
Standing up for Quality Education

VOLUME I, ISSUE 19

FLEMING FACULTY UNION

NOVEMBER 10, 2017

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150 No votes (and one determined vote for On)

Thursday’s meeting was a potent manifestation of strength and solidarity.
We are frustrated and angry, but this makes our resolve stronger.

No to an offer that hurts students.

No to an offer that limits faculty.

No to an offer that undoes gains won through previous strikes.

No is the only road to quality education and a fairer workplace.

Council’s dirty strategy of deceit has backfired.

It has made us stronger. Know means no. It was powerful and heartening
to gather together, to know my passion and concern is our passion and
concern. The path to a positive solution is voting no.

Riddle:

What asks but never answers? Hint: it’s not the College Employer Council.

Sacrifice: A Palimpsest

The freedoms Canadians fought for are precious. The fruits of freedom grow or shrink depending on what we are willing to accept and what we are willing to fight for. Our rights did not abruptly appear fully formed: a continuous series of sacrifices keeps them alive.

Our grief from the First World War still resonates. Soldiers are honoured a century later for fighting for their country. But our Canada is not their Canada. During WWI, Canada put 8,000 people of Central European and Turkish descent who considered themselves Canadian into internment camps. Canada ran residential schools (a more insidious internment). Most women could not vote. It was illegal to be gay. Those rights came later: Canadians organized and fought for them.

We praise democracy and honour soldiers who fight for it. Democracy is a process. Rights are gained incrementally through people organizing and fighting for them.

Or, in rare moments, change is sudden. The armistice would not have happened on Nov. 11, 1918 if German workers had not organized and fought against injustice.

On November 9th, 1918, a workers' revolution reached Berlin. Soldiers joined workers, and the next day, the Kaiser abdicated. A day later, November 11th, the armistice was signed, thanks in no small part to organized working people forcing the German Kaiser from power.

War and revolution are much more dramatic than the fight for weekends, minimum wage, a 40 hour work week (remember that?) or equal pay for equal work. But at heart, all these struggles are grounded in this truth: history doesn't happen to us. *We make it happen*, either by acquiescing to something crappy (saying yes) or coming together and fighting back (saying no).

Walking the line is not walking a trench. Our sacrifice, in comparison, is miniscule. But it is selfless and seeks to make our community better and stronger. From this vantage point, we give special thanks to and honour those we remember at this time of year.



Faculty at Durham listen to a press conference. Recognize Rogier from Business? Hello, Brother! No toques? You are picketing in a slightly warmer clime...

Riddle Answer: An owl

Games and Distractions

Thank you puzzle meister George Seto!

	2						
		8			4		
7					3		9 1
					7	9 4	
	7				5		6
			9 1				
	5		4 2				
6			8			7	3

Send photographs, articles, jokes and insights to

local352website@flamingcollege.ca



Click here to hear "[We're Not Gonna' Take It](#)"



Durham faculty enjoy a November volleyball blitz on the line. Everyone won!

9	5	4	9	3	7	2	1	8
3	2	7	5	1	8	4	6	9
8	1	6	9	2	4	7	5	3
5	7	3	2	1	9	6	8	4
6	8	1	5	4	3	7	9	2
2	4	9	7	8	6	1	3	5
1	9	8	3	6	2	5	4	7
7	3	2	4	9	5	8	6	1
4	6	5	8	1	7	3	2	9

Total workload assigned and attributed by the College to a teacher shall not exceed 44 hours in any week for up to 36 weeks in which there are teaching contact hours for teachers in post-secondary programs and for up to 38 weeks in which there are teaching contact hours in the case of teachers not in post-secondary programs. **The maximum number of weeks can be exceeded in order to allow a teacher to complete teaching an assigned course if agreed between the teacher and the supervisor.**

In new offer = less work for partial load and P/T!

A [fantastic petition from OPSEU](#) demands that money that managers save by withholding our salaries go to students along with any bonuses to management. It's the right thing to do: another clear demonstration of how this strike is about students.

Students are the first to lose in the event of a college-wide work stoppage; they should be the first to be compensated.

College faculty, librarian, and counselor salaries are provided by taxpayers and student tuition. College management are the stewards of those funds; the money is not the property of the college. When college faculty, librarians and counselors are forced to strike, college management remain in possession of that money, and therefore are the only party to benefit financially from a strike.

This unfair system needs to change.

We, the striking faculty, librarians, and counselors at Ontario colleges, believe that our forfeited salaries should benefit students first when we are on strike, and to that aim, we demand that Premier Kathleen Wynne, Minister of Advanced Education and Skills Development, Deputy Premier Deborah Matthews, the College Employer Council, and Presidents of the 24 Ontario Colleges act collectively to begin the process of transferring money saved in salary over the period of the 2017 strike to student unions at each of the 24 colleges, to be distributed by student leaders as they see fit, in consultation with their student bodies.

A strike represents a catastrophic failure in communication; this failure in communication has in large part been caused by management not meeting the needs of faculty and students in terms of providing a sustainable education system that benefits all. Striking faculty, librarians, and counselors pay dearly for this, both in economic terms and in terms of harassment on the picket line, whereas managers continue to work and get paid, and also potentially receive bonuses during this period. This is unfair.

We also petition the senior executives of the 24 Ontario colleges to give up any bonuses received, or to be received, during the semester of the strike to student unions in each of the 24 colleges.

With this act, we acknowledge the deep sacrifices that our students are making during this period, and wish to enact positive change on their behalf. We believe that students should be empowered as an equal body in this process, and their needs must be met first.



[Click here to sign and comment](#)

Lynn Eason notes “Faculty and students have a bond. We work together; we know each other. Our students and their needs are our focus, and it has been hard to stretch this bond between faculty and students by withdrawing our labour from our employer. This bargaining cycle, changes had to be made within our college system to bring balance, fairness, and equity back to our halls. Our students, along with faculty, have suffered along with us. I demand that my forfeited salary for the duration of the strike be turned over, as stated in this petition, to ensure that there is an immediate good for the students who have been affected. You stood with us through this difficult time. This is a thank you.”

Share this petition on social media!



Karen and Mike from ETFO offer support and a donation at Frost

Les Smith: Reason I Am Voting No #7

I have come too far. Part of me saw all the cuts being made and the full-time positions not being filled and the overall shift from an academic institution to an administrative process as a new paradigm I could do nothing about. I hated the way we were cutting things – big and small – out of our programs. But all the way up our management chain these cuts were supported.

Part of me felt like my “leaders” had lost touch with our first principles. But they weren’t interested in my opinion. They were busy with their careers. So to pacify myself I decided to just stay busy with my students.

Part of me saw the increase in administrators as somewhat harmless. A waste of money, but harmless. Part of me saw all the money management was throwing at us in their first offer and I was pleased to think of my pension.

Then I found out how they were reacting to a simple request for collegial collaboration. Then I started watching that council machine get started with the antics of walking away and talking about a “Final Offer.” I thought a fight was in the wind. But then I thought the Premier wasn’t going to let that happen.

All they had to do was agree to some kind of committee that would discuss cooperative decision making. I figured it’s not a big deal to agree to a 50/50 split between part time and full time. That was a big compromise for us but maybe in changing times it wasn’t a completely awful idea. But then they really started to play games and I was afraid there would be a strike.

I told my students that it was unlikely. With the money going around the province and the simplicity of agreeing to talk about academic freedom, there won’t be a strike. Then they walked away from the table and forced the strike. They made me a liar.

I had been here before with these people in 2006. They forced us out then And they forced us out this time too. That’s when I clued in – there is a bigger plan afoot.

Now they have taken four weeks pay away from me. Now they have told lies about what is happening. Now they have told lies to get my students to side against me. They have polluted the atmosphere of my classroom slandering me. They have wrecked our classes for the rest of the year by pitting us against each other.

Don’t give me that bullshit that this isn’t personal. You made it personal when you tried to set my students against me by telling half truths and lies. We have to go back to those class rooms while they hide in their office playing victim and good guy. But you made this happen all along and you know it.

The only people who are unaccountable are the management telling the lies. Students don’t face them. Students don’t even talk to them. Now they give platitudes about caring about the students and suggesting that the faculty don’t care.

All right then, four weeks later, lying and manipulating, walking away and playing games with my life and with the lives of my students - we are on. I am here till we get what we want.

**I
am
voting
No.**



Joanne notes: Many may not know my Fleming history... 7 years part time and partial load and of that 5 years coordinating the HR program with no full time faculty dedicated to the program. One constant was Les ... a mentor, a team teaching partner and a friend. I encourage everyone to view his Facebook page and read his insights ... powerful and founded in solidarity. I shared every one. Today I do a toque toast to Les Smith and his many reasons for voting NO.