

# OLDS COLLEGE FACULTY ASSOCIATION

## CONTRACT INSTRUCTORS' ASSOCIATE AFFILIATION FEE

### *PREFACE*

As part of the terms and conditions of employment at Olds College, *casual employees* contracted to carry out academic duties and responsibilities become OCFA Associates and are assessed an Affiliation Fee (1% of their wage). The fee was negotiated with the Board of Governors and was established to offset costs related to addressing the following concerns expressed by contract instructors, permanent Academic Staff, and the Association:

- the lack of professional interaction between contract instructors and academic staff
- the time academic staff usually devote to assisting contract instructors
- the increasing number of contract instructor queries to OCFA about employment issues
- the growing need for ACIFA to explore contract instructor issues

### *ASSESSMENT JUSTIFICATION*

The following sections present the basis upon which the affiliation fee was established.

#### Professional Affiliation

1. Contract instructors may attend regular meetings.
2. Contract instructors qualify to serve as active members of designated committees.
3. Contract instructors, during their term of employment, may attend OCFA and College social functions – most of which are supported in whole or in part by regular membership dues.

#### Instructor Mentoring

1. Contract instructors use Academic Staff as mentors and resources to become oriented about the content, organization, delivery, and evaluation of courses.
2. Contract instructors often use teaching materials and training aids that have been developed by Academic Staff, and they frequently take advantage of preliminary facility, equipment, and course preparation.
3. Contract instructors frequently solicit professional advice from Academic Staff regarding classroom management, student issues, and organization procedures/practices/policies.

### Workplace Environment

1. Contract instructors are able to function in a professional climate that is achieved and maintained through OCFA's ongoing involvement in negotiations, grievances, and various other problem-solving forums and initiatives (e.g., Joint Executive Meetings, Professional Practices Committee, Academic Council, Safety Committee, etc.).
2. Contract instructors' inherit working conditions and professional entitlements that often are the by-products of voluntary research efforts, monetary trade-offs, personal sacrifices, and other investments by Academic Staff over an extended period of time.
3. Contract instructors can use OCFA as a "sounding board" about their workload and/or working conditions and as an agency for information about possible violations of articles pertaining to the use of casual employees in OCFA's Collective Agreement.
4. Contract instructors are privileged to a *Code of Ethics* established by the Association and may consult the Association regarding professional responsibilities, conduct, and expectations.
6. A contractor's instruction term may be applied toward the completion of the probationary period required for permanent status.
7. Contract instructors have access to the Faculty Centre and are eligible for preferential rental rates during their term of employment.

### ACIFA Services

1. ACIFA lobbies the government and college boards on behalf of contract instructors' interests (e.g., "*Survey on Part-time and Limited-term Faculty*", *special meetings, conference sessions*).
2. Contract instructors are eligible to attend the ACIFA Conference.
3. Contract instructors are part of a new pension initiative to make the LAPP accessible to contract instructors.
4. Contract instructors are eligible for preferred insurance rates through Johnson Inc.