

JACFA General Assembly Minutes

September 29, 2004 at 4:30 p.m. — Penfield 204

John Abbott College

01. Adoption of the Agenda

Moved by Alain Andre;

Seconded by Pierre Gauthier;

Adopted unanimously.

02. Adoption of the Minutes

Moved by Ray Filip;

Seconded by Stephen Bryce;

Adopted with one abstention.

03. Announcements

Peter Solonysznyj

Fair Trade / Equitable Trade. JACFA has been buying coffee from OxFam. You can go to Equita's website to see what you could buy. There is also a store called "10,000 Villages" and from Oct. 1 to 10 they are bringing in Fair Trade rugs from Pakistan that will be for sale. The address is 290 Lakeshore, in Pointe-Claire. You are then directly helping families in Pakistan as it is equitable trade.

Stephen Bryce

You have just received an email on the Strategic Plan and we will be voting on it on October 15 in Academic Council.

1.0 Financial Motions

VOTE

a) **Union in a labour conflict: \$200.00**

Motion: Be it resolved that JACFA donate \$200.00 to the Syndicat de la Régie intermunicipale de récupération des Hautes Laurentides. – Executive Motion.

Peter Solonysznyj

This is a special fund to help families that have been on strike since last July. It will help to pay for student fees for families that have children.

The motion passed with one abstention.

b) New computer for JACFA office: \$1500.00

Motion: Be it resolved that the JACFA Executive be mandated to spend up to \$1500.00 for a new computer for the JACFA office. – Executive motion.

Stephen Bryce:

We need to replace our secretary's computer that we bought in 1998 and be able to keep up with the new demands of software performance regarding pension estimates, financial accounting, etc. We need to upgrade the monitor also.

Chantal Pelletier:

There is a parallel between what is happening in JACFA and our PDHT department.

Ray Filip:

For 1500\$? This does not sound like a Future Shop price.

John Serrati:

What are you planning to do with the old computer? Stephen responded that it will go in the President's office.

The motion passed with one opposed.

c) Insurance claim reimbursements: \$6000.00

Motion: Be it resolved that the JACFA Executive be mandated to reimburse up to \$6000.00 for faculty insurance claims filed with Maritime Life between May 1st and May 31st, 2004. – Executive Motion.

Stephen Bryce:

We changed insurance carrier as per February 1, 2004. We had asked for a bid with our old carrier Maritime Life and they gave it in five days before the General Assembly so we had the feeling that they did not want to stay with us. Our broker said that the time change that our insurance would take effect would be May 31, 2004 and on the contract it was written April 30, 2004 so therefore they did not accept any claims after April 30, 2004. When I realized this in May I asked them if they would pay us anyway, and

their response was "a contract is a contract, so sorry." We tried various appeals, but they told us "this is our money now." The error came from JACFA and we feel that the people who did not get their claims should not be penalized. So there should be around six to seven people who made claims for about 6000\$. So we are asking that the General Assembly allows JACFA to pay back the members that were not paid because of this.

Then Stephen indicated the name and email address of the person in charge of our insurance so that members of JACFA may write to them if they wish.

Cyril Bendahan, VP, Quebec Region at Maritime Life.

The motion passed with one abstention and one opposed.

2.0 Decentralization: impact on John Abbott

REPORT/DISCUSSION

Michel Milot:

Michel Milot had a PowerPoint presentation for us and we will be putting it on JACFA's website. <http://jacinet.johnabbott.qc.ca/~jacfa/documents.htm>

Michel started with Cegep's history and the main reasons why they were created. Then went on to explain what the *Fédération des Cégeps* actually wants to do with the cegeps and the impact decentralization will have on cegep life. The tone of the Minister's speech was autonomy, new ways to revitalize, flexibility, adaptability, etc. Cegeps will survive but will face radical transformations.

Then Michel explained how it will decrease the mobility of students, and if the needs of programs are dictated by market and corporations, what then? Some cegeps will certainly close in certain regions and create disparity in the curriculum and will change the mission of the cegep: to provide free and general education throughout the province. Technical programs could have variable lengths of time and they could open the door to privatize some parts of the cegep system. Local negotiations will be affected. Will disability, sick leave, suppleance all become elements of local negotiations?

On October 5 we will have a Symbolic picket line with all of the cegeps. It is organized by the Coalition of cegeps, which includes parents, support staff will all be there.

Violaine Arès:

Did anyone ever calculate how much money they would really be saving if they banished cegeps? Whether greater competition between cegeps, I would like to know what difference would this decentralization really mean if we compared this to universities?

Peter Solonysznyj:

The question about cost came out with the Bédard Report and in it was written that millions of dollars could be saved if they abolished cegeps. One of the good things that the *Fédération des Cégeps* did was to hire Pierre Fortin to examine the Bédard Report. Pierre Fortin noticed that the Bédard Report had counted things twice and when Fortin published his report, Bédard was completely embarrassed and he stated that the cegeps did make sense. Why the school commissions did this was because they were thinking that they would receive some of the monies from the abolishing of Cegeps.

The Fédé is very clear, they want autonomy and local DEC's, and Reid will announce something in November. What is he going to change? We don't know, but it is the ambiguity that is worrisome and we better mobilize to protect our system. It's easier to stop them from something than to wait until the government decides to amend the law.

Reid has been talking about local projects and what does this mean? In the Beauce region, high schools and cegeps and university have just decided to fuse. What does it mean? No one knows...

Chantal Pelletier:

The originality and viability of the cegep system is known worldwide and it is a success, so why are they questioning a success? Because cegeps are free, women benefit the most and we must not forget that.

Lori Weber:

Who will be present at that meeting in October? Is it Keith Henderson and do we have some kind of insurance that they will represent our interests?

Michel Milot:

At the congress Keith and Allister will be there. We could go - but we are not planning to go - and it's pretty expensive. We'll be at the *Regroupement cégeps* but I am not hoping for too much.

Susan Young:

What they have done in the health system, where institutions have fused, they have taken away all of the DG's and if you want to see what's going to happen, just look at the Health system.;

Michel Milot:

It's a door to privatize things especially with the new PPP's. The government is giving up their responsibility. I don't see how this could keep the training of students equivalent across Quebec.

3.0 Declaration against Psychological Harassment

VOTE

Motion: Be it resolved that JACFA support in principle the "Declaration of a Work Environment Free from Psychological Harassment" proposed by JAC-ASPA.

- Executive motion.

Faye Trecartin:

JAC-ASPA is our support staff union. As of June 1, 2004 the Labour Standards Act was amended. G. Stachrowski sent us a draft policy on Psychological Harassment and we started meeting with all of the associations and the administration at JAC and JAC-ASPA asked for a declaration against psychological harassment and we would like the College to commit to this declaration. We also proposed a counter policy to the administration's policy against psychological harassment and have not heard from them yet. The administration's proposal is a cut and paste job of the sexual harassment policy.

Then Faye went on to explain the Declaration step-by-step. We would like to move the Hearing Panel out. What we want to do is make it less intimidating for the complainant. The idea is to have more people involved so that it is not just the administration that are deciding whether a complain has merit. We really want this to be a preventive policy. JAC-PA has not backed up our version of the policy yet.

So JAC-ASPA really wants this Declaration to go through. Every employee has the right to work in a positive work environment. We want to make sure that there are preventative measures in place and an ongoing education committee.

Larry Weller:

Under 3) is there a wording error here? It is not the Director making the recommendations but the Associate Deans. The wording is correct.

There also seems to be no room in this to be able to face your accuser. There should be a third party and "what did actually take place"? You should be able to meet your accuser to be able to establish fairness.

Pierre Gauthier:

Larry you are right with what you are saying. We must not forget that this is a very digested outline, in the 'real' policy there is a place.

Karen Kaderavek:

I feel that it may not be evident to have the complainant face the accuser. I would not like to have to face the accuser as you are in a very emotional state and could be easily traumatized.

Joe Silverman:

I think that both parties should be or could be together to investigate. I think that it should be spelled out if ever one person fails to be "able" to meet with the accuser.

Dennis Anson:

I'm asking for a clarification. The paper that I have in my hands and what the projector is saying are different things?.

Faye Trecartin:

what is projected is just to clarify some issues. Our suggestions about how we may want to respond to the administration's policy.

Larry Weller:

Are we talking about the Declaration or do we vote on what is the method that is projected?

Faye Trecartin:

We are voting on the Declaration paper but we have been consulted by the administration on their policy and would like your feedback.

Larry Weller:

There needs to be a place to facilitate the two parties meeting together without the administrators being in the middle. If they have to come together, so be it. It should be written in the policy proposed by JACFA.

Chantal Pelletier:

Is there a place where a psychologist will make recommendations?

Peter Solonysznyj:

I would strongly suggest that we vote on the declaration. It is a good declaration and it is based on JAC-ASPA's experience and would probably alleviate some of the problems that JAC-ASPA has had in the past.

In terms of bringing both parties together, the resource person is a psychologist who will assist those who feel they are being psychologically harassed. We will have a designated officer who will investigate and make a recommendation to the Dean or to suggest Mediation. This is a College Policy. However, someone may choose to go to their Union instead and there are also other recourses here. We must not forget that this is a preventative document.

Obliging the accuser to face the complainant the person may decide not to make a complaint. It is not a good incentive.

Jim Vanstone.:

It is very important that you have the right to face your accuser in the same room. Western civilization is based on natural justice.

Susan Regan:

From a slightly different perspective I would support this declaration simply as a method of getting the word out and many people at JAC do not know that there are methods to help prevent this type of behavior.

Mike Turner:

I have a problem with the College dealing with this type of issue.

Faye Trecartin:

JAC-ASPA would like to have a public declaration by the College because they believe that the college is not dealing with this issue seriously at the moment.

Larry Weller:

The opposite could happen if you meet with the accuser. If we eliminate the possibility of facing the person then what next? The result will be whispering campaigns and false accusations.

Dennis Anson:

Called the question.

The question was called with two abstentions and two opposed.

The motion passed with two abstentions and one opposed.

4.0 Daycare

REPORT

Faye Trecartin:

Explained the Daycare's history. That McGill owns the land that the Daycare is on. Faye went to the Daycare its Director clearly admitted that she was afraid that McGill will terminate their lease. Communication has broken down over issues like snow removal and mowing the lawn. The Director of the Daycare would be willing to reinstate JAC priority for the daycare center. It has space available for nine children in September. She produced a list of teachers that wanted their children to be there.

So we will be getting our priority back.

Larry Fagan:

If JAC had it's own daycare, would it be a CPE?

Faye Trecartin:

There is a freeze on CPE's at the moment. The easiest solution for everybody would be to stay with that Daycare and not build a new one for JAC. It is an excellent daycare by the way.

Steve Orlov:

Could the Executive bring back the General Assembly meetings back for 5:30 p.m.? Lunch at 5:00 p.m. and start meeting for 5:30 p.m.?

Steve Orlov moved to adjourn the meeting; seconded by Mike Turner.

/jh

/October 3, 2004

/Revised Oct. 16, 2004