



JOHN
ABBOTT
COLLEGE
FACULTY
ASSOCIATION

SYNDICAT
DES PROFESSEURS
DU COLLEGE
JOHN ABBOTT

A MEMBER OF FNEEQ AND CSN

**JACFA GENERAL ASSEMBLY
MONDAY, SEPTEMBER 12, 2016**

Cafeteria, 17:30

Approved Minutes

The meeting was opened with the introduction of our invited guest for the Insurance motions, Carolyn Senneville, president of FNEEQ.

1. Adoption of Agenda

Moved by Jessica Burpee, seconded by Violaine Ares

CARRIED

2. Adoption of Minutes of the GA of May 18, 2016

Faye Trecartin makes request to amend minutes, article 1.

Move to table approval of minutes until next GA

Moved by Alberto Sanchez, seconded by Jessica Burpee

TABLING APPROVED

3. Executive Motions

VOTE(S)

3.1. BIRT JACFA agrees to the recommendation of the *Regroupement des syndicats adhérents* (RSA), that the group insurance policy be renewed for 2018-2025 with La Capitale.

3.1.1. BIFRT JACFA agrees to the recommendation of the *Regroupement des syndicats adhérents* (RSA), that the group insurance policy renewal for 2017 be renewed as presented with the reimbursement of originals at generic rates (proposition 4) for all modules.

A presentation of the process by the RSA for the selection of La Capitale as the source of our insurance coverage was made by Jeffery Brown, showing the various steps in the process, and explaining why the decision has been brought to the General Assembly for a vote.

A period of questions and answers with our invited guest, Caroline Senneville, was held.

There being no further discussion, the motions were put by the Chair.

MOTIONS CARRIED

The Chair thanked our invited guest for her presence and her contributions to our discussions and decisions.

3.2. BIRT JACFA denounces anti-union attacks against the *Syndicat des professeures et professeurs du Cégep de Lévis-Lauzon* (SPPCLL) and all college unions affiliated with FNEEQ;

Expresses its support and solidarity to SPPCLL and its members in their struggle for union recognition and autonomy;

Donates an amount of \$300 to the SPPCLL to support them in their continuing struggle.

A presentation was made by Tanya Rowell-Katzemba concerning the situation at Levis-Lauzon, the interference with the local teachers union by management, the harassment, etc. A question and answer period ensued.

Amendment to increase the amount to \$600

Moved by Stephen Bryce, seconded by Derek Maisonville

AMENDMENT CARRIES

There being no further discussion, the motion was put by the Chair.

MOTION CARRIES

3.3. Issue of Workload (Charge individual – CI) for part-time faculty

Original Motion:

Considering the minimal impact on the surplus of the current practice of paying non-permanent teachers a full-time contract when they have full-time teaching hours in their department; JACFA demands that the Administration maintain the current practice of paying non-permanent teachers a full-time contract when they teach full-time hours in a semester.

Richard Masters made a presentation on events related to payment of non-permanents and the CRT of April 20, 2016.

Discussion ensued that raised various questions about what happened at the April 20 CRT, JACFA's decisions on the file, and claims contained in a memo from Human Resources on September 9: Why did the executive not notify its members about the issue in a timely manner, particularly at the May 18 GA? Why was a CRT held "in camera"? Was there really agreement between JACFA and the College on the issue? Why did JACFA agree to allocate INCA funds to column D which contradicts its mandate?

After many comments from various members, the consensus opinion presented is that there is "One class of teacher, no matter whether they have worked 4 days or 40 years."

Amendment 1: to strike "maintain the current practice of" and add "hold a public CRT to restore the 33 year-old local agreement of";

Moved by Faye Trecartin, seconded by Violaine Ares

Updated Motion 1:

Considering the minimal impact on the surplus of the current practice of paying non-permanent teachers a full-time contract when they have full-time teaching hours in their department; JACFA demands that the Administration ~~maintain the current practice of~~ hold a public CRT to restore the 33 year-old local agreement of paying non-permanent teachers a full-time contract when they teach full-time hours in a semester.

Sub-Amendment 1A: change “agreement” to “practice”.

Moved by Stephen Bryce, seconded by Alex Panassenko

The chair sought unanimous approval to incorporate the sub-amendment into the motion. There were no objections from the assembly.

SUB-AMENDMENT 1A CARRIES

Sub-Amendment 1B: to add to the end “turning this practice into a formal agreement signed by both parties.”

Moved by Sara Vila, seconded by Patrica Gordin

Discussion on the value of the proposed sub-amendment.

Call the question

Moved by Violaine Ares, seconded by Marie-Claire Rioux

QUESTION CALL – APPROVED

Vote on Sub-Amendment 1B

SUB-AMENDMENT 1B DEFEATED

Call the question on the amended motion

Moved by Violaine Ares, seconded by Patricia Gordon

MOTION CARRIES

Updated Motion 2:

Considering the minimal impact on the surplus of the current agreement of paying non-permanent teachers a full-time contract when they have full-time teaching hours in their department; JACFA demands that the Administration hold a public CRT to restore the 33 year-old local practice of paying non-permanent teachers a full-time contract when they teach full-time hours in a semester.

Amendment 2: Move to split the amended motion into two parts

Moved by Marie-Claire Rioux, seconded by Alberto Sanchez

Updated Motion 3:

Considering the minimal impact on the surplus of the current practice of paying non-permanent teachers a full-time contract when they have full-time teaching hours in their department;

BIRT JACFA demands that the Administration pay non-permanent teachers a full-time contract when they teach full-time hours in a semester.

BIFRT JACFA demands that the Administration hold a public CRT to restore this 33 year-old local practice of paying non-permanent teachers a full-time contract when they teach full-time hours in a semester.

AMENDMENT 2 CARRIES

Final Motion (with BIRT and BIFRT) [as above]

MOTION CARRIES

=====

4. Discussion Points

4.1. Health & Safety Update – Renovations

Closing comments were made by Jeffery Brown on the apprehended state of the renovations when teachers returned in August, and the modifications and updates management made in the days and weeks following.

Meeting Adjourned 20:15

Minutes approved at the General Assembly of December 14, 2016