



**JOHN
ABBOTT
COLLEGE
FACULTY
ASSOCIATION**

**SYNDICAT
DES PROFESSEURS
DU COLLÈGE
JOHN ABBOTT**

A MEMBER OF FNEEQ AND CSN

**JACFA GENERAL ASSEMBLY
WEDNESDAY, DECEMBER 16, 2015**

10:00 a.m., Penfield P-204

Chairperson: Roy Fu. Minute taker: Jeffery Brown

APPROVED MINUTES

Agenda presented for approval

1. Adoption of Agenda
2. Adoption of Minutes of the GA of September 29, 2015
3. Adoption of Minutes of the GA of November 16, 2015
4. Announcements
5. Motion on donation to Cafeteria Workers (see below for details)
6. Negotiation & Mobilization Updates
- 7.1. Motion on Recognition of Acquired Competencies (see below for details)
- 8.1. Motion on JACFA Release

Whereas JACFA plays an integral role in supporting the professional life of John Abbott teachers, both individually and collectively;
Whereas the JACFA executive requires adequate resources to facilitate the full and proper functioning of JACFA;
BIRT JACFA asks the College to allocate 3FTEs (Full-Time Equivalent Teachers) from teaching resources for the JACFA release in the allocation project. Proposed by Alex Panassenko

- 8.2. Motion on Strike Vote referendum

Whereas it is important for the democratic functioning of our union that the JACFA Executive encourage maximum voter turnout;
Whereas other unions, such as the Dawson Teachers' Union and JACASPA (our support staff union), have already adopted the following model for decision-making;
Be it resolved that for votes that pertain to strike days and the "withdrawal of services" that the general assembly adopt a referendum voting system that allows voting to begin at the general assembly and to continue until 4 p.m. the next day.
Proposed by Murray Bronet

- 8.3. Motion on notice of motion for work to rule and motions from the floor (see below for details, revised item 8.2)
- 8.4. Motion on delay of notice for "withdrawal of services" (see below for details, revised item 8.1)
- 8.5. Motion 5

Be it resolved that votes pertaining to the "withdrawal of services," including but not limited to, boycotting committees, the MSA, open house, civil disobedience, illegal strike days, etc. will be conducted by secret ballot. Proposed by Christine Jacobs

9. Adjournment

1. Adoption of Agenda

Moved by Martin Poirier, seconded by Josée Tessier

Request from Murray Bronet to turn agenda item 8.2 to a notice of motion for the next May General Assembly. Request to amend by Fay Trecartin: Change 8.1 to 8.5, 8.4 to 8.1, 8.3 to 8.2, and 8.5 to 6.4 – no objections.

AMENDED AGENDA ADOPTED

2. Adoption of Minutes of the GA of September 29, 2015

Moved by S Bryce, seconded by M Poirier

MINUTES ADOPTED

3. Adoption of Minutes of the GA of November 16, 2015

Moved by A Panassenko, seconded by S Bryce

MINUTES ADOPTED

4. Announcements

- a. Pay for Strike Days are ready for pick up after the GA
- b. Makeup day forms should be submitted. Instructions recently sent out by email.
- c. Please set aside Jan. 12 for possible GA, to either extend strike or approve agreements
- d. Strike Day expenses and costing – 80% covered by CSN
- e. Thanks to Jonah Aspler, Daniel Schorr, and Michelle Smith, for production of videos for strike days
- f. Thanks to Sabrina Gloux for her support, direction and participation in children activities on strike days

5. Financial Motion (postponed from GA of November 16)

VOTE

- 5.1.** BIRT JACFA donates \$1000 to cafeteria workers to help defray lost wages caused by the current strike. Originally Moved by **Ed Hudson**, Seconded by **Martin Poirier**

Amendment: add “and other contract workers also affected by strike days”.

Originally Moved by **Murray Bronet**, Seconded by **Karen Oljemark**

INFORMATION – Only people in the particular situation were the cafeteria workers. Other contractual workers are unionized under JACASPA , ~200 workers. Technically the amendment would include those workers as well. The Cafeteria and Tim’s workers are different because they will not have this opportunity to make up work. (15)

Call the question on the amendment: Fay Trecartin, seconded by Frank Lovasco **CARRIED**
AMENDMENT DEFEATED

Call the question on the main motion – Michael Nafi, seconded by Kathleen Sherwood
CARRIED

Question called on the original motion: **MAIN MOTION CARRIED**

6. Negotiation & Mobilization Updates

Report by Jean Marc Beausoleil on recent sectoral agreement in principle.

7. Executive Motions

7.1. Recognition of Acquired Competencies

VOTE

Whereas the College current proposed changes to its policy on Recognition of Acquired Competencies (RAC’s) involve potential addition to teachers’ workload;

Whereas such additional work is not recognized in the current Collective Agreement and not likely to be included in the next Collective Agreement;

BIRT JACFA requests the College to suspend its current revision process of its academic procedure on Recognition of Acquired Competencies, until such a time that it has consulted JACFA on the matter via a Labour Relations Committee (CRT).

Chair of assembly is temporarily ceded to Sharon Rozen-Aspler (VP Internal) – Roy Fu gives background report on RAC.

Questions raised in discussion: role of Academic Council versus the General Assembly, the current legal framework under the collective agreement and the REEC and collective agreement; the current situation at John Abbott and Champlain College.

Amendment: Paul Jones, seconded by Wendy Hadd

Replace 3rd paragraph with: BIRT JACFA requests the College to stop the granting of RACs, until such a time that it has consulted JACFA on the matter via a Labour Relations Committee (CRT).

Chair puts the question on the amendment

Vote on the Amendment For: 36 Against: 33 Abstentions: 33

AMENDMENT CARRIED

Amendment: by Michelle Smith, seconded by Debbie Lunny:

We demand that the College engage in ongoing discussions with JACFA over labour issues related to RAC, and we reaffirm the importance of Academic Council's role in ensuring the academic integrity of RAC.

Call the question on the amendment:

by Sandra Stephenson, seconded by Michael Nafi

CARRIED

AMENDMENT CARRIED

Vote on the main motion put by the Chair:

Whereas the College current proposed changes to its policy on Recognition of Acquired Competencies (RAC's) involves potential addition to teachers' workload;

Whereas such additional work is not recognized in the current Collective Agreement and not likely to be included in the next Collective Agreement;

BIRT JACFA requests the College to stop the granting of RACs, until such time that it has consulted JACFA on the matter via a Labour Relations Committee (CRT). We demand that the College engage in ongoing discussions with JACFA over labour issues related to RAC, and we reaffirm the importance of Academic Council's role in ensuring the academic integrity of RAC.

MOTION CARRIED

Roy Fu resumes as Chair of assembly.

8. Motions from Members

8.1. Motion 4

Whereas the Quebec Labour Code states that "No strike may be declared unless it has been authorized by secret ballot. ... The association shall take the measures necessary, having regard to the circumstances, to inform its members, at least 48 hours in advance, that the ballot is to be held (Article 20.2)."

Be it resolved that the JACFA Executive adhere to the Quebec Labour Code by providing at least 48-hours notice for motions that deal with the full or partial withdrawal of contractual services including, but not limited to, legal and illegal strike days, boycotting the MSA, civil disobedience, etc.

Moved by **Faye Trecartin**, seconded **James Vanstone**

Discussion addressed impetus for proposal, which is an apparent discrepancy between JACFA by-laws on the notice required on the “withdrawal of services”, and the Quebec Labour Code on the amount of notice required for a strike vote. Question raised about how to facilitate involvement of more people in important decisions; whether the motion involves changes to JACFA by-laws (constitution).

AMENDMENT: moved by Stephen Bryce, seconded by Ute Buffert

BIRT the JACFA Constitution be amended to provide forty-eight hours’ notice [having regard for the circumstances] for motions that deal with the withdrawal of services or involving monetary implications.

Call the question on amendment by Bob Collins, seconded by Violaine Ares

CARRIED
AMENDMENT CARRIED

Point of order: Jeffery Brown. Since the amended motion would involve the revision of the JACFA constitution, and proper 4 week notice was not given, voting on the amended motion would not be in order at this time.

Chair rules in favour of the point of order.

8.2. Motion 3

Whereas it is courteous and commonsensical to provide our colleagues with advance notice of work-to-rule motions and discussions (boycotts of non-contractual committees, open house, etc.) before a general assembly, so that they can be considered carefully and so that teachers can make arrangement to attend.

Be it resolved the JACFA Executive will provide one day's notice of work-to-rule motions and discussions of illegal strikes/civil disobedience.

Be it resolved that if these motions come from the floor that they will be considered as notices of motions to be considered at the next general assembly.

Moved by **Faye Trecartin**, seconded **James Vanstone**

Discussion addressed impetus for proposal: lack of notice for vote on Open House and motion on Civil disobedience. References made to current practice at Academic Council and why notice is required. Questions raised about how motion would affect General assembly attendance and participation, whether “discussion” requires advanced notice; whether the motion facilitates greater transparency and communication.

Call the question by Michael Nafi, seconded by Sean Hughes

CARRIED

For: 30 Against: 42

MOTION DEFEATED

Move to adjourn: Stephen Bryce, seconded by Alex Panassenko

MOTION CARRIED

Meeting Adjourned