

## **PROPOSAL: College Contract Faculty Special Project**

**May 2015**

This is a special project proposed by college contract faculty to begin to bring college contract faculty into a more organized and mobilized group around the issue of our precarious work situation. The recent success of and media attention around the U of T and York contract faculty strikes and the media attention and mobilization in the US around 'adjunct' (contract) faculty has raised the profile on the issue of precarious post-secondary employment. Minimum wage and living wage campaigns addressing precarious and unjust working conditions in many sectors have been gaining organizing momentum and mainstream attention.

The specific situation in Ontario colleges of contract faculty teaching nearly 70% of courses and the attempts to reduce unionized, partial load faculty at some colleges, clearly indicates the administration active undermining of union protection and job security. The situation is also exacerbated by the increasing difficulty of using the 'official' union channels to hold the administration to the letter and spirit of the collective agreement. This is creating a harsher reality for ALL faculty.

Currently, post-secondary contract faculty organizing is focused in the university sector. In the US, adjunct (contract) organizing is well ahead of even the university sector activity here. In February 2015, adjunct faculty staged a national walk-out day that brought out thousands of faculty across the country and received substantial media coverage. In Ontario, OCUFA (Ontario Confederation of University Faculty Associations) created a webpage dedicated specifically to contract faculty issues and stories, We Teach Ontario ([weteachontario.ca](http://weteachontario.ca)).

This proposal is to:

- 1) develop a web based platform modeled on We Teach Ontario that would highlight the particular situation of the Ontario College sector re: contract faculty.
- 2) begin the process of mobilizing contract faculty to take steps to change their circumstances through informed and collective action.

### **Immediate Outcomes:**

- 1) opportunity to engage both unionized and non-unionized contract faculty.
- 2) increase profile of issues related specifically to College contract faculty.

### **Possible Long-term Outcomes:**

- 1) prepare contract faculty to be more informed and mobilized in the lead-up to the next round of bargaining.
- 2) build a foundation for another attempt at unionizing contract faculty who are not unionized.

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