



OPSEU Local 110 (Fanshawe College Faculty Union)

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Peter Devlin
President, Fanshawe College

Monday, December 20, 2021

Dear Peter,

I appreciate your reply to my letter regarding these issues of importance to the Fanshawe community.

On Thursday we heard from your team that **only course outlines and course plans** are required to be sent to the International Language Academy of Canada (ILAC). And that **our faculty will not be required to cooperate any further than that with ILAC**, if they are not willing. We were also assured **that FanshaweOnline (FOL) content will not be harvested for transfer to ILAC**.

Having heard that verbally, our members need to see those assurances in a binding document. Fanshawe College should therefore have no disagreement with this contract language, or language similar to it, proposed by faculty:

13.01 B Notwithstanding the above, where any materials have been created or recorded by a bargaining unit member in the process of developing or delivering any course, the College shall not use, share, sell or transfer such materials without the written consent of the member.

Your team also reiterated its support for Southwestern Ontario and investing in our campuses. If Fanshawe is committed to preserving employment for our members, as stated by your team in the FAQ, then there should be no disagreement with this contract language, or language similar to it, proposed by faculty:

2.04 The Employer shall not contract out any work that is usually performed by members of the bargaining unit if such contracting out would result in the layoff, reduction of hours, or loss of wages for either a full-time or partial-load bargaining unit member. The Employer shall, whenever possible, offer such work to bargaining unit members first.

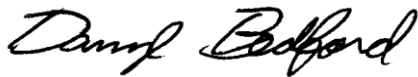
These bargaining issues are not abstract: they very much relate to a decision that Fanshawe College, led by you, has specifically made.

These negotiations are very much about assuring our members, your employees, that their jobs, their work, and their livelihoods are secure. As College President, you are not a bystander; you very much have a role to play in resolving these issues.

You can take concrete action to reassure your employees that this agreement with ILAC **will not cause them serious harm**. You can translate what your team has said verbally to Local 110 into language at a bargaining table. If you cannot act to reassure your employees that the deals you are signing are safe for them, what message are they to take away from that? How are you going to convince them that job action is not necessary?

As one of the 24 college presidents, once again I am calling on you to direct the CEC to return to the bargaining table. Or, failing that, direct the CEC to agree to binding interest arbitration to prevent any further disruption.

Regards,

A handwritten signature in black ink that reads "Darryl Bedford". The signature is written in a cursive, flowing style.

Darryl Bedford

President, OPSEU Local 110 (Fanshawe College Faculty Union)