

Examiner

Fall 2025

OPSEU
SEFPO
**COLLEGE
FACULTY**
Local 240



In This Issue

Prez Sez	Welcome Back BBQ	Labour Day 2025	Out of Sight, Out of Work
Solidarity with College La Cite	Support Staff Hold the Line	... and more!	

Prez Sez

by **Heather Giardine-Tuck**, President, OPSEU Local 240



Hello, Local 240 Colleagues,

It has been quite the start to Fall 2025. First, I would like to thank you for your continued engagement, dedication, and perseverance through an incredibly difficult time, particularly with our Support Staff colleagues on strike this semester. I am immensely proud to report that Local 240 Faculty provided the most support to our striking colleagues of any other Local in the province! Please know that this was deeply appreciated by our Local 241 colleagues as we stood should to shoulder with them on the lines, brought refreshments, provided Local 240 lunches on Wednesdays, and rallied alongside them. Together, we showed what solidarity truly means. We are so glad to have our Local 241 colleagues back at work now and congratulate them on holding the line during an incredibly challenging round of bargaining. Well done, Local 241 and their leadership team of Susan Lau, Sarah Harvie and the rest of their Local Executive Committee.

At the end of August, we received the Kaplan Award (CEC & OPSEU) which officially ended our 2024 round of bargaining. In view of the times, I believe arbitrator Kaplan's award was reasonable and served to address some pressing issues: wages, workload for non-teaching librarians, counsellors and teaching faculty, enhanced severance for all FT faculty, and automatic enrollment for Partial Load faculty into the Partial Load Registry (a welcome improvement!).

Within our college, the Employment Stability Committee (ESC) process is ongoing. Faculty teaching in programs which have been suspended (those 'teaching out'), will be the next to go through the ESC process. At this table, Kevin, Rebecca, and I will continue to do our best to assist faculty with redeployment, retraining options, and opportunities for recall. To date, we have successfully redeployed many impacted faculty and have also been able to recall some, as workloads in their program areas became available. As previously noted, I expect this ESC work will continue for at least the next year to year and a half until conditions change, enrollment improves, additional provincial funding is received, the funding formula is changed, and the post secondary environment stabilizes.

As I mentioned in the March 2025 Examiner, Open Houses remain contentious for faculty as faculty participation is requested but not recognized as work. Time for Open Houses, department meetings, tours etc. was provided on Fall 2024 SWFs but removed in Winter 2025. Again, as explained to both Paul and VPA Ceibert Adamson, faculty did participate in Open Houses years ago when their workloads were reasonable. As workloads became heavier and heavier, with 43.9 hours becoming the norm for teaching faculty and non-teaching faculty having their schedules fully booked, faculty have not had the capacity nor desire to volunteer their time.

The response from the College? They hope you will continue to volunteer your time, ignoring Local 240's request for either SWF time or non-teaching lieu days as recognition of participation. This small act of goodwill would go a long way right now to show respect for faculty who are dedicated to their programs and services and deserve to be recognized for this work. Management is counting on us to continue to volunteer. We are counting on them to do the right thing and acknowledge faculty participation.

On a more positive note, across the province, part time and sessional colleagues are now members of OPSEU/SEFPO! Welcome to Egan Henderson (eganhenderson@gmail.com) who is the first Local 240 PT/Sessional Officer and Steward! It is great to have Egan as part of the officers' team. PT/Sessional delegates for OPSEU/SEFPO events are Egan Henderson and Betti Sheldrick, with Mina Sandiford Day as the PT/Sessional alternate. Congratulations to all! PT/Sessional members have also elected their bargaining team and will negotiate their first collective agreement. We will keep you posted once negotiations are underway.

Staying with the good news, your Local 240 Officers were successful in having two of the last Short Term Disability (STD) denials by Telus overturned. We are very proud of the faculty who contacted us to appeal these denials and have us assist and advocate for them.

Short Term Disability is now being adjudicated by Cowan Insurance. As always, your Local 240 Officers are here to assist should you encounter any challenges with your STD claims or accommodations. Initial reports from faculty who have dealt with Cowan are positive. If anything should change, however, your Local 240 Officers will be sure to address any issues with Cowan directly.

Your Local 240 Officers and Stewards remain com-

mitted to supporting you, ensuring your rights are protected, and advocating for what you need. Our Fall General Membership Meeting (GMM) will take place Monday, November 24th from 4:30-6:30pm (room TBA; hybrid format). Looking forward to seeing you there if not before in the halls.

Please take care, stay well, and keep in touch,

Heather

Local 240 and 241 Welcome Back BBQ

On Wednesday, September 10, the faculty and support staff unions, Local 240 and 241, welcomed our members to the fall semester with a barbecue and meet and greet. Local 240 President Heather Giardine-Tuck sprung a surprise of customised (and delicious!) cookies, while college catering did a great job of feeding

by **Kevin MacKay**, Vice President, OPSEU Local 240

hundreds of hungry workers.

The BBQ saw many new and old faces gather in the EA building lobby, with plenty of conversations about the turbulent Spring-Summer semester, the fiscal crisis in the colleges, and the need to stand with our support staff colleagues who were poised for a strike deadline the next day. All in all, it was a great event and an opportunity to express the solidarity that makes our faculty and support staff colleagues at Mohawk so special.





Know your SWF Workshop

Wednesday, November 12, noon to 1pm

[Via Zoom](#)

Austerity continues at Mohawk and Associate Deans are seeking to maximize workloads. It's important for faculty to know how our Standard Workload Form (SWF) operates in order to ensure fairness. This workshop will outline the workload limits contained in the SWF and the protections we have under Article 11 of the Collective Agreement.

Labour Day 2025

On Monday, September 1, members of Local 240 joined workers from across Hamilton for the 2025 Labour Day Parade. We were joined by members of our support staff union, Local 241, making Mohawk College one of the biggest OPSEU/SEFPO contingents in the parade!

The weather was spectacular and there were a lot of people along the parade route and at the family picnic at Bayfront Park. OPSEU/SEFPO Region 2 had a BBQ set up at the end of the parade, and there were games, face-painting, and a dress-up station for kids. At Bayfront Park there was live music and speeches from local and provincial politicians and union leaders.

The Labour Day Parade is an excellent way to end the summer and kick off a new semester. It's also a powerful reminder of Hamilton's storied labour history and of the current solidarity that exists among unionized workers in this city. Next summer, stay tuned for messages from Local 240 announcing the 2026 parade, and consider coming out with your family to celebrate!





Out of Sight, Out of Work

Because of Article 27.12, “Personnel Lists,” in the Collective Agreement, Local 240 receives lists of non-full-time (NFT) faculty at the end of every September, January, and May. The data tells a story, and the story this fall, not surprisingly, is that there are fewer NFT faculty than last year.

In fall 2024, there were 5228 teaching contact hours (TCH) assigned to NFT faculty; in contrast, this fall, there were only 4063 TCH contracted, a difference of 1225 TCH. Below is a breakdown by each group, partial load (PL), who teach 7-12 TCH; part time (PT), who teach 1-6 TCH; and sessional (S), who teach 13+ TCH.

Partial Load Faculty

In fall 2024, there were 3637 teaching contact hours (TCH) assigned to PL faculty. In fall of 2025, there are only 2724 which is a difference of 913 TCH. Divided by 12, that means there are 76.08 fewer PL positions this fall.

Part Time Faculty

In fall 2024, there were 1148 teaching contact hours (TCH) assigned to PT faculty. In fall of 2025, there are only 843 which is a difference of 305 TCH. Divided by 6, that means there are 50.83 fewer PT positions this fall.

Sessional Faculty

In fall 2024, there were 443 teaching contact hours (TCH) assigned to S faculty. In fall of 2025, there are only 436 which is a difference of 7 TCH. In contrast to the other two groups, this number has been relatively consistent, but that is a story for another time.

by **Rebecca Mills**, Lead Steward, OPSEU Local 240, and **Vijay Khatri**, Treasurer, OPSEU Local 240

The College continues to work through the employment-stability process which has impacted all employment groups, administration, support staff, and faculty. However, for NFT faculty, there are no layoffs or benefits offered in this process. If NFT faculty are impacted by a program suspension or reduction, the result is that they don't get offered work, or they get offered less work. The reality is stark: the loss of TCH means many of our NFT colleagues have lost their livelihoods. In moments like this, Emily Dickinson's words can remind folks of what endures in difficult times, “Hope is the thing with feathers/That perches in the soul/ And sings the tune without the words/And never stops—at all.”

Join the Local 240 Political Action Committee (PAC)!

Are you interested in human rights, the environment, Native rights, social justice, worker's rights, or peace?

If so, the Local 240 PAC is for you!

The PAC meets virtually a couple of times a semester, and we are always looking for faculty to get involved.

If you'd like more information, please contact PAC Chair Kevin MacKay at: kevin@skydragon.org

Category	Fall 2024 TCH	Fall 2025 TCH	Difference
Partial Load	3637	2724	-913
Part Time	1148	843	-305
Sessional	443	436	-7
Total	5228	4036	-1225

Solidarity with College La Cite

It is no secret that the Ontario college sector is in crisis due to inadequate funding, frozen tuition fees, a drop in international student enrolment, and administration mismanagement, among other issues. As a result, many colleges have invoked the employment stability process in order to cut programs, support staff, and faculty. Faculty at Mohawk College are painfully aware of this process, which is ongoing. At one of the two Francophone colleges in the province, La Cité, which is much smaller than Mohawk College, the cuts have been deep, devastating, and existential to the Francophone culture.

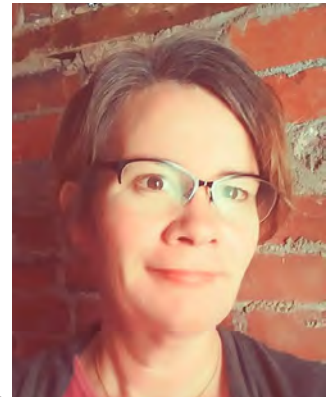
As of May 2025, Le Collège La Cité announced the elimination of 14 full-time faculty positions and nine program suspensions for September 2025 including:

1. 911 et répartition en services d'urgence (911 and Emergency Department Breakdown),
2. Intervention auprès des personnes ayant un handicap (Intervention with People with Disabilities [similar to CICE]),
3. Programme général d'arts en sciences—voie universitaire (General Arts and Science—University-bound),
4. Protection, sécurité et enquête—sûreté (Protection, Security and Investigation—Safety),
5. Soins dentaires (niveaux I et II) (Dental Care (Levels I and II)),
6. Technicien d'entretien automobile (Automotive Service Technician),
7. Techniques d'éducation spécialisée (Special Education Techniques),
8. Production télévisuelle (Television Production), and
9. Assistant de l'ergothérapeute et assistant du physiothérapeute (Occupational Therapist Assistant and Physical Therapist Assistant). (Vachet, 2025)

Local 470, the faculty union of this flagship French college, decided to go public to highlight how the harmful cuts will impact the Francophone community who have no other practical post-secondary options in the city. Local 470 let the college community know about the press conference, so Heather Giardine-Tuck and I travelled to Ottawa to show solidarity with our

by **Rebecca Mills**, Lead
Steward, OPSEU Local 240

colleagues and their students at a press conference on May 29, 2025, in front of the CBC/Radio Canada office on Queen St.



Despite a deluge of rain, about 50 people showed up to support La Cité. As an English Professor, the mournful weather made me think of the literary term, pathetic fallacy. There was a shrine to the death of Francophone culture and the speakers spoke so eloquently about the loss of this programming, specifically how it will negatively impact their education and employment opportunities.

Aside from students and faculty, other community groups showed up to speak against the cuts, including the Association pour l'intégration sociale d'Ottawa (AISO), Fédération De La Jeunesse Franco-Ontarienne (FESFO), Public Service Alliance of Canada (PSAC), Ontario Autism Coalition (OAC), and TVC22 (OPSEU/SEFPO, 2025).

As Giardine-Tuck noted, "A mother gave heart-breaking testimony about how closing the program for the Intervention with People with Disabilities will devastate her autistic son and her family." Since Algonquin College (also in Ottawa) is closing a similar program (Academic Assistance for Adults with Developmental Disabilities Program) in April 2026, there are no other post-secondary programs in the community to support adult learners with neurodivergences (Mohsen, 2025).

The Ontario Francophone community has a long, proud history, but they are a minority in this province, so when French-language programs get cut, not only will they devastate Francophone students in the short term, but they will also have damaging long-term impacts to the overall community. As David Lacaille (OPSEU/SEFPO, 2025), the Local 470 president stated, "Imagine, as a primarily Francophone Canadian, that

you call 9-1-1 or require specialized support in the classroom, and you can't articulate the help you need because service can only be provided by a unilingual English speaker." Lacaille (OPSEU/SEFPO, 2025) went on to say, "The Francophone community isn't an afterthought, it's a Charter-protected ground – and we will not let our futures be sidelined without a fight."

Local 240 supports the health and longevity of Francophone culture which is supported by specialized Francophone post-secondary, practical education. The program cuts at La Cité ought to be reconsidered. Solidarité avec les professeurs et les étudiants de La Cité. Vive la culture Francophonie!

References

Mohsen, S. (2025, May 22). Algonquin College program cut hits most vulnerable students, advocates say. Ottawa Citizen. <https://ottawacitizen.com/news/algonquin-program-cuts-vulnerable-students>

OPSEU/SEFPO. (2025). Francophone community comes together against program cuts at Collège La Cité. OPSEU.org. <https://opseu.org/news/francophone-community-comes-together-against-program-cuts-at-college-la-cite-our-futures-will-not-be-sidelined-without-a-fight/269791/>

Vachet, B. (2025). Plusieurs programmes du collège La Cité en peril. Radio-Canada.ca. <https://ici.radio-canada.ca/nouvelle/2166848/fin-programmes-la-cite-ottawa>



Taking Care of Self in Overwhelming Times

by **Marc Laferriere**, Steward, OPSEU Local 240



Please, let's relax.

Let's all take a breath; a deep breath. Okay, now let it out. Try it again, and again and again. Get to the point where you are not really thinking about breathing, but it is more like you are being breathed. Did you feel that? Did you let go of your day just a little? Good. Remember that feeling, and do it again—once a day even. It won't hurt.

We take very poor care of ourselves. Life is hectic and stressful and sometimes full of emotional, personal, professional, and in the day and age of media and social media, public conflict. We need to take better care of ourselves. I know this on a first hand basis having multiple work, business, community, and personal commitments. There are many others out there who can also feel overwhelmed and over-extended. In a way, this has become the new normal for too many of us.

As a social worker many moons ago, I saw clients regularly and spoke at many workshops to those of us in the helping fields about this issue. Far too often, self care is referred to and referenced as a way to prevent burnout. Although that is a good reason to take care of yourself, I do find another less talked about and more appealing reason.

It's okay to just want to enjoy your life more. If your prime motivation for taking care of yourself is to avoid burnout, then in my experience, it still means burnout is going to come—just maybe a little later than it would have if you weren't doing some self care. Too often, people engage in self care only because they feel as if they are this close to burning out already. We've got to change that mindset. Again, it's okay to just want to enjoy your life more.

We tell ourselves it is about preventing burnout because that is more socially acceptable. What kind of social space have we created when we have to have

dire reasons to take care of ourselves, or make excuses to enjoy life? I don't need an excuse to play with my cats, or read a comic book, or take a walk on the trail system, and neither do you.

That brings me to another point. We tend to over-complicate self care. It can be as simple as breathing, having a cup of tea, playing with your pets, taking a walk, reading a book, listening to a podcast while you do the dishes, stretching for five minutes in the morning. You have time for it. Yes, even you.

When counseling, I often referred people to a look up lists of self care activities. There are abundant lists of possible activities that you can do to take better care of yourself on any budget and for any schedule. Take up on this challenge. Read through any list, print it out, put a checkmark beside the ones you have done, and put a plus sign beside ones you are willing to try. Then try them. Put it on your fridge, or near your computer, and when you're feeling bored or stressed, or just because it is okay to want to (remember that!), leaf through the list and try one. The ones you don't like, just ignore. Not everything is the right fit. There are many that wouldn't be a good fit for me, but I have seen them work wonders for others.

That's it. No need to overthink it or feel guilty about it. It's okay to take care of yourself. Enjoy.

"If you don't ask, you don't get"

- former Local 240 Communications Officer Mary Allan

Do you need time to do course development or to update existing courses? If so, ask your AD! Local 240 officers can also help you advocate: **opseu240@gmail.com**

Highlights of the New Collective Agreement

Award Dated: July 2, 2025

Award Duration: Oct. 1, 2024 to Sept. 30, 2027

Wages

- October 1, 2024: 3%
- October 1, 2025: 2.5%
- October 2, 2026: 2%

Severance – New LOU

- Higher severance for the duration of this CA as of July 2, 2025
- Significant increases (see the chart)

Article 8 – Union Business

- Makes it easier for PL to get paid for union business and the hours are in addition to their PL hours (I think this is for officer positions) (8.04 B)

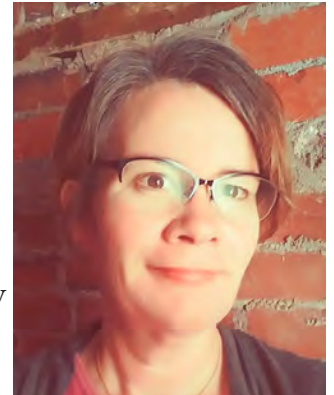
Article 11 – Workload

- **Teaching Contact Hours (11.01 C) as of January 1, 2026**
 - No teaching block will be scheduled for less than one hour
 - But those blocks can be extended in 30-min increments (with 5-min break) as long as the course equals a whole number
- **New Delivery Mode (11.01 D3) as of 2026-27 academic year**
 - Added: Teaching in a new delivery mode for the first time
- **Essay/Project Evaluation (11.01 E1) as of January 1, 2026**
 - Ratio amended to 1:0.035 (effective Jan 1, 2026).
 - And increase from 5.4 to 6.3 minutes per student per week
 - This change should also be applied to blended factors (thanks Dan M)
- **Complementary Functions (11.01 F1) as of January 1, 2026**
 - Minimum 7 hours/week allocated:
 - 5 hrs for student assistance
 - 2 hrs for normal admin tasks
 - Total workload cap remains 44 hrs/week.
- **Counsellor/Librarian Overtime (11.04 A2) as of**

by **Rebecca Mills**, Lead
Steward, OPSEU Local 240

January 1, 2026

- Overtime >35 hrs/week paid at 0.083% of annual salary.
- I think this will also apply to non-teaching faculty



Article 14 – Salaries

- **Coordinator Allowance (14.03 A3)**
 - Colleges must first offer coordinator role to qualified bargaining unit members.
 - Duties documented in writing; no supervisory authority.

Article 26 – Partial-Load Employees as of 2026-27

- **Course Record & Registry (26.10 D)**
 - From 2026–27, registration becomes automatic for next semester.
 - But they must notify their AD how many hours they want by April 30th each year.
- **Priority Rules (26.10 E & F)**
 - Priority continuance requires 8 months of service in last 4 years.
 - Priority lost if:
 - All offers refused for 24 months
 - Employee resigns, is released, or takes full-time role
 - Can regain priority upon rehire.
- **Leave Exception (26.10 G)**
 - Priority maintained if on approved leave.
- **Mandatory Meetings/Training (26.11)**
 - Paid \$65/hr (min 1 hr) for mandatory sessions outside contract deliverables.
- There are a few other minor changes to the employment-stability language, the list of arbitrators, progression factors (up to seven extra steps), JESRF funds (just during this award).
- An EERC subcommittee will be established to discuss IP.

Recent Agreement on the Partial Load Seniority List

by **Rebecca Mills**, Lead Steward, OPSEU Local 240



The Memorandum of Understanding (MOU)

The need for the MOU became apparent when Local 240 noticed that PL faculty were being left off of the PL Seniority List published in January each year. This seemed to happen to faculty who were not in a PL contract the previous fall semester because of a leave or a change in status to part time or sessional. If PL faculty noticed that they had been left off, Local 240 always directed them to HR to request that the error be corrected.

Since the fall of 2024 and the winter of 2025, Mohawk College has faced serious employment-stability issues. As a result, Local 240 anticipated that there would be significantly less PL work going forward, especially in areas of the College that had experienced program closures or reductions. Local 240 hypothesized there were probably going to be more PL faculty who changed status, with less work or no work, and Local 240 was concerned that they might be left off of the PL Seniority List if they didn't happen to get PL work in the fall semester after which HR pulls the data.

As a result, Local 240 reached out to HR to rectify this situation and are happy to report that HR agreed, subject to any negotiated changes to CA 27.04 A (iii). Thus, PL faculty who have a break in service or a change in status for whatever reason will remain on the PL Seniority list for 48 months which lines up with language in CA 26.10 E. That being said, when the PL Seniority List gets published by HR each January, Local 240 still recommends that faculty members check for accuracy and that they report any errors to HR immediately to askhr@mohawkcollege.ca. Discussing the MOU brings with it an opportunity to review how PL faculty are work loaded as well as the two different lists that impact PL faculty.

External PL Seniority List

There are two versions of the PL Seniority List. The first one is a public-facing, external PL Seniority List that HR publishes annually at the end of January (CA 27.04 A (iii)). This list contains the names of faculty along with the number of seniority units they have accumulated from previous PL contracts. Although the number has changed in successive Collective Agreements (CA), currently, PL faculty earn one

seniority unit for every month in which they teach 28 hours (CA 26.10 C).

Internal PL Seniority List

The second version of this list contains more information, but it is not public-facing. At the end of April each year, HR distributes a comprehensive seniority list to ADs and now to Local 240 which contains the names, the number of seniority units, all the courses each member has ever taught, and the number of hours for which they have registered (up to 12). This comprehensive internal list is essential for ADs to figure out who has seniority over specific courses when they put together PL contracts. Remember: PL faculty only have seniority over classes they have previously taught.

The PL Registry

Distinct from the PL Seniority List, the PL Registry dates back to the 2017 strike, and its purpose has been to protect PL rights when it comes to work loading. Every year since 2017, PL faculty have had to register through a link HR provided to indicate their interest to teach the following academic year. For the duration of the 2021-2024 Collective Agreement (CA), the PL Registry at Mohawk College opened on November 1st and closed on April 30th (CA 26.10 D), after which HR published it.

However, Arbitrator William Kaplan recently made some changes to 26.10 D in CAAT-A's most recent 2025 Arbitration Award. He amended 26.10 D to include this new language, "Effective the 2026-2027 academic year, currently or previously employed partial-load employees shall automatically be registered for partial-load priority consideration for the following semester" (my italics). This is a welcome change, but PL faculty will still have to notify their ADs how many hours (up to 12) they are willing to work by April 30th of each year.

Location of Lists

To find these lists, visit the Mohawk-College (2025) HR tab in "MyMohawk," then click on "Employee Toolkit." Scroll down until you see "Union Information," and then click on

“Local 240-Academic.” You will see a series of documents, but both the latest PL Seniority and PL Registry Lists will be there.

PL Work Loading

PL work is only offered after full-time professors have been SWFed. When there is a “need” (CA 26.10 E), ADs are supposed to offer work to registered PL professors first based on seniority which is course-based and department/school-specific (as noted above). If there is no “need,” no work must be offered no matter how much seniority a registered PL faculty member has.

Thus, the two lists work together to help PL faculty get work. Without registering each year since 2017, PL members may have missed out on work, although positive changes are coming for 2026-2027 academic year, as noted above. In addition, without seniority units on specific courses in specific departments, PL faculty have no claim over work. Now, do unregistered faculty with little to no seniority ever get hired? Yes. However, they are at an extreme disadvantage, and they only tend to get work:

1. When enrollment is booming and all registered PL faculty are fully loaded,
2. When there is a new course over which nobody has seniority,
3. When there is a timetabling conflict,
4. When there is a very specific operational need, or
5. When there is a back-fill situation where seniority doesn't apply.

Questions and concerns can also be directed to **opseu240@gmail.com**.

References

Academic Employees Collective Agreement. Ontario Colleges of Applied Arts and Technology. The College Employer Council-OPSEU. (2021-2024).

Mohawk College. (2025). Employee Toolkit. Mohawk College.ca <https://mymohawk.mohawkcollege.ca/mymohawk-college/Employee-Toolkit>

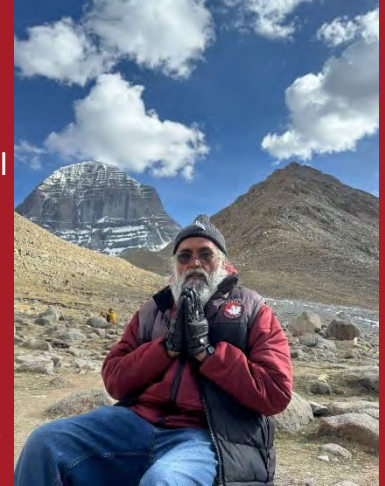
Mohawk College and OPSEU/SEFPO 240. (2025, Feb. 24). Memorandum of Understanding.

OPSEU v. CEC. (2022). Arbitration Award

OPSEU v. CEC. (2025). Arbitration Award

Welcome to Our New Treasurer!

I am Vijay Khatri and was acclaimed as your Local 240 Treasurer at the last semi-annual General Membership Meeting. After practising engineering for 16 years in Ontario, I joined the Department of Electrical and Computer Engineering Technology at Mohawk College in 2011. In 2012, I was appointed as co-ordinator of the Electrical and Energy Systems Program and held this position until the summer of 2025. I have also been the local steward representing my department since 2021.



I would like to take this opportunity to thank Gaspare Bonomo for serving in various capacities within our local. His methodical and meticulous work ethic will be difficult to replicate, but I will do my utmost to meet challenges of the Treasurer's position. I would be happy to receive any communication from you at vijaykhatri@rogers.com.

Together in Solidarity,
Vijay Khatri



Support Staff Hold the Line!

by **Kevin MacKay**, Vice President, OPSEU Local 240

On Thursday, September 11th, support staff at 24 Ontario colleges took the difficult decision to walk off the job. The strike was in response to a particularly draconian round of contract negotiations with the College Employer Council (CEC), who were refusing to give support staff reasonable salary increases despite recent years of high inflation. In addition, there were critical issues relating to vacation, managers doing support staff work, and the threat of future layoffs and college closures. The CEC was stonewalling the support bargaining team, thinking they could bully them into a bad contract.

... man did the CEC ever miscalculate!

Instead of rolling over and accepting a bad deal, support staff stood strong for their jobs, for the students they support, and for the future of a community college system under attack. At Mohawk, our amazing colleagues of OPSEU/SEFPO Local 241 were up to the challenge, and set up lines at all three campuses. After a rocky start (does any strike start smoothly!?), they soon had strong lines, high morale, and the determination to see the strike through. From a faculty perspective, it was an impressive and inspiring feat of solidarity that was enough to make many of us wistful for the Spirit of 2017.

And so, on behalf of the faculty members of Local 240, we want to congratulate the members of Local 241. You've shown that support staff are strong both provincially and locally, and you've shown the CEC that their bullying tactics won't work anymore. Big respect to you folks, and especially to your local leadership - President Susan Lau, Vice President Sarah Harvie, bargaining team member Dana Leaman, and the many stewards and picket captains who kept the lines going.

Big thanks are also due to the many faculty who took time to walk the line with our support colleagues. Faculty refused to do support staff work and even brought their classes out to the picket line. Your solidarity was greatly appreciated.

At time of writing, a final contract is scheduled to be voted on by the membership in November. The bargaining team is recommending the deal, and we hope that it contains some wins for support staff. What we're convinced of, is that the contract will be much better than the one they would have accepted without the strike!



The broader context of the college system made this support staff strike particularly important. The fiscal crisis caused by decades of provincial underfunding and an overreliance on international student tuitions has had a devastating impact. In a press release from OPSEU central, support bargaining team Chair Christine Kelsey stated "We had no choice but to fight back amidst a plan to privatize public education, as well as 10,000 job losses and over 650 program cuts across the system."

Recent reporting has added to the scandal of provincial underfunding by exposing Doug Ford's corrupt diversion of tax dollars from the public post-secondary system to private corporate trainers via the Skills Development Fund (SDF). Research by OPSEU/SEFPO has revealed millions in SDF payments made to Ford allies and even family members. In addition, Ford has commissioned audits of all of the colleges. The audit reports that have been coming in so far are advocating for serious system austerity and privatization, including the automation and outsourcing of work and the possibility of college mergers.

Given all of these challenges, it will be up to support staff and faculty to fight for our community colleges. The OPSEU/SEFPO Save Our Colleges campaign is building a movement to hit back against privatization and defend public, post-secondary education.

To find out more about the Save Our Colleges Campaign and to get involved, visit:

saveourcolleges.ca



Welcome to our New Part Time and Sessional Officer!

Egan Henderson (they/them) is a Part-Time Professor of Game Design at Mohawk College. Coming from a background in game development, Egan then went on to complete their



MA in Cultural Studies at Trent University. While doing that MA, Egan was involved with the Trent Graduate Student Association, serving as the VP Student Affairs in their second year.

Now, Egan is the Part-Time and Sessional Officer for Local 240, a role they are excited to be in as the bargaining unit just gets started. Egan is also the second alternate for the Divisional Executive for PT/S CAAT-A. They are also a young worker who is personally invested in the queer community and committed to intersectionality. Egan is glad to be serving the union and looking forward to hearing both the good and the bad from their part-time and sessional colleagues!





ON STRIKE!

EN GREVE!

Au service de votre collège
depuis 1968

Powering your college
your future
since 1968

OUR FUTURE CAN'T WAIT
NOTRE AVENIR NE PEUT PLUS ATTENDRE

All out for Mohawk College Full-Time Support Staff!

Friday, Sept. 19, noon

Fennell campus at Governors road

The full-time support staff of OPSEU-SEFPO Local 241 have been walking the picket line since last Thursday. 10,000 support workers province-wide are taking a stand against Doug Ford's plan to de-fund and privatize Ontario's public colleges. Support workers are looking to prevent further layoffs and program closures, both of which have devastated Ontario colleges this past year. They are fighting to:

- KEEP student supports in-house
- KEEP good jobs in our communities
- KEEP colleges adequately staffed, resourced, and open

Food! Drinks! Speeches! Solidarity! All are welcome!

<https://opseu.org/caatsftbargaining/>

OPSEU/SEFPO Local 240 Mohawk College Faculty Area Stewards: September 1, 2024 - August 31, 2026

AREA	STEWARD	Campus & Email
Architectural, Civil, Urban, Planning, Math & Statistics	Karen Lawrence	Fennell karen.lawrence@mohawkcollege.ca
Aviation	Nicole Anderson	Airport nicole.anderson8@mohawkcollege.ca
Business Management Studies	Robert Soulliere Communications Officer	Fennell robert.soulliere@mohawkcollege.ca
Business Office Administration & Business Graduate Studies Programs	Christine Sager	Fennell christine.sager@mohawkcollege.ca
CICE, Career Pathways, LINC, & DEP	Carrie Leo	Fennell catherine.leo@mohawkcollege.ca
Computer Science Technology	Einas Keswani	Fennell einas.keswani@mohawkcollege.ca
Electro, Chemical, & Mechanical-Technology Programs	Vijay Khatri Treasurer	Fennell vijay.khatri@mohawkcollege.ca
Social Service Work & Community Studies	Heather Giardine-Tuck President	Fennell heather.giardine-tuck@mohawkcollege.ca
Social Service Work & Community Studies	Marc Laferriere	Fennell marc.laferriere@mohawkcollege.ca
Liberal Studies & Music	Kevin MacKay Vice President	Fennell kevin.mackay@mohawkcollege.ca
Liberal Studies & Music	Dan Popowich	Fennell dan.popowich@mohawkcollege.ca
Justice Studies & Paralegal	Steve Cook	Fennell steve.cook@mohawkcollege.ca
Health, Wellness & Fitness, RMT, & Recreation Therapy	Dan MacLennan	Fennell dan.maclennan@mohawkcollege.ca
Communication & EAP	John Corr	Fennell john.corr@mohawkcollege.ca
Counseling, Accessibility, & IESS	Kasey Waddell	Fennell kasey.waddell@mohawkcollege.ca
Library, CTLI, Research, & CIRKL	Ela Smith	Fennell ela.smith@mohawkcollege.ca
Media & Entertainment Studies, Graphics & Design, & Advertising	Patrick Hanson	Fennell patrick.hanson@mohawkcollege.ca
CVT, OTA-PTA, Pharm Tech, & CHC	Michael Chan	IAHS michael.chan4@mohawkcollege.ca
Nursing: BScN, PN, PSW	Tracy Lickers	IAHS tracy.lickers@mohawkcollege.ca
Nursing: BScN, PN, PSW	Tiffany Iles	IAHS tiffany.iles@mohawkcollege.ca
Nursing: BScN, PN, PSW	Holly Cowan	IAHS holly.cowan@mohawkcollege.ca
Med/Rad Science	Connor Gresham	IAHS connor.gresham@mohawkcollege.ca
Partial Load: IAHS	Andrea Christmas	IAHS andrea.christmas@mohawkcollege.ca
Partial Load: Fennell Campus	Rebecca Mills Lead Steward	Fennell rebecca.mills@mohawkcollege.ca
Part-Time/Sessional: All Campuses	Egan Henderson Part-time/Sessional Off.	All Campuses egan.henderson@mohawkcollege.ca
Skilled Trades: Industrial & Apprenticeship (SC)	Adam Smith	Stoney Creek adam.smith5@mohawkcollege.ca
Skilled Trades: Transportation & Industrial (FF)	Bob Brown	Fennell bob.brown@mohawkcollege.ca
TRUSTEES/AUDITORS	Sabu Joseph & Jorge Bettencourt	Fennell

On November 6, 2023, the Local Executive Committee of OPSEU-SEFPO Local 240 passed the following resolution on the crisis in Gaza...

“Whereas the Canadian government has failed to call for an immediate ceasefire in Israel-Palestine, despite the intensifying humanitarian crisis in Gaza, and

whereas the Canadian labour movement has been demanding an immediate ceasefire and the administration of humanitarian aid to the people of Gaza,

therefore be it resolved that OPSEU Local 240, representing faculty at Mohawk College of Applied Arts and Technology, call for:

- an immediate ceasefire in the Israel-Palestine conflict;*
- the immediate release of all hostages and political prisoners;*
- immediate provision of humanitarian assistance to the people of Gaza; and*
- a just and lasting resolution of the conflict in Israel-Palestine in accordance with international law and United-Nations resolutions”*

The recent announcement of a ceasefire in Gaza has been met with world-wide relief. However, the peace is far from stable and the possibility of renewed fighting is very real. Canadian peace, human rights and labour groups are calling on our government to pressure Israel and the United States to adhere to the terms of the ceasefire and continue to work toward a lasting peace.

Ways you can help:

<https://www.labourforpalestine.com/>
<https://www.ijvcana.org/>
<https://www.cjpme.org/>
<https://www.ceasefire.ca/>
<https://bdsmovement.net/>
<https://worldbeyondwar.org/canada/>

Resources:

- [Report on Canadian Arms Sales to Israel](#)
- [Report on Academic Freedom in Canada After October 7, 2023](#)

