

Deemed EI Hours for ACAD Sessional Faculty

Whereas under the *Employment Insurance Regulations*, SOR/96-332 an employer has an obligation to provide the actual number of hours performed by an employee or group of employees , and

Whereas where an employer cannot with certainty establish the actual number of hours that employee or group of employees has worked, an employer may deem the number of hours an employee or employee group has worked, and

Whereas the number of hours worked by sessional instructors at ACAD will vary depending on the duration of teaching work associated with courses assigned under contract taking into consideration variations in class size, the studio or non-studio nature of the class, the newness of the course, and the maturity of the program, and

Whereas the non-teaching responsibilities assigned to sessional faculty may also vary for College service and other professional commitments or expectations related to courses taught, and

Whereas the College, with the support of the Faculty Association, has recorded time worked for a reasonable and representative sample of sessional staff for courses contracted to staff during the Winter Session of the 2011-2012 school year for the purpose of validating and assessing the current provision for deemed hours worked,

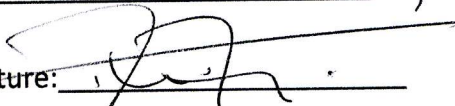
For the purpose of reporting Employment Insurance contributions for sessional faculty teaching undergraduate liberal studies or studio courses, for credit, the College in consultation with the Faculty Association has agreed that the College will deem hours worked to be 175 hours per course taught (the "deemed hours"):

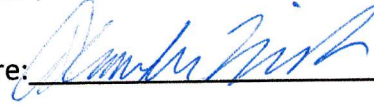
1. These deemed hours will be used for establishing Records of Employment and for tracking hours worked in the payroll records for sessional faculty.
2. This decision is without prejudice, and shall have no bearing upon the Collective Agreement between the College and ACADFA
3. The effective date of this change to the deemed hours will be retroactive to September 1, 2012.

In making this change, it is understood that the College will inform Sessional Faculty of the deemed hours via its inclusion in the Instructor Course contract as agreed to between the

College and faculty, and that the College will track deemed hours earned by pay period and report these amounts earned on the sessional pay advices.

It is also understood that unless otherwise required by the College to bring the College into compliance with the Employment Insurance Regulations, now or into the future, any future changes to the deemed hours by the College will be made in consultation between the College and the Association.

ACAD
Per: DON DART
Title: V.P. Finance; CORPORATE SERVICES
Signature: 
Date: FEBRUARY 12, 2013

ACAD Faculty Association
Per: Alex Link
Title: President
Signature: 
Date: FEB 12/13