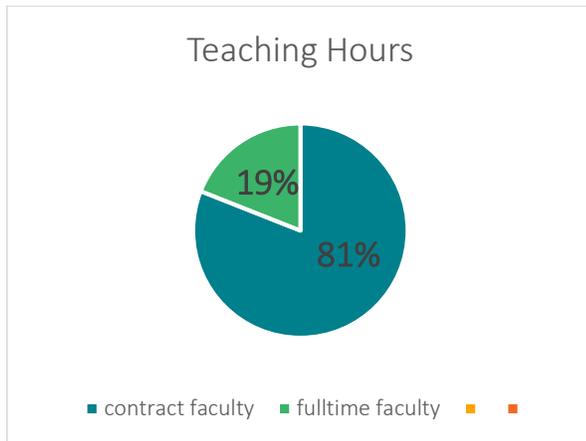


FLEMING FACULTY UNION UPDATE

TUESDAY SEPTEMBER 12TH 2017



ARTICLE 2 MORATORIUM

EMPLOYER REFUSES TO END THE MORATORIUM

Faculty accepted a moratorium on Article 2 in our previous contract on the condition that it would end with the current contract on September 30th 2017. However, the Employer now wants to extend that moratorium as it will allow them the freedom to hire NO NEW FULL TIME FACULTY for another 4 years!

What is Article 2? Simply, this article requires that the colleges give preference to full time position over partial load or sessional positions. However, without Article 2, nothing requires the college to hire either full time or partial load faculty.

Fleming College has fallen far behind in its replacement of full time vacancies. Despite a continuing increase in student enrollment and a steep increase in full time administration hires, the recent full time faculty hires have not come close to bringing us to the 250 full time faculty we once had over five years ago. Student numbers increase; full time faculty numbers decline.

MANAGEMENT MISLEADS FACULTY

The Employer wants you to believe that the current staffing mix is working and that we need to keep status quo. Yet faculty clearly know this position is unrealistic and unsustainable. If the current trend continues, within four years, the percentage of curriculum taught by full time faculty could be in the single digits.

We value our contract faculty and believe that those who want full time work deserve the security of full time work. More importantly, students deserve the stability and the accessibility of full time faculty.

Is this slow depletion of full time faculty fair to students? Is it fair to our contract faculty who never know if they will have work from one semester to the next?

Fairness for faculty is fairness for students.

HOW WILL A STRIKE VOTE HELP?

Voting YES to a strike shows you are not accepting a contract that includes a moratorium on Article 2.

It tells the Employer that you want an opportunity for a full time job doing what you do best!