Other accrual rights continue during leave (regularization and seniority)

Return to at least same status

***Professional and Union Rights to Participation***

Departmental decision-making, curriculum and workload profile

Voting in elections of department leaders

Eligible to be candidate for a department leader *(status conversion if elected)*

Union meetings, committees, eligibility, and voting: same status as regulars

Protection through grievance procedures as well as human rights and anti-harassment provisions

***For Regulars who are part-time***

Full suite of rights as if they were full-time

Same seniority accrual as a full-time regular

*(can have more seniority than a full-timer)*

Layoff by seniority with notice, bumping rights, recall and severance rights

Right by seniority to accrue increased workload

***Statutory Rights that apply equally to all***

Basic Medical, covering hospitalization and doctor consultation

Two Federal Government Pensions

Federal Unemployment Insurance Rights

Provincial Shared Governance Rights

Provincial Labour Code Protection

Provincial Human Rights Code

Provincial College Faculty Pension Plan

***November 2020***