

December 2015

Purpose

To provide an update to the College community on the progress achieved with regard to the Part-Time Pay Rate President's Listening Tour Task Force which can be found at <http://www.algonquincollege.com/president/files/2015/06/Part-time-Pay-Task-Force-Final-Report.pdf>

Recommendations	Comments	Status
Recommendations effective September 1, 2015		
<p>THAT the dollars allocated for pay increases for part-time staff in the 2015-16 budget be disbursed in the following way effective September 1, 2015.</p> <p>Administrative Staff (Part-time) Introduction of a 4% "in lieu of vacation" for all part-time Administrators.</p> <p>Faculty (Part-time) Implementation of salary scales for Part-time, Short-term Partial Load and Sessional Academic staff. For the 2015/16 budget year, (phase one) all faculty will be placed on the salary scale at a rate closest to their current existing rate. No placement will be at a lower rate than what they are currently earning.</p> <p>Support Staff (Part-time) Implementation of a 3% percent increase to all of the current salary scales.</p>	<p>Fully implemented effective September 1, 2015.</p> <p>Librarian, Counsellor, Learning Strategists to be placed on the updated Part-time Academic Pay Grid in January 2016 retroactive to September 1, 2015.</p>	
<p>THAT a set of Guiding Principles for the allocation of additional increases to part-time rates be developed. These guiding principles will be communicated to all employees in an open and transparent manner and will be aligned to our values of Caring, Learning, Integrity and Respect.</p>	<p>Completed. Guiding Principles approved by President's Council. To be implemented and communicated in January 2016.</p>	

<p>THAT all part-time faculty will be paid \$25/hour for attending mandatory meetings outside of their contract or scheduled hours, effective for the fall 2015 term. Support Staff who are called in off their shift for mandatory meetings will be paid their hourly rate.</p>	<p>Fully implemented effective September 1, 2015.</p>	
<p>THAT all benefits currently offered to part-time staff be communicated both in writing and verbally.</p>	<ul style="list-style-type: none"> • Human Resources website has been updated http://www.algonquincollege.com/hr/part-time-benefits/ • September 2015 memo sent to each employee group reminding employees of eligibility to join the Pension Plan and access to Tuition Assistance for Algonquin College Courses; • Benefits for Part-time Faculty posted on Blackboard; • Pension workshop invitations communicated via various mediums including MyAC, the Human Resources website and Blackboard. 	
<i>Recommendation due December 31, 2015</i>		
<p>THAT a review of the feasibility of longer term contracts for part-time employees will be conducted, with recommendations put forth for the 16/17 Academic year.</p>	<p>In Progress</p>	
<i>Recommendation due June 2016</i>		
<p>THAT a schedule for part-time rate increases will be in place associated with the percentage increases in place for both collective agreements for full time and existing practices for administrative staff in Ontario colleges.</p>	<p>In Progress</p>	