

Fleming Faculty Welcome Maureen

Maureen Adamson has an MBA, but she didn't hide behind corporate jargon when she met with your union stewards. She pulled no punches in our frank and open discussion. **And that's just the way we like it.**

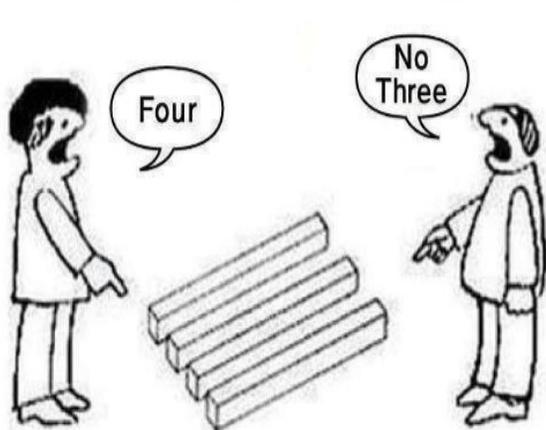
Maureen was President and CEO of the Michener Institute, CEO of Cystic Fibrosis Canada and Deputy Minister of Tourism, Culture and Sport. She brings valuable experience and insights to our college and is also a Fleming graduate!

Anyone who has met Maureen immediately knows she wants to hear about Fleming and will not settle for mediocre. Big things are coming and your union is putting faculty input front and center.



Un-Coordinated

Jean-Francois Lyotard's *differend* is a fancy way of saying apples and oranges. It's an absolute lack of common ground, a disagreement so profoundly different that no consensus can be reached. There is, for example, a *differend* about education when Don Sinclair of the Employer's Council claims faculty can be replaced by robots.



There is a *differend* in how management and faculty see the Coordinator role. The union does not know how this happened.

Faculty want the opportunity, resources and support to be Coordinators. We see this as central to the student experience and central to our work. Coordinators repeatedly state they coordinate because they like to work with students.

Management's narrative is, remarkably, that we somehow don't want to "deal with students." Management has proposed an advising model where support staff take over the coordinator's function of academic advising, the piece faculty repeatedly say they love to do and students rely on.

Learn. Belong-ish. Become.

Many faculty may shy away from a coordinator role that entails more work and fewer hours. But this is not a rejection of the coordinator model. It's reminiscent of how governments create a crisis by consciously underfunding public services, declaring them broken, and bringing in the private sector to make a profit.

Maybe if management *asked* how important the coordinator role is to faculty we might be able to create a better system. There is a lot at stake here.

Faculty are shocked to hear the college believes coordinators do not like working with students. This is a giant *differend*. Let's find out what is and isn't working in the current model before we throw it away. This way, we can note differences that we can bridge.

Partial Load Registry

Your Union has been working with the college to get the partial load registry up and running. Compared to other colleges, we are doing well. Kudos to the college for working with the union to implement new requirements. It's a new process, still in process.

Faculty will need to re-register for priority consideration for the time period of Jan 1 - December 21, 2019 before **October 30, 2018** in Evolve. This screencast shows where to find the registry: [https://youtu.be/ 9tmuqz-35o](https://youtu.be/9tmuqz-35o) (great thanks and appreciation to union steward Victoria Maystruk for developing this resource for us all).

The definition of "currently employed" is contentious. The college is interpreting "currently employed" as Partial Load and the union (based on input from the bargaining team) is interpreting it more broadly as currently employed as a professor (part-time, partial load or sessional).

You can read more about the Partial Load registry in the collective agreement [Article 26.10 D and E](#).

If you think the College is not fulfilling its obligations to you under the new article, collect the information you need to confirm this -- a list of all the courses you have taught for Fleming College and your total months of service according to Article 26.10 C.

If you are unsure of this information, your supervisor should be able to provide you with your information. Request a meeting with your supervisor through e-mail to discuss the matter.

If you have difficulty scheduling the meeting, have unresolved questions/ concerns afterwards, or have further problems, please contact your union steward for help with next steps.



Ford is Taking Ontario Colleges Back to the Dark Ages

OPSEU news release

The Ontario Public Service Employees Union (OPSEU) is taking the provincial government to court over its decision to scrap a task force that was addressing the issue of precarious work in Ontario Colleges.

The College Task Force was a key part of the arbitrator's decision that marked the end of last year's faculty strike. OPSEU says the government's decision to dump the Joint Task Force is a denial of bargaining rights, and therefore a violation of the Canadian Charter of Rights and Freedoms.

OPSEU President Warren (Smokey) Thomas said the Ford government seems to have only one way of doing business: putting an end to progress, dialogue and collaboration.

"Doug Ford might think he's above the law so maybe a rap on the knuckles by a judge will bring him back down to earth," said Thomas. "He needs to be reminded that he's accountable to Ontarians."

Premier Ford did away with the College Task Force on June 29, 2018 - his first day of office. OPSEU agreed in collective bargaining to refer several bargaining issues, including precarious work, to a task force where all sides could discuss and review the issues.

OPSEU's College Faculty bargaining chair, JP Hornick, is a co-applicant of the Charter challenge, and is concerned about what the loss of the task force means for the future of Ontario colleges.

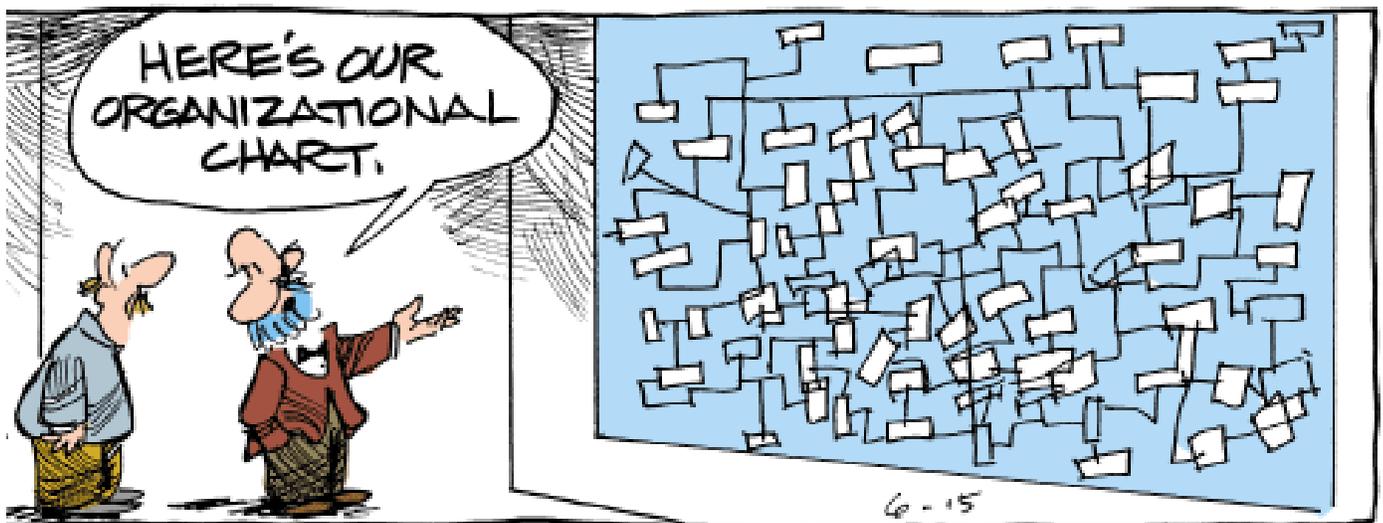
"The government has put quality education in jeopardy and thrown out a process that was producing results. College faculty are not going to just let this go. We are determined to fix the college system, whatever it takes, however we believe that the collaborative, evidence-based process the task force established is the best way forward."

Thomas is also concerned about the government's recent declaration that it will penalize Ontario colleges if they don't allow "freedom of speech" on campuses. A government news release refers to a minimum standard that the Ford government will set.

"This leaves a lot of unanswered questions and they're the kind of questions that could be dealt with by the College Task Force that the government has done away with."

Re-Purpose Management's Gravy Train

“What has the administration done with all that tuition money? Hire more college administrators. From 2003 to 2016 alone, administrative positions within Ontario colleges rose by a whopping 77 percent, well over double the increase in student enrolment. Apparently, we don't need more professors with bona fide academic and professional credentials to teach our students. Indeed, we have far fewer of them today. But we do, apparently, need more administrators to manage those diminishing faculty members and tell them how to do their jobs” ([Walrus, November 2017](#)).



Educational resources should go into education.

Over the years, Fleming has incrementally built up little empires and layers upon layers of management.

In the wake of this, faculty are atomized in silos, isolated from top-down decisions and de-moralized.

New leadership is an opportunity to halt this trend and put educational resources toward academic pursuits.

A recent CBC headline shows that you can't hide a dirty business: [Canada's Post-Secondary Schools Exploiting International Students, Says Recruiter](#)

Another headline: [Why Everyone is Wrong About the Censorship Fight at Universities: The Silencing of Part-Time Instructors is the Real Free Speech Crisis.](#)

A recent [survey of young workers](#) notes that "48 per cent of millennials in unstable jobs reported being depressed or anxious as a result of working conditions, compared to 11 per cent of those in secure positions." Human beings made this situation. We accept it or reject it, acquiesce or resist. Our five weeks on the picket line are an intense manifestation of a continuing struggle against precarious employment that is central (but by no means exclusive) to trade unions.

Things don't just happen. We make them happen. No amount of individualized Wellness, navel gazing or corporate mindfulness retreats will repair the damage of a skewed system that breaks people. As Krishnamurti famously noted, "It is no measure of health to be well adjusted to a profoundly sick society."

What's Next ?



A Brother at Frost posed this question: Imagine if, during the strike, somebody said the President, the VPA, the VP of HR and the Chair of GAS would be gone and the most senior chairs have 1.5 years of experience. What would you think? And here we are. That impossible tomorrow is today.

Some faculty are excited. Others resigned. We can share rumours and platitudes about change and opportunity. These are (amusing or alarming) distractions. There have been positive pro-faculty and pro-student initiatives from senior management. We acknowledge and applaud this.

Here's what stays the same: passion for teaching and learning, the collective agreement, and solidarity harnessed for a fair workplace and quality education.