

# JACFA GENERAL ASSEMBLY

December 3, 2003

P-204 at 6 p.m.

## 01. Adoption of Agenda

Moved by Joel Hartt; seconded by Doug Brown.

Passed unanimously.

## 02. Adoption of Minutes

Moved by Pierre Gauthier; seconded by Alain André.

Passed with five abstentions.

## 03. Announcements

Christmas Luncheon: The Chairperson announced that the Christmas lunch will be held at the Vieux Kitzbühel on Wednesday, December 17 at 12:30.

A.M. Klein Poetry Award: Faye Trecartin announced that Susan Gillis of the English department won the A.M. Klein Poetry Award.

Rod Smith Arbitration Case: Jim Leeke announced that JACFA has won the arbitration on behalf of Rod Smith, who was fired in 2001. Rod will return to work this January and increase his workload gradually. Larry Weller thanked the JACFA Executive and reminded the assembly that this is a human rights issue and that a teacher should not be fired because he or she becomes ill. Joel Hartt also expressed his congratulations and asked if Rod would be receiving any damages? Leeke answered that no damages were awarded, but that we may have to proceed against the insurance company for retroactive benefits as they cut off Rod prematurely. Leeke proposed a motion of commendation to Edward Kravitz, our lawyer from CSN legal services, for his judicious legal strategy and his dedicated work on this case.

**Moved by Paul Jones; seconded by Ed Holland.**

**Passed with one abstention.**

Simon Kevan Lecture Series: Roger Haughey asked the assembly members to put out feelers for the faculty lecture series to be held next spring.

### 1. Financial Motions

**VOTE**

#### (a) JACFA Christmas Fund - \$3000.00

*Motion: That JACFA donate \$3000. to the John Abbott College Christmas Fund.  
– moved by J. Vanstone, seconded by F. Trecartin*

**The motion was passed with two abstentions.**

#### (b) CSN Christmas Baskets - \$300.00

*Motion: That JACFA donate \$300. to the CSN Christmas Basket Campaign.  
– Executive Motion*

Peter Solonysznyj explained that the donation goes to the families of workers who are locked out or on strike.

**The motion was passed with one abstention.**

## **2. Changing Insurance Company**

**VOTE**

*Motion: Be it resolved that JACFA:*

- *change its carrier for Life and Health Insurance to Industrial Alliance*
  - *change the definition of mono-parental coverage to include up to two children*
  - *approve the attached rates beginning February 1, 2004.*
- *Executive Motion*

Stephen Bryce explained that we have been waiting for a renewal offer from Maritime Life. After a positive meeting in September, we were surprised to learn that our representative quit rather abruptly and that the insurance company proposed a 27.5% increase in our health insurance rates. Our broker proposed moving to Industrial Alliance, the company used by the Lester B. Pearson School Board teachers as he has a positive relationship with them. They have tentatively proposed to maintain current rates for life and a 5% increase for health. Stephen also attended a FNEEQ session to check out their bids; they are discussing a 12.5% increase for health, with no increase for life. However, he reminded us to remember that the FNEEQ plan is different than ours and it has a lot less paramedical coverage. He asked Industrial Alliance to increase mono-parental coverage from one child to two children as they are not very expensive (children are only 10% of the cost of an employee or spouse). Industrial Alliance has a direct file drug card, which members would give to the pharmacist and an automatic claim will be filed. Stephen added that 71.8% of our members are over age 55 and this fact makes our life insurance more expensive. FNEEQ has the same age bands, but it is a much larger group so their rates are cheaper.

Will Richardson suggested that we move to the FNEEQ plan for life insurance. Stephen noted that insurance carriers will not bid on health insurance alone as life insurance is where they make a profit.

Larry Weller asked the monthly cost of having drug card. Stephen responded that according to Maritime Life, the drug card does not cost any more for the insurance company. The number of claims does increase if they are filed directly; however the insurance company saves money on the processing, so they no longer charge for the card. Stephen pointed out that this is not a direct payment card (they do cost \$10-15 a month more). The file is claimed automatically, but the claimant would have to pay the pharmacist and await his or her refund. Larry noted that the job of finding a good insurance deal is getting a lot more difficult as competition has collapsed because of industry mergers. When he had the insurance portfolio, he received bids from 21 companies, but now it is down to 10 or 12. Stephen added that Industrial Alliance is another takeover target.

Paul Jones asked why our needs are so different than other FNEEQ colleges. Stephen responded that we made the decision to increase paramedical coverage in the early 1990's when we left the FNEEQ plan (and overall costs were much lower). We were able to get this coverage for less than the FNEEQ plan. We now pay more for more coverage and we reaffirmed this decision several years ago.

Renée Lallier added that it is better to have the extra coverage and have access to a good therapist than to simply be put on medication. Paul Jones replied that FNEEQ teachers should understand this idea, too.

Larry Weller added that the FNEEQ plan only provides \$25 per paramedical session. When we left the FNEEQ plan originally, we got far better rates. Larry commended Stephen for doing a fantastic job.

Pierre-Normand Vaillancourt asked about coverage for glasses. Stephen asked Maritime Life for this coverage as our loss ratio is far below what was projected, but they did not bid on this item.

Joel Hartt asked if we will be switching Feb 1. Stephen answered yes and he hopes that Industrial Alliance will waive the need for everyone's signature.

Dennis Anson asked if all claims must be submitted by Feb 1 for Maritime. Stephen answered that everyone should have six months from that date.

Pierre-Normand Vaillancourt called the question; seconded by Edward Palumbo. Motion to call the question was passed with one abstention.

**The motion was passed with one abstention.**

### **3. Professional Services Rendered**

### **REPORT**

Jim Leeke reminded us that we agreed to entente #14 last winter and now we will be reporting annually on our professional services already rendered in exchange for the new salary structure. The College is now implementing the entente. There will be no increase in workload (except for an annual report) Two types of activities are covered by the entente: 1) "activités de concertation," which includes pedagogical days for program issues, participation in program activities and program sub-committees, and 2) "learning assistance," which includes the tutoring of our own students, etc. Each teacher will prepare an individual annual report, participate in program pedagogical days, participate in departmental committees that deal with program issues and identify annually the distribution of the activity projects.

We have reached a common understanding of the entente with the administration now.

Alain André asked how the projects will be administered. Jim responded that departments will recommend projects and then the College will approve or reject them. Once approved, then a copy is sent to each individual in the department. The College originally argued that the encadrement of other students was included, but not a teacher's own students as stated in Volet 1.

Mike Turner asked what the College will do with the year-end reports. Jim responded that the entente clearly indicates that the reports cannot be used for evaluative purposes, because they are part of the department's annual report.

#### **4. (a) Salary, Pension and Paid Sick Day Demands**

**VOTE**

*Motion: Be it resolved that JACFA adopt the CSN negotiation demands on salary-related issues as listed in the document dated November 2003.*

*– Executive Motion*

Peter Solonysznyj presented the highlights of the adopted contract demands:

##### Proposal 1:

That the salary rate and scales be increased by the following percentages:

4.5% on January 1, 2004,

4.0% on January 1, 2005,

4.0% on January 1, 2006

with a formula to protect our purchasing power should the inflation rate recorded during the period turn out to be greater than the protection factor included within the general parameters. That a lump sum payment of 2% over a six-month period from July 1, 2003 to December 31, 2003 be added to these general parameters and, for the same six-month period, as of the first day on the job for CEGEP teachers. In addition, that the necessary adjustments be made to ensure that the same compensation benefits are granted to employees occupying seasonal or cyclical jobs.

##### Proposal 4:

That the general salary increase for CEGEP teachers be restored to March 1 beginning in 2004.

##### Proposal 32

That the unpaid leave currently stipulated regarding a minor child who has problems be modified to cover the following family responsibilities related to:

- The care, the health or the education of one's child or the child of one's spouse;
- The state of health of one's spouse, father, mother, brother, sister or grandparent.

### Proposal 33

That this leave can be renewed for one year for the purposes of taking on the same responsibilities.

### Proposal 40

That the unused annual sick leave credits accumulated by CEGEP teachers be convertible into cash.

### Proposal 42

That the improvement to retirement incomes be achieved primarily via an improvement to the indexation formula, namely the CPI minus 3% minimum 50% regarding the annuities for the years from 1982 to 1999, even if this should result in an increase in the contribution rate.

### Proposal 44

When the costs and impact upon the contribution rate are finally known, that the appropriateness of making other improvements to retirement incomes be assessed.

### Proposal 46

The Federation be mandated to harmonize the bargaining proposals to be submitted to the central table with the other CSN federations, as well as with the FTQ and the CSQ.

Alain André asked if we will get our 2% for the contract extension. Peter responded that originally FNEEQ rejected the 1 year contract extension and, more recently, Marcel Gilbert of the Treasury Board said no, so the request will now go to the sector table. Paul Jones said that if the 2% is to be negotiated then we didn't give it up, but he asked why the request is not at the central table. Peter stated that the other sectors see the issue differently, it may eventually go to the central table.

June Riley stated that we are asking for a much better raise than the private sector is receiving and that the Charest government has debt. Peter noted that the ISQ has just published its annual analysis, which the government must consider in contract negotiations, and it shows that we are behind unionized private sector and municipal employees. Only non-unionized private sector workers (eg. Walmart employees) are behind us. Paul Jones added that article 45 will get rid of jobs, that Quebec is getting richer every year, yet our standard of living continues to go down, and now there is finger pointing at us because we ask for a raise. Larry Weller added that we have endured cuts of 20% and raises as little as 1% annually, so we deserve to ask for these raises.

Joe Silverman stated that our priority should be to ensure the pension plan indexation after 1982.

Ed Holland called the question; seconded by Stephen Bryce. Passed.

**The motion passed with 24 in favour, 4 opposed and 5 abstentions.**

**5. Daycare for Staff and Students**

**VOTE**

*Motion: Be it resolved that JACFA support the following recommendations:*

*That John Abbott College renegotiate a priority system for the children of its employees and students at the Campus Daycare.*

*That if this negotiation fails, John Abbott build a daycare on campus when it renovates Brittain Hall. - Executive Motion*

Faye Trecartin noted that while she was pregnant, she approached Campus Daycare about reserving a place, and was told that John Abbott employees no longer had priority there. They claimed it was due to the \$5 per day program, but this is untrue. She has since found out that JAC lost its priority after the College refused to give money to the daycare in the mid 1990s. Dawson, Vanier, McGill and Concordia all have daycares on site for employees. Some teachers and other employees met with the DG to ask that John Abbott seek to have its priority restored. He agreed, but asked that the associations survey their members to assess the needs. This survey has been carried out, and it is clear that there is a need for accessible, affordable daycare. The recommendations are that either John Abbott should reestablish the priority with Campus Daycare or build a new daycare as part of the renovation of Britain Hall. Keith is very interested in the first, but much less interested in the second. Will Richardson stated that given that John Abbott faculty set up and donated money to the daycare for years, it is shocking that we have lost our priority. He asked if John Abbott leased the land to the daycare. Faye replied that it is leased from McGill, but that they also are interested in reestablishing a priority. Larry Weller stated that McGill may not own the building the daycare is on, only the land. He suggested we make contact with someone with a child in the daycare and find out more about who runs it.

Larry Weller called the question; seconded by Cheryl Jenkins. Passed.

**The motion passed unanimously.**

**Cheryl Jenkins motioned to adjourn; seconded by Alain André. Passed**