

# Standing up for Quality Education

VOLUME I, ISSUE 20

FLEMING FACULTY UNION

NOVEMBER 13, 2017

## STILL NO !



Sign up for Remind phone updates at [bit.ly/remind352](https://bit.ly/remind352)

Class name is Local352

Follow our website — click the “follow us” link on the website and receive regular updates to your e-mail

[flemingfacultyunion.org](http://flemingfacultyunion.org)

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[FlemingFacultyUnion-StrikePage](#)

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It's still no. Vote no to an offer that:

**Threatens full-time and partial load jobs:** the offer reduces our ability to fight for more full-time jobs. It also gives management more incentive to increase non-unionized part-time work

**Bypasses Bill 148 (Equal pay for equal work):** the offer defines full-time and part-time teaching as “different kinds of work” exempting faculty that are not full-time from Bill 148 (sneaky!)

**Removes Overtime Limitations:** the offer pressures full-time faculty into overtime. This threatens part-time work and increases full-time workload.

**Reverses Gains from Previous Strikes!** No way.

And if you can swallow this deal, consider this. The return to work protocol in the offer allows the college to work outside of the Article 11 agreement on overtime. Are you prepared to come back and do the extra work without the benefit of overtime to complete the work as a result of the strike? There are a lot of adjustments that will be needed. Are you willing to do this work for free? They want you to.

**Riddle:** What has rivers but no water, cities but no buildings?

# VOTE ONLINE OR BY TELEPHONE

PLEASE BE AN INFORMED VOTER

There's a lot riding on this vote.

## STEP 1

DOWNLOAD THE  
PDF

<https://opseu.org/news/olrb-provides-details-college-faculty-vote>  
and click on the [Notice of Vote](#) attachment to download the PDF

## STEP 2

LOGIN TO YOUR  
FLEMING EMAIL

Generally speaking, you are NOT supposed to check your **Fleming** email while on strike. In this case, it's OK to do so.

## STEP 3

COPY THE PIN

You will receive an email on Monday November 13, 2017 outlining how to vote and providing a personal identification number (PIN).

## STEP 4

49 HOURS TO  
VOTE. NO MORE.

The vote period will open from 9:00 am on Tuesday Nov. 14 and will close at **10:00am** on Thursday Nov. 16. Do NOT forget to vote.

## STEP 5

VOTE ONLINE  
OR BY PHONE

Go to <http://www.olrb-cro.isvote.com/> and follow the instructions  
OR  
Call 1-888-359-2308 (toll-free) and follow the instructions:

## STEP 6

MAKE IT COUNT  
NO MISTAKES

- ☐ I accept the employer's offer received on November 6, 2017.
- ☐ I reject the employer's offer received on November 6, 2017.

A copy of the Employer's last offer, dated November 6, 2017, can be found on the Employer's website and the website of each of the colleges or via this link:

[http://www.olrb.gov.on.ca/english/ACAD\\_ManagementOffer\\_20171106.pdf](http://www.olrb.gov.on.ca/english/ACAD_ManagementOffer_20171106.pdf)

If you lose or misplace your PIN, contact the VOTER HELP CENTRE toll free at 1-888-281-8683 (8am-8pm ET).

For more info, visit [www.opseu.org](http://www.opseu.org)

Riddle Answer: A map

## What Would the Littlest Hobo Do ?

Woof, woof, woof ! \*\*

\*\* = Vote no ! There's a crisis in education. Don't be fooled. With unlimited over-time and the tomfoolery with more weeks taught, there will be less work for part-time and partial load in this offer. I've walked to a lot of towns and helped a lot of strikes, and doggone it, they're trying to roll back everything and bust you right some big and bad on this one. Put students first. Vote no.

Woof! They're offering the same Return to Work Protocol (with a new punitive calculation) that created 1400 grievances in 2006 !

Littlest Hobo, the original #Strikedog !



Helen with Jesse Parsons, former Trent history student she taught years ago. He's now partial load at Durham, and a wandering minstrel on the line. Spirits are high at Durham. They stand united, are supported by UOIT faculty and by many students as well.

### HARDSHIP

As we move into the 5th week of our strike, we want to remind you that our local has a hardship fund set up. If you need to access these funds, please contact Bill Peacock at [w\\_peacock@sympatico.ca](mailto:w_peacock@sympatico.ca)

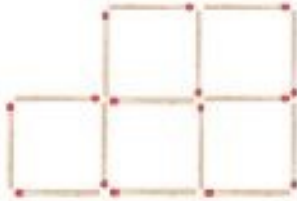
You can also apply for funds from our OPSEU regional [hardship committee](#)

<https://opseu.org/sites/default/files/108-regionalhardshipfundapplicationformaccre.pdf>

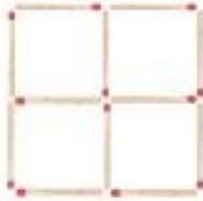


## Matchstick Puzzles - #1

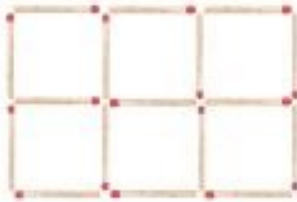
1. Leave just three squares by removing three matchsticks.



4. Leave just two squares by removing two matchsticks.



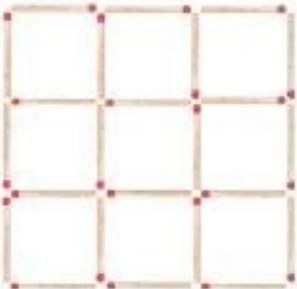
2. Leave just three squares by removing five matchsticks.



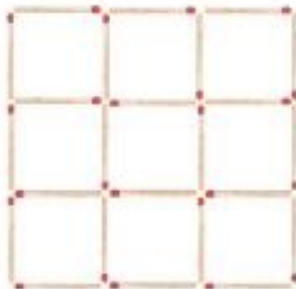
5. Leave just six squares by removing eight matchsticks.



3. Leave just two squares by removing eight matchsticks.



6. Leave just three squares by removing six matchsticks.



Heather Maranta observes in her [letter to the editor](#) that “students don’t want politicians to force an end to the strike. We want the administration to stop treating our colleges as business-first and places of education last.”

Send photographs, articles, jokes and insights to  
[local352website@flemingcollege.ca](mailto:local352website@flemingcollege.ca)

Click on the slice of cheese to hear Ringo Starr’s

[“The No No Song”](#)



Neither game nor distraction, the offer removes this from the Collective Agreement:

“No full-time bargaining unit member who has completed the probationary period will be released from the college’s employ as a direct result of the college contracting out his or her work.”

The new offer kicks us when we are down. **Do you want your work contracted out?**  
**Vote no.**

**The contract offer put forward by the Council is a bad one for faculty – and the students we teach. It entrenches inequity and takes us backwards on academic freedom.**

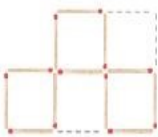
**Here's why all faculty should vote NO:**

1. This offer allows the colleges to continue to expand the pool of contract faculty without restriction. More precarious work is not a better plan for our colleges.
2. This offer allows the colleges to avoid paying “equal pay for equal work” for contract faculty, even after the passing of Bill 148, The Fair Workplaces, Better Jobs Act.
3. This offer will decrease the percentage of full-time jobs in the colleges. Faculty are fighting for a 50:50 ratio of permanent to contract staff; the colleges’ offer fails to create a path to permanent jobs for partial-load faculty, and it denies students the better education that comes with a stable workforce.
4. By removing the cap on teaching weeks and overtime for full-time faculty, this offer allows the employer to move work from partial-load faculty to full-timers. This means fewer hours for partial-load.
5. This offer does nothing to recognize that faculty need academic freedom to safeguard education quality.
6. The Return-to-Work protocol is flawed. It uses much of the same language from the 2006 protocol that left thousands of faculty without a penny in return for their return-to-work overtime hours.
7. The colleges have forced a vote on an offer that is filled with concessions and does nothing to address academic freedom.
8. The best way for the colleges to reach a collective agreement is to negotiate, not to force a vote on an offer that has already been rejected by the faculty bargaining team.

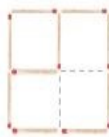
We will Vote NO because it will make the colleges stronger, better for students, and better for the next generation. We will vote NO because we love our students, we value education, and we care.

#### SOLUTIONS

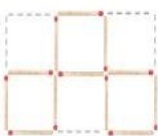
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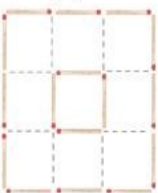
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5. Leave just six squares by removing eight matchsticks.



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6. Leave just three squares by removing six matchsticks.



Strong in Oshawa. Thanks, Helen!

## Les Smith: Reason I Am Voting No. 13

Because the whole purpose of this Forced Vote is to hurt people.

The Council has a lawyer. He has been their lawyer for a long time. He has been the problem in every collective bargaining round I have been part of. He does not want to negotiate and reach an agreement. He never wants an agreement. He has only one goal. He wants to break the union.

He wants to break the union to gut the system and force people to work part time. Then guys like him get big bonuses from the money that should have gone to classrooms and faculty. He thinks he can turn the students against the union. He thinks he can turn the parents and public against the union. He wants to turn union members against each other.

There was never any genuine attempt to bargain and make a deal. He didn't want a deal. He wanted a strike. So he could create pain for people. We didn't start this strike – he did when he walked away from the table in October. He wanted a strike, so he could attack the union. He knows the withdrawal of our work hurts everyone but him. He gets paid no matter what. He just wants to create turmoil, so he can get what he wants – the end of our union. He doesn't care who he hurts if he can get his way.

He wants this forced vote because it makes the students suffer longer. He wants to fill them with fear and frustration. He thinks that will turn them against their faculty. They haven't turned against us yet, so he wants to turn up the pressure.

He wants this forced vote because it gives parents hope that the strike could end. Most of the parents have never been in a union, let alone on strike. They don't understand the issues. But he hopes he can stir up hate and anxiety. He wants this forced vote to prolong the strike. He knows we can't go back in and then back out on strike. He knows we are cold and frustrated. He knows we are all behind in our bills and afraid of what this loss of income means for our kids and our Christmas and our future. He knows we are all stressed. He wants to drag this out as long as possible. He hopes that stress will make us agree to the worst possible agreement. The deal they have offered is the worst one yet. He has inflicted pain on everyone in hopes he can get us to cave in and give up.

This is who your college hired to do the bargaining. They hired someone who never had any intention of bargaining. He was planning on being so difficult to deal with that we would have to strike. Then he would do everything he could to cause as much pain for everyone as possible, so he could turn people against each other.

We were just a few hours from a deal on [last] Monday morning and then the negotiated settlement came off the table. The newest of the crappy deals came on the table. And then they scheduled a forced vote. He could have done that back in September or October. But he didn't. He couldn't inflict enough pain to get the result he wanted. Now he imposes a vote on a crappy deal because it will extend the strike a couple of weeks longer and hurt everyone more.

We work with our students every day. We love our jobs. We would never intentionally hurt our students or their families. And our students know that because they know us. We were forced out on strike by bad faith bargaining. We were forced to stay out because of the Council's refusal to come back to the table. We are still out because of a manipulative vote.

Everyone hurts. Except him.

Everyone hurts except the members of the Council who let him do this to us all.

They hide so you can't know them. Even CEO Don Sinclair won't talk to the press anymore except through a representative spin doctor.

Guess what? This is bigger than a little hurt. I have been a college professor and proud of it for 17 years. I can take a little pain. We are a group of strong smart people. You know what kind of person intentionally hurts others? A bully.

I can stand up to a bully. **I vote No.**