

JACFA General Assembly Minutes
Wednesday May 10, 2006, 10:00 a.m. — Penfield 204
John Abbott College

01. Adoption of the Agenda

Moved by Violaine Arès;
Seconded by Renée Lallier;
Adopted with majority.

02. Adoption of the Minutes

Moved by Tom Monahan;
Seconded by Stephen Bryce;
Adopted with majority.

03. Announcements

Daniel Gosselin

Reported that the French Department is not happy that the administration is converting one language lab into a general classroom.

Roy Fu

Reported that there are 2 spots left in the pedagogical workshop "Changing the World, One Concept at a Time" on May 18.

Jim Leeke

"After 15 years on the JACFA Executive as External VP, Peter Solonysznyj will not be returning to the Union executive next Fall as he is taking a leave of absence. We thank Peter for all his work on our behalf. You may not know that Peter is a big fan of Elvis Presley. Rumour has it that Elvis has been spotted in Philadelphia. Apparently Peter is planning to spend part of his leave in Philadelphia and may be looking for Elvis. In commemoration of Peter's contribution to the executive, I would like to present him with the JACFA "Elvis has left the building Award." "

"Faye Trecartin is with us this morning and we are very pleased that she is offering to serve as President of JACFA for the coming year."

Jane Henderson

Brought up the topic of serving alcohol at college events such as SpringFest. The Chair ruled that this was not an announcement, so it should be put on the agenda of a future general assembly.

1.0 Financial Motions

- a) Christmas Fund – \$3000.00 VOTE

Motion: Be it resolved that JACFA donate \$3000.00 to the JAC Christmas Fund.
Moved by J. Vanstone, seconded by P. Henbury.

There being no debate, Violaine Arès called the question, seconded by Doris Miller. The motion carried.

b) JAC Golf Tournament - \$125.00 VOTE

Motion: Be it resolved that JACFA donate \$125.00 to the JAC Golf Tournament.

Moved by F. Lo Vasco, seconded by N. Duffy.

Neil Duffy spoke in favour of the tournament, noting that it is good PR and a fun day to participate in.

Daniel Gosselin stated that he failed to see the link between the union and a golf tournament.

Renée Lallier called the question, seconded by Pierre-Normand Vaillancourt.

The motion carried with 1 opposed and no abstentions.

Registrar's request for Vin d'Honneur Donation - Report of Executive Decision

Jim Leeke explained that the Executive decided not to contribute to the Vin D'Honneur this year, the main reason being to cut back on our expenses and rebuild our treasury.

Larry Weller noted that he went to Convocation every year and it will be as wonderful without wine. If the College wishes to have alcohol, they can buy it.

Violaine Arès stated that she would rather contribute to the Vin D'Honneur than the Golf Tournament.

Jim Leeke stated that he personally agreed, but we will have to make some hard choices in the coming year, and buying alcohol for the Vin D'Honneur is not as important to us as some of our other donations, such as bursaries and supporting other unions on strike. He noted that he asked the mover of the motion to donate to the golf tournament to consider withdrawing the motion, and it was decided to ask for half the amount that we gave in the past.

Will Richardson

stated that this makes it look like JACFA does not support Convocation. Sometimes JACFA makes the mistake of not being involved in College activities. Why do we separate ourselves? Why do we not have someone as JACFA representing us there?

Renée Lallier proposed that as a compromise, we might contribute \$500 instead of \$1500? She stated that she would prefer JACFA to be perceived as willing participants rather than sour grapes.

Jim Leeke noted that there was no motion on the floor, so we cannot make an amendment. He stated that a motion for discussion and debate could be presented by any member for the next general assembly.

Roy Fu asked why this could not be debated right away?

Jim Leeke explained that unlike in previous years, no faculty member put the Convocation motion on the general assembly agenda this year, and the Executive decided not to present it. The JACFA constitution includes a provision that all financial motions must be announced at least 48 hours in advance of the general assembly. He noted that the Executive intended to invite the assembly to consider and debate JACFA's financial constraints next fall.

Motion: Be it resolved that the JACFA Executive be mandated to negotiate the change of our Health, Life and Long-Term Disability insurance plans to the FNEEQ plan. – Executive Motion.

Stephen Bryce showed a Powerpoint presentation that outlined the choice for our insurance renewal – stay with Industrial Alliance or switch to the FNEEQ plan. This presentation is available on the [JACFA website](#) under the Insurance tab.

Jim Leeke noted that first questions about the plans and coverage would be taken, then there would be a debate on the motion itself.

Health Insurance:

Rick Rock asked why we do not have dental insurance?

Stephen Bryce replied that JACFA could add a dental plan, but we will have to add \$50 to 75 a month on top of what we pay now. Unless it is compulsory or 75% of our members subscribe, no insurance company is interested. Our surveys have consistently shown that most JACFA members do not support this option. The FNEEQ plan does include a union option to include dental coverage, but all faculty members must take it. If we switch, we could decide in January on whether to take dental insurance or not. There may also be an option to add optional dental coverage through the Cadre plan as at Edouard-Montpetit, but the problem with all of these dental plans is that they include high deductibles, have yearly limits of \$1000-\$1500, and do not cover many types of treatment.

Sandra Stephenson

asked why the plan was so expensive, noting that she had better, less expensive health coverage through the McGill alumni association, but this was not intended as an anti-syndical comment.

Stephen Bryce noted that about half of our members opt out of the health insurance plan, mostly due to the cost. He pointed out that our employer does not contribute to the cost of our health insurance, which makes it very expensive. He also noted that teachers tend to read the insurance policy to see what they might get for their high premiums; for example, massage therapy costs over \$10,000 per year, and these things drive up the cost of the plan.

Andrew Cuk asked if there would be downtime between insurance coverage if we switch plans, and if non-permanent teachers were covered after their contracts expire.

Stephen Bryce replied that there would be no down time – the Executive's plan was to make the switch in mid-August at the end of the vacation period, and non-permanent teachers are covered through the summer.

Larry Weller stated that if you are one of those exceedingly lucky people that are not making claims because you are healthy, so be it – when health slips away, and you never know when it will – this is why insurance is so important.

Stephen Bryce noted that Quebec requires us, in our collective agreement, to have an insurance plan.

John Serrati noted that in last year's survey, a majority of members supported adding eye care coverage. Why was this not added?

Stephen Bryce replied that the Executive's main orientation is to change to the FNEEQ plan (which also does not include eye care), not to modify the plan. However, if the general assembly's decision was to stay with Industrial Alliance, this change could easily be made in the fall.

Faye Trecartin

stated that she never used the insurance plan in her first 15 years at the College, but this year without insurance she would have paid \$20,000 for a new cancer drug not covered by medicare. She has also had to use the services of a psychologist, etc. for the first time. She stated that she does not know what she would have done without our insurance plan.

Renée Lallier noted that the FNEEQ plan is heavily drug-oriented compared to our plan. She is more in need of treatments such as physiotherapy, and believes that it is becoming increasingly important to have these options.

Sandy Lapointe

asked if homeopaths and homeopathic products are covered?

Stephen Bryce replied that homeopathic products are covered, but in both plans they must be purchased at a pharmacy and require a prescription (in the JACFA plan from a doctor; in the FNEEQ plan from either a doctor or a homeopath).

Life and Long-Term Disability Insurance (see PowerPoint presentation)

Will Richardson

noted that he had three times his salary insured for life insurance, and the cost of FNEEQ's optional life insurance was more expensive if you are 60 years old or older. However, he might not need to take as much insurance as before, as his dependents are becoming independent. He asked how LTD fit in?

Stephen Bryce replied that in both plans, LTD is compulsory at tenure, while life insurance at two times the salary is compulsory for everyone. In both plans, you can withdraw from LTD after age 58 or 35 years of pension contributions.

Renée Lallier asked if in the JACFA plan it was compulsory to have life insurance if you had LTD, as she did not.

Larry Weller replied that at some point in the late 1980s, the two plans were coupled, but those that did not have both before were allowed to continue not having it.

Debate on the motion

Stephen Bryce stated that it was the recommendation of the JACFA Executive that there is a marginal benefit to being part of the FNEEQ plan. We could choose to make changes to our current plan, but to equal the FNEEQ rates, we would end up with a plan that would have much less coverage. We could also choose to go to market and seek another carrier (but this would probably only buy us one year of lower rates). Overall, we believe that the FNEEQ plan, with its lower rates, different coverage, and being part of a larger group, is the best option for JACFA.

Debbie Lunny stated that if you only look at the numbers, then we are looking at it through the same market eyes as the pharmaceutical industry. To save 20\$-30\$ a month and lose preventative coverage is not convincing.

Roy Fu stated that we seem to be caught in a trap of perennial chopping and looking around for coverage. It is beneficial to us to shop around in terms of the competing visions of coverage, etc. For health and life insurance he preferred the present plan as it gives us more flexibility.

David Bourgeois

noted that preventative measures are the way to go as we want to stay as healthy as possible and sometimes we need these types of treatments such as massage. He prefers to see a plan with more flexibility.

Penny Stewart moved to call the question. Two-thirds majority was not achieved, so the debate continued.

Rekha Iyer thanked the Executive because the presentation was very clear. She would have liked to have a dental plan, but also prefers the flexibility of being able to go with the private companies.

Sandy Lapointe

stated that she would like to stay in our current plan as it offers a wide variety of options. A lot of the paramedical services are not covered as well in the FNEEQ plan.

Will Richardson

stated that there are two principles that concerned him. We should not be voting just on money issues. He could selfishly vote to go to the FNEEQ plan, but he would much rather look at a plan that is more preventative. Insurance is a collective, and let us vote as a group.

Larry Weller noted that the number of companies offering insurance at the moment is greatly reduced from when we started -- from 25 to just 4 or 5. He noted that if you look at the entire package with life insurance as well, the savings that we will have with the FNEEQ plan are greater. If you look at the specific items on the charts, we still have that coverage, maybe reduced, but still there. Generic drugs on the FNEEQ plan are reimbursed at 90% compared to 80% on the JACFA plan. When taking a look at all this, how much local control do we have? The world of insurance has changed greatly. He supports the motion.

Paul Jones

supported the change to the FNEEQ plan. What we have to add in there is 3 million dollars in surplus that they have to spread out so that means a significant amount. This suggestion is not favorable as an alternative to medical care -- dieticians are covered by FNEEQ and not our own. Detoxification and psychological counseling are fundamental. How do you define us as a group? We seem to think that we are different from other teachers in the cegep system -- somehow we have a different understanding of medical needs and other teachers from other cegeps resemble us much more than we think. He thinks that we should adopt this plan and mandate your representatives to argue strongly at FNEEQ for the types of changes we want in their plan.

Sujata Ghosh said thank you for all of the charts that were quite clear. 30% of us will have our coverage reduced with the costs.

Jane Henderson

stated that she was in favor of local control of the plan.

Faye Trecartin said that having used a lot of insurance in the past year, she appreciated the better coverage for drugs and lab tests in the FNEEQ plan, which would have saved her thousands of dollars. To say that the FNEEQ plan is not flexible is not accurate. She understands the desire for preventative coverage, but we actually need insurance for catastrophic events -- insurance is really when you get into a bad situation, and therefore she supported the motion.

- Bill Russell* noted that it was reported in the paper today that Industrial Alliance have made their highest profits ever. We have to show these companies year after year that we are going to shop around as much as we can.
- Steve Orlov* agreed with the comments about preventive and alternative medicines however he still thinks that he will vote in favor of FNEEQ as his personal experience with La Capitale for his car insurance has been very good. The kind of insurance against catastrophic situations... and one thing is certain, the health care in Quebec will get worse, not better.
- Andrew Cuk* stated that the key is the maximum in a year, not the maximum per visit. The FNEEQ plan supports more long-term treatments than the JACFA plan.
- Michel Milot* stated that while he is sympathetic to preventative issues and local control -- how much power do we really have? With FNEEQ we have the power in the numbers. The FNEEQ is a self-managed plan and the surplus does not end up being a profit for insurance companies.

Pierre-Normand Vaillancourt called the question, seconded by Violaine Arès. Carried.
The motion passed with 49 for, 17 opposed and 4 abstentions.

3.0 Financial Statement 2004-2005

Motion: Be it resolved that the 2004-2005 JACFA Financial Statement be adopted as presented. – Executive Motion.

This item was tabled until the next general assembly.

5.0 Elections

John Serrati took the chair as the Election Officer. He stated that there would be six separate votes as follows:

1. JACFA President;
2. JACFA Directors – 6 members ;
3. Academic Council - 11 members and 4 permanent substitutes;
4. Faculty Professional Development Committee - 5 representatives;
5. Financial Review Committee – 3 representatives.

1. For President of JACFA, one nomination was submitted: Faye Trecartin.
Moved by Pierre-Normand Vaillancourt, seconded by Violaine Arès, to close nominations.
Carried.
Faye Trecartin was acclaimed as President of JACFA.

2. For JACFA Directors 6 nominations were submitted:
Jim Leeke, Stephen Bryce, Michel Milot, Pierre Gauthier, Jane Hannah, and Clea Notar.
From the floor, *Mark McGuire* was nominated and accepted the nomination.
It was moved by Tom Monahan, seconded by Violaine Arès to close nominations. Motion carried.
Larry Weller and Paul Jones were appointed to serve as scrutineers. The vote was taken by secret

ballot, and after the votes were counted, the Elections Officer declared *Jim Leeke, Stephen Bryce, Michel Milot, Pierre Gauthier, Jane Hannah, and Clea Notar* elected as JACFA Directors.

3. For Academic Council (11 faculty representatives), 8 nominations were submitted: *Violaine Arès, Stephen Bryce, Grell Grant, Bert Somers, Abraham Sosnowicz, James Vanstone, Carl Witchell and Susan Young*. From the floor, the following were nominated: *Suzanne Black, Debbie Lunny and Sarwat Viqar*.

It was moved by Pierre Gauthier, seconded by Violaine Arès to close nominations. Motion carried. The nominees were acclaimed as faculty representatives on Academic Council.

As Substitute Members, the following were nominated from the floor:

Pierre Gauthier, Paul Jones, Alice McLeod and Tom Monahan.

It was moved by Pierre Gauthier, seconded by Violaine Arès to close nominations. Motion carried. The nominees were acclaimed as substitute faculty representatives on Academic Council.

4. For the Faculty Professional Development Committee (5 representatives), six nominations were submitted: *Anna Mae Barrett, Mark McGuire, Julie Podmore, Jan Szumski, Michael Turner and James Vanstone*.

From the floor, *Sandra Stephenson* was nominated.

A vote was taken by secret ballot, and after the votes were counted, the Elections Officer declared: *Anna Mae Barrett, Mark McGuire, Julie Podmore, Michael Turner and James Vanstone* as FPDC Faculty Representatives.

5. For the JACFA Financial Review Committee (3 members), no nominations were submitted. From the floor, *Will Richardson, Larry Weller, and Barbara De Lorenzi* were nominated.

It was moved by Pierre Gauthier, seconded by Violaine Arès to close nominations. Motion carried. The nominees were acclaimed as representatives of the Financial Review Committee.

The meeting adjourned at 12:55 p.m. on May 10, 2006

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