**Message to CUPFA members regarding potential student protest, or strike activities continued………**

At the present time, CUPFA is under negotiations for a new contract, but we reiterate that you have an obligation to fulfill the terms of your teaching contract. You should show up for work as usual and be prepared to offer your lectures as usual.

If you encounter a student ‘picket’ line at your class, you should approach them and identify yourself as the professor. You should inform the students you have an obligation to offer your class.

If you find yourself in a situation where you are being prevented from fulfilling your duty, it is CUPFA’s recommendation that you:

 1) Remain calm in any situation and always act in a manner to prioritise the safety of yourself and your students.

2) Do not force a resolution to any confrontation.

 3) If you are unable to teach due to circumstances beyond your control, leave the premises and inform your Department Chair and CUPFA that you could not teach your class.

4) Under no circumstances should you contemplate holding your classes at alternate locations. While such actions may appear to “support student activities and present minimal blowback on courses,” in fact they do the opposite. Worse, you open yourself up to the potential consequences.

**To the Students of Concordia:**

CUPFA understands the reasons why there is a rising chorus of calls for a response to the Quebec government’s policies of austerity. We feel the impact of the debilitating cuts that the government has saddled the educational sector with over the last twelve years. We have lost work, and those who are still working are confronted by the stress of making ends meet with increasingly meagre resources. As ardent supporters of the needs of students, CUPFA continues to hold your concerns about austerity in high regard.

In this light, we ask you to remember that your professors are not on opposite sides from you. In supporting you, we have an obligation to support all of you, from those who wish to take strong action, to those who wish to protest in other forms, to those who wish to take no action at all.

Protests, demonstrations and strikes are stressful events by design. As a union representing part-time faculty members, we are fully aware of the courage needed to take responsibility for protest actions. Acts of disobedience imply risks and consequences that need to be understood. Even so, they can be pursued in a manner that is respectful and tolerant. Yourprofessor didn’t create austerity. We are, however, obliged to fulfill our contract responsibilities. Your professor may be the ‘front-line’ in any strike action, but they are not your opponent.

David Douglas, PhD.

President, CUPFA