
Standing up for Quality Education

VOLUME 1, ISSUE 21

FLEMING FACULTY UNION

NOVEMBER 14, 2017

WE VOTE NO

Sign up for Remind phone updates at bit.ly/remind352

Class name is Local352

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flemingfacultyunion.org

Facebook

[FlemingFacultyUnion-StrikePage](#)

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Joanne, Helder and Mike read the writing on the wall. Okay, it's actually on the road. The road to a fair settlement is paved with No.

Riddle: I have keys but no locks. I have a space but no room. You can enter but can't go outside. What am I?

What Would Flipper Do ?

Blub Blub Squeak Blub ! **

** = Vote no !

- 1) The Return to Work Protocol does not mention partial-load faculty.
- 2) The offer weakens the proposed Fair Workplaces Better Jobs Act (Bill 148: Equal Pay for Equal Work) so partial-load faculty will not get equal pay.
- 3) The offer does not recognize the extra work partial load faculty do (prep, marking meeting with students etc.).
- 4) The offer provides for the unlimited hiring of part-time (and unlimited back-to-back sessional) appointments. Good-bye partial load...



Flipper, mammal but not #Strikedog !



Riddle Answer: A keyboard.

Dobbin standing strong !

Your voting PIN is in your college mailbox. You can access your email without having to go through the portal via [web-mail.flemingcollege.ca](mailto:flemingcollege.ca)

VOTE

YES ☐ NO ☐



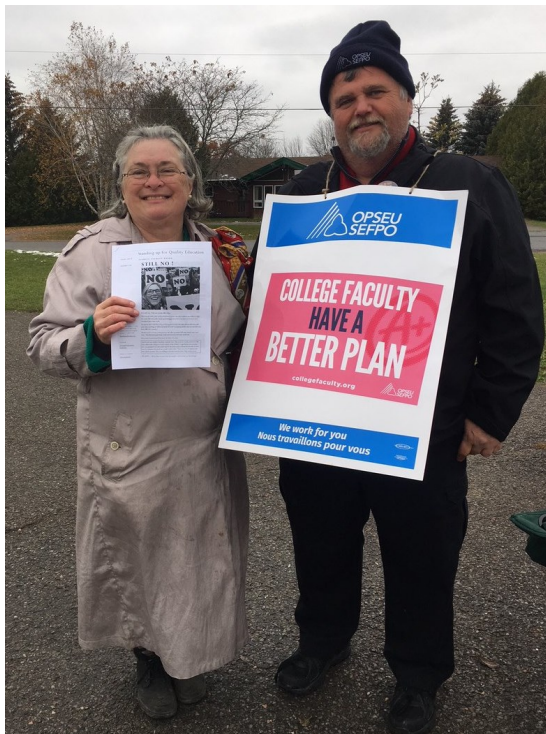
The sender is: Voter Info

The subject line is: VOTING INSTRUCTIONS OLRB/
INSTRUCTIONS DE VOTE CRTO

Voting begins Tuesday 8am & ends Thursday 10am.

We will be coming to the lines, setting up hotspots and bringing laptops to assist with voting.

We plan to visit Sutherland on Tuesday, Frost Wednesday. If you want help with online voting, please visit strike headquarters at 1524 Lansdowne St W. beside Saigon Boys.



Precarious Work

Rebecca Costie, contract faculty at Mohawk College, cannot get a mortgage or car loan. She dutifully went to school, started working in a college, and finds herself one of thousands of precariously employed faculty in Ontario, wondering if she can start a family: "I never believed that I would be in precarious work at 40." It's not how students think of their college professor. We know this reality. Her strike pay is almost the same as her pay for teaching. [Click here to share a CBC article](#) about Rebecca and her precarious work with anyone who does not know the reality of part-time faculty.



#StandWithFaculty (new fac who dis) @StandWithFac · 2h

FYI, the union is ACCURATELY representing the CEC's offer, and analyzing it using our powers of critical thinking. You know, what you want us to teach our students? We've read the offer, we think it's crap, and we're saying why.

[#CECFakeNews](#) [#standwithfaculty](#)



8

13



#StandWithFaculty (new fac who dis) @StandWithFac · 2h

Unlimited unpaid overtime is "added opportunity"? Nope. By putting this language in the collective agreement, you open the door for chairs, deans and other administrators to force faculty to teach these extra hours. [#CECFakeNews](#)

[#standwithfaculty](#)

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8

17



[Click here to listen to Stan Rogers' iconic Mary Ellen Carter](#), a powerful song of coming together in the face of adversity

[Click here for a moving video of students joining faculty on the line](#)



#StandWithFaculty (new fac who dis) @StandWithFac · 2h

Oh, and yes, the government CAN impose binding arbitration. It would still be a better deal than the CEC's offer. How dare you insult our and our students' intelligence by lying to us like that, CEC? [#standwithfaculty](#) [#CECFakeNews](#)

1

12

15



Nancy is strike captain and picketing 6 hours a day with a team of 25 at Sir Sandford Fleming College.

Before I was hired as a full-time communications professor, I taught on contracts for 10 years. During that time, my teaching schedules were often assigned a week before the start of semester, I had no benefits, and no security for future contracts. Therefore, I empathize with our current fight to hire full-time professors, provide job security, and ensure equal pay for equal work. Our contract faculty and our students deserve better. They deserve a quality education.

[Tweet](#)

November 8, 2017

Posted in [#Voicesfromstrike](#)

Local 560 is blogging about our own picket yogi Nancy Rishor.

From her perspective, she sees that a 50/50 full-time / part-time faculty ratio gives ample flexibility to management.

Props to Nancy for coming to Strike HQ on her day off and contributing her artistic talents.

RM Kennedy liked



Yeti on strike @yeti_on_strike · 4h

Any full-time profs concerned about this item in [#CEC](#) offer? In previous contract, it used to say FT profs can't be laid off through having their work contracted out, but now that not in offer text. What it means? FT profs should worry for their jobs now?.. [#collegestrike](#)

Letter Re: 2014-2017 Collective Agreement

For the duration of the existing Collective Agreement, the parties agree to:

ons Messages



Search

from the College's employ as a direct result of the College contracting out his or her work.

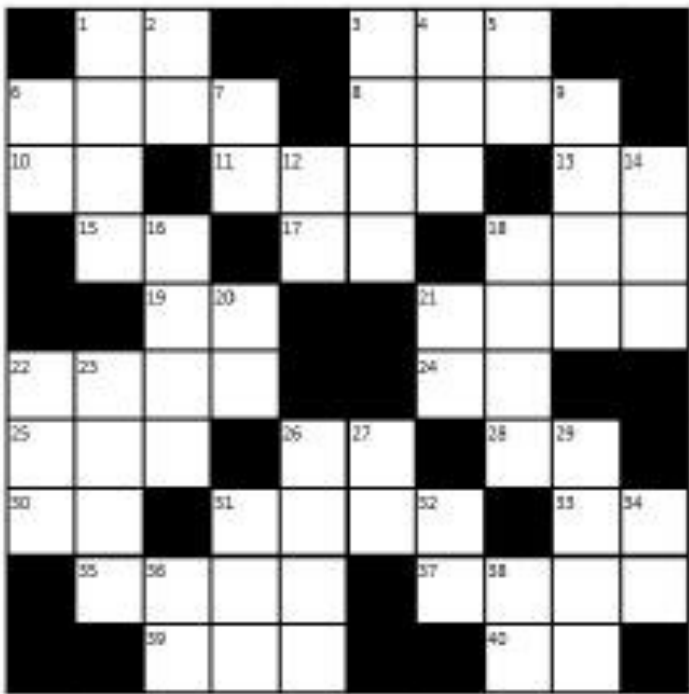


11

12



Cross Number #1



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ACROSS

1. 22 – 9

3. 159 – 13

6. 465 + 750

8. 2329 + 3294

10. 25 – 10

11. 18833 – 9266

13. 20 – 7

15. 15 + 16

17. 120 – 24

18. 952 – 344

19. 99 – 40

21. 445 + 8975
22. 1496 + 930

24. 124 – 46

25. 1290 – 300

26. 98 – 44

28. 11 + 5

30. 27 + 40

31. 9284 – 2589

33. 44 – 10

35. 3292 – 768

37. 9 + 1616

39. 858 – 356

40. 1 + 10

DOWN

1. 710 + 543

2. 46 – 15

3. 297 + 1269

4. 235 + 232

5. 83 – 21

6. 15 – 4

7. 29 + 30

9. 5457 – 2355

12. 24 + 35

14. 560 – 180

16. 381 + 1139

18. 12346 + 5865
20. 27 + 69

21. 183 – 86

22. 338 – 42

23. 280 + 4692

26. 10786 – 5144

27. 27 + 22

29. 12200 – 5879

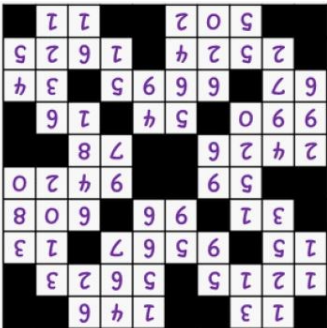
31. 687 – 67

32. 62 – 11

34. 21 + 24

36. 61 – 6

38. 17 + 44



Les Smith: Reason I Am Voting No. 3

This whole process has been a fraud.

Three times they come to the table, drop a “Final Offer” and walk away. No discussion. Not even a hint of negotiating. They tell everyone about the “money” and silently ignore the real issues. They put out press that says we are greedy. They put out press saying they have given us everything. Not true. Not even a little true. They put all their effort into shaping the press and not dealing with the issues. Spin and Spin and Spin. They spend money on Spin Doctors and put no effort into the issues.



We want an agreement that includes more counsellors because of the increase in mental health issues with students. We tell them that it is faculty that should decide what goes on in classrooms, but we are willing to compromise if they create a body in each college to have faculty and student input before decisions are made. We tell them that it is not good for the students, the colleges, or the future of Ontario if everyone works on part time contracts. You can't build an economy based on part time employment.

We tell them the money is not the big deal here.

Finally, because we have no other leverage, we say, Bargain in good faith or we will withdraw our work. What do they do? They bring an offer that is even worse and walk away again.

Let's say you are trying to make a deal with some one – say they offer you \$100 and you say that's not enough. So they offer you \$95 and you say No if you don't make me a good offer I will walk away. So now they offer you \$85. And then THEY walk away? What do you do with that?

They knew we would go out. They knew we would have no choice but to go on strike. They wanted the strike so they could create more press.

What we did was go on strike and stay at the table. Never has our Union walked away from the table. Every time negotiations ended it was because the Council walked away. And they lie about it.

So we walked away. Because we had no choice. They would not bargain. But it gets better.

Finally, because they get pressure from the government to come back to the table, they return, but lie to the mediator that they have new ideas. They return to the table. They did not call us back. We never left. But spin is the important thing, not honest bargaining.

They bargain for three days. Our union, though not happy with everything, stay focused on the goal – because we care about the students and the possibility of a lost semester – and reach agreement on a number of issues.

Then finally, on Monday, when we are about to come to a deal, the only issue remaining is the academic freedom issue, they pull what we agreed upon and put a degraded offer on the table and say they are going to schedule a forced vote.

The Union team actually thought that we would have a deal by noon on Monday. Actually thought that we could be back in the classrooms this week.

Then they pull this stunt saying that we can go back and teach until the vote happens. Again, just trying to play the press. Not in any way being honest or bargaining in good faith.

Is it a surprise that when they dropped the new offer to be voted on, they walked out of the room again? No more bargaining. Is it a surprise that the first thing they do is go to where the press was waiting so they could tell more half truths, spins and outright lies?

They are fundamentally dishonest. All they care about is spin.

The deal is still crap, and I am voting No

