

# Standing up for Quality Education

VOLUME 1, ISSUE 22

FLEMING FACULTY UNION

NOVEMBER 15, 2017

## Brealey Road the Strikers

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**For the benefit of partial load**

**And students we now walk the road**

**For five weeks now**

**The faculty will all be there**

**Now in thermal underwear**

**What a scene !**



*Thanks Joanne and gang for channelling the Fab Four !*

**Riddle:** I can only live where there is light, but I disappear when you shine a light on me. What am I?

# What Would Skippy the Bush Kangaroo Do ?

[What the heck does a kangaroo say? !] \*\*

\*\* = Vote no! Their veteran legal team has negotiated for the colleges for at least 30 years. They hire highly paid PR consultants who demonstrate a complete lack of shame about lying and misrepresenting the facts. But kangaroos, like faculty, are smart, critical thinkers who can see through the lies and find the truth for themselves.

**VOTE**

if you have **not**  
done so already



Skippy: More springy than #Strikedog!

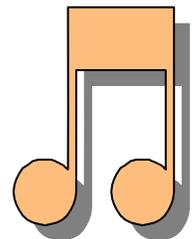


Teams that vote together stay together. Make NO mistake about it Council ...solidarity!

## Fans Love Brealey Road

The first song says it all: "Come Together"! Another timely song is "Carry That Weight."

"You Never Give Me Your Money" somehow comes through CEC brand speakers as "You only offer me money, that offer is on funny paper, and in the middle of negotiations, you stonewall."



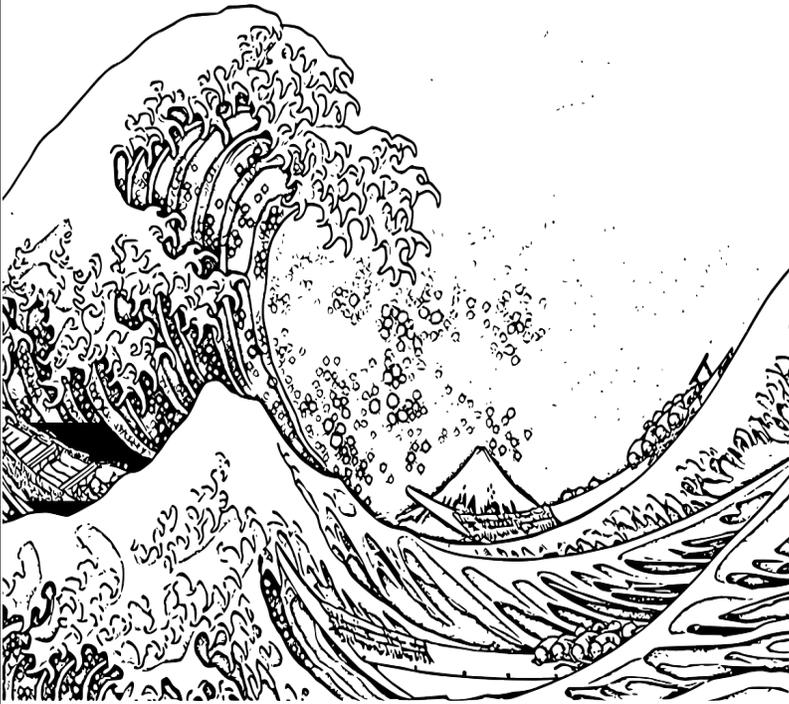
Riddle Answer: A shadow.

## Surf's Up: How Did We Get Here?

A wave's been unleashed, made of a million drops.

Each time a position is cut, it's a drop.

Each unnecessary manager, a drop. Each coordinating position made management, a drop; each overbooked lab, a drop; each craven money-grabbing lowered language requirement for foreign students with no support for them drop drop; each enthusiastic part-time faculty hired the day of a contract with nothing but a course outline, a deluge of drops; each position once built to partial load now part-time, drip drop; government under-funding, drop drop drop drop drop drop drop.



How much more difficult is it to teach and learn since you were hired? The drops add up. Suddenly, the damn has burst. What's the public to make of this? Council stonewalls and then pulls a dirty Trump drop claiming the union stonewalls. Nice. He said she said, sowing confusion, contempt and mistrust. A pox on all your houses. Get back to work: students first! But there's the rub. The status quo is untenable. The status quo is a broken system in crisis.

We are all surprised and profoundly disappointed to be where we are. The damn has burst. We can be engulfed by the torrent or surf it out. To ride the wave, we have to understand its trajectory. The wave is not simply a result of nasty negotiations. The situation can't be reduced to the union busting that it serves. The wave is, quite simply, a manifestation of the crisis in the college system.

You can only press people down for so long. When things burst, it's messy. But we have, for years, struggled in departments, in programs, with Chairs and Deans, in AUCC, through grievances, committees, in classrooms, bullpens and boardrooms: we have struggled to do the right thing for students. Not without some success, but overall, faculty find themselves thwarted by a corporate machine, a broken system in crisis.

We addressed this in remarkably selfless demands. We stood strong and voted 10% higher than the system average in the strike vote. And we see how strong we are on the line. Faculty who will retire this year, who gain nothing from this strike, willingly walk to pay it forward. It's incredible.

Thousands of us have invested too much time, money and soul into this to accept a deal that makes things worse. This is the tragedy of Council's ploy. They have made a grave error and underestimate our resolve.

Yes, it's one helluva daunting wave. But ultimately we are here not because of the nuances of negotiation, tactics or the dirty pool Council plays. We are here because of a crisis in the colleges. The damn burst because the status quo is unsustainable. The struggle just became more difficult, but it is the same just struggle we have known for years. The difference is, now we have the leverage and opportunity to make a real difference if we continue to stand together. And we do.

## Les Smith: Reason I Am Voting No #4

Because I love my kids and my students (cause they are like my kids to me.)

My son graduated from UBC with an economics and political science degree. He went to work for a bank. A Bank. Biggest organizations in the world. Richest organizations in the world. Record profits every year. They wouldn't give him full time hours. They wouldn't give him benefits. He worked for them for 5 years. Each year he would be awarded as one of the top employees in Canada and be sent away on a trip and given a bonus.

But they wouldn't give him a full-time job. He had to struggle to pay his rent and his student loans. He was required to act as a bank branch manager, but they wouldn't pay him to do it. He worked extra hours even up to 40 hours, but they would not treat him as a full time employee.

My son worked in a restaurant and they wouldn't pay him for all the hours that he worked. Every once in a while, just so the boss could show him who was in charge, he had his hours cut for a week. He had to live in my basement because he couldn't afford to move out.

My daughter, graduated from my program, took on all kinds of responsibility in a major retail operator – key holder, assistant manager. Lots of extra unpaid hours balancing tills and keeping records. She went to the bank to buy a house. Her mother had to co-sign.

My son has worked with kids for nearly 10 years. Daycares, Boys and Girls Clubs, school boards. He went back to college to get his EA certificate. Graduated top of his class. Has to scabble together three jobs to pay his rent and works his own business on the side. Everyday the schools need EAs. They are in demand. But he can't get a full-time job.

I have talented grads out there willing to work hard. Willing to compete to work. And all they get are part time jobs because employers don't want to pay benefits.

I have grads that go from contract to contract with huge success and scramble to put together the rent and their student loan payment.

I have grads teaching in Ontario Community Colleges after years of very successful careers. They are doing wonderful things with students and bringing on the next generation of great workers. And ...you guessed it...the colleges they work for lie to them about the possibility of a full-time job to get them to plan courses for free and put in time with students they are not getting paid for and wait until just days before a semester begins to get told if they will get any courses and what those courses will be. They have to scramble to get materials together. They have to work all kinds of unpaid time to pull it together on time. Only to be told in three months that there may not be a job for them.

That is bullshit.

Greedy people at the top are more interested in their bonus than in treating people like human beings.

The first lesson in the Bible – Cain and Able – Am I my brother's keeper?

Yes I am.

I am standing up for good work and change to this part time economy that is based in the greed of those at the top.

**And I am voting No.**

Keep those cards and letters coming! Send pictures, articles, mantras, librettos, tofu, poems, manifestoes, illustrations, charts, conundrums, plush kittens, invented languages, jokes, octothorps, joy and autoharps to [local352website@gmail.com](mailto:local352website@gmail.com).