

JACFA General Assembly Minutes

May 7, 2008 at 5:30 p.m. — Penfield 204

John Abbott College

01. Adoption of the Agenda

Moved by André Leblanc; seconded by Claude Benoit.

Adopted unanimously.

02. Adoption of the Minutes

Moved by Ed Palumbo; seconded by Larry Weller.

03. Announcements

Ryan Young: Recently finished a documentary film on the municipal mergers. The focus is on Ste- Anne-de-Bellevue. There will be a private film screening in English for the college community right after the JACFA BBQ on Tuesday, May 20, at 2:30 p.m. in the Agora. The film will also be featured at the Harpell Centre on a different night, in French. The screening at JAC is free.

Faye Trecartin:

The JACFA BBQ will take place on May 20th at 12:00 p.m. on the Casgrain Terrace.

Michel Milot: The teachers union at Cégep Lionel-Groulx has voted to disaffiliate from FAC by an overwhelming majority. They will vote on their affiliation with either our federation, FNEEQ, or FEC-CSQ in the coming weeks.

Faye Trecartin:

Invited faculty who will be retiring at the end of the year to say a few words.

Larry Weller: Said, particularly directed at new faculty, that one of the strengths of this institution is the faculty association and we are fortunate to have such hard-working people. He encouraged everyone to come to general assemblies to support JACFA and our colleagues. Finally, he thanked JACFA and its Executive.

Ed Palumbo: Said goodbye to everyone after 36 years. Stated that he will be thrilled to be at the first private screening in his entire life!

1.0 Financial Motions

VOTE

JAC Staff Gold Tournament - \$125.00

Motion: Be it resolved that JACFA donate \$125 to the JAC Staff Golf Tournament – Moved by Frank LoVasco, seconded by Neil Duffy.

Frank LoVasco: Noted that the tournament will be held in June on the Thursday after vacation period starts, with staff, teachers, and administrators taking part, and it promises to be a great day.

Violaine Ares: As Ed Holland was not present, stated that she would vote against this motion.

MOTION CARRIED with 2 abstentions and 2 opposed.

Association of Graduate Student Employed at McGill (AGSEM) - \$300.00

Motion: Be it resolved that JACFA donate \$300.00 to the Association of Graduate Students Employed at McGill (AGSEM) - Executive motion

Michel Milot: Michel read a message on behalf of Daniel Simeone, a new teacher in the JAC Math department, who is absent tonight as he is currently negotiating with McGill as a representative for the teaching assistants' union. They want to more strictly define their workload and increase their salaries to the Canadian average. The university wants to add a clause that would essentially allow any employee of the university to do the work of TAs, effectively breaking the union. 86% rejected the university's recent global offer.

MOTION CARRIED unanimously.

2.0 CSN Congress Information

REPORT

Michel Milot: Reported that next week in Quebec City, Stephen Bryce, Pierre Gauthier and himself would be JACFA's representatives to the 62nd convention of the CSN, held every three years. Resolutions on family, ecology and pensions are discussed in workshops, then brought to the floor for debate and a vote. This goes on for 6 days. Any union or federation can (in advance) propose a resolution to the Congress.

Stephen Bryce: Some of these resolutions will have consequences for us down the road. For example, the motion on family/work balance calls on all CSN unions to take at least one concrete action during the next three years, so this could be interesting. There are also resolutions about improving health care, the need to better integrate immigrants into the workforce, calling for a Quebec Charter of Secularism (requiring the neutrality of the state), on sustainable development calling for unions to assess and take action on environmental issues in their region and demanding that the Canadian government implement the Kyoto Protocol, and that CSN unions increase their support for the *Alliance Tiers-Monde*. There are 62 resolutions in all. We just received the English translation of the proposed resolutions today and will post them on the JACFA website. We greatly appreciate your comments and concerns, so email us your opinions.

Paul Jones: If you are in a workshop discussing health and safety, could you mention that there is plenty of scientific evidence of the physiological manifestations of stress in the workplace. It is very hard to prove that this is work related. This encompasses questions of burnout, so health and safety is an issue for us as cegep teachers, not just for those in blue-collar jobs.

Peter Solonysznyj:

Noted that a great deal of care needs to be taken in dealing with secularism – the state being “neutral” or secular is not a neutral position in this debate. We need to be careful about how we use these terms. This could have implications for academic freedom at the post-secondary level, so we need to pay attention on how they are wording these resolutions.

Deirdre King: Stated that secularization sounds great, but it could be repressive also.

Chris Lardner: Stated that labour issues in China could become significantly relevant, if there is anywhere this could fit in the motions.

- Jim Leeke:* This year's allocation process went badly because the college would not negotiate a portion of the allocation. The Column D 5.2 equivalents are teaching resources to help pursue the college's strategic plan. Ginette Sheahy decided that she would decide unilaterally where these would be allocated. The administration's proposal at CRT was a fait-accompli. 98% of the project could be accepted with only minor adjustments. Except for the 5.2 ETC 'D' column, where the college would not negotiate. This included a 0.5 ETC project on "risk assessment", but it has nothing to do with teaching. Where is this in the Strategic Plan, and where it is a teacher's job to do this? In the allocation project, JACFA negotiates a 2.8 ETC release for the JACFA Executive to do its work, and they told us to take it or leave it – if we would not accept their proposal as-is, they would not agree to give us any union release beyond the 1 ETC guaranteed in our collective agreement. In the end, we gave in and decided to trade-off in the end, will give them their .5 without prejudice and with great reluctance. The whole purpose of the allocation project is to negotiate.
- Ryan Young:* Do you think the strategy was a part of the administration's plan?
- Jim Leeke:* Replied that the administration wants to save money in their operating budgets by tapping into our teaching resources to pay for this.
- Chris Lardner:* If there are rules for negotiating allocation, how could the administration not follow them?
- Jim Leeke:* Replied that we could have filed a grievance on the project, arguing for example that the "risk assessment" project is a not a teacher's job. It would have taken a couple of years to win, but we have to balance the harm done by reducing the union's resources and ability to act on behalf of its members for the same amount of time. Arbitration is a slow process and it takes years.
- Stephen Bryce:* Stated that the intractability of the administration was most apparent when it was pointed out that they had mistakenly given double the release to one person that was requested. The administration's representatives were extremely reluctant even to correct the error, because the academic dean was not there to approve it. It was painful to observe the lack of negotiating room our associate deans had on this. There were some great proposals that could not be negotiated. We will have to win this politically next year – how are we going to make the college negotiate the 5.2 releases?
- Jim Leeke:* Noted that while we were negotiating the allocation project, the academic dean was on vacation. So the only person that could have changed things was absent.
- John Buskard:* Stated that he was lucky enough have witnessed that discussion. He noted that his proposal was given half of the release (0.125) requested, but that he had been told the project should be done over the year as a whole – how does this work in a teacher's workload?
- John Serrati:* Stated that he was very surprised with the College. It seems petty to hold the union release over a 0.5 project, and worries him that such a small release could damage the union's release?
- Jim Leeke:* They have tried this before, during the early 1990s with a project for first semester students. It was clear that this was not in the collective agreement, and eventually we won a arbitration decision over this. We will try to use our union release time to protect our interests and fix this problem for next year.

Paul Jones: I think that it is important Jim that you explain for new teachers where our union release comes from. We agree as teachers that we all work just a bit harder so that we have a strong union, and it does not cost JAC one penny more. They are threatening us with something that is already ours.

Elections

VOTE

John Serrati acted as the JACFA Elections Officer.

John Serrati: Noted that there would be six separate elections. The order was:

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

In accordance with the elections procedure adopted at the last general assembly, the nomination deadline was Friday, May 2nd.

1. For the position of President of JACFA, one nomination was submitted by Faye Trecartin. Faye Trecartin was therefore acclaimed as President.

2. For the JACFA Executive, six nominations were received for the six positions:

- a. James Leeke (Political Science);
- b. Daniel Gosselin (French);
- c. Stephen Bryce (Geography);
- d. Michel Milot (Mathematics);
- e. Pierre Gauthier (Police Technology);
- f. Ute Beffert (Nursing).

The six nominees were acclaimed as the JACFA Executive for 2008-2009.

3. For Academic Council, eleven nominations were received for the eleven posts:

1. Ute Beffert (Nursing);
2. Suzanne Black (Chemistry);
3. Daniel Gosselin (French);
4. Stephen Bryce (Geography);
5. Alex Panassenko (Mathematics);
6. Yves Saintt-Pierre (English);
7. Bertram Somers (Economics);
8. Abraham Sosnowicz (English);
9. Bruce Tracy (Physics);

10. James Vanstone (HEPS);
11. Carl Witchel (Humanities).

These nominees were acclaimed as faculty representatives on Academic Council for 2008-2009.

For Academic Council permanent substitute (4 positions), no nominations were submitted, so nominations from the floor were accepted:

1. Violaine Ares, nominated by Pierre Gauthier, seconded by Alain André;
2. Daniel Simeone, nominated by Alain André, seconded by Michel Milot;
3. Paul Jones, nominated by John Buskard, seconded by Pierre Gauthier;
4. Peter Solonysnyj, nominated by Michel Milot, seconded by Alain André.

Jim Leeke moved, seconded by Frank LoVasco, to close nominations. Carried

These nominees were acclaimed as Academic Council substitutes for 2008-2009.

3. For the Faculty Professional Development Committee (5 positions), three nominations were received:

1. Anna Mae Barrett (Nursing);
2. Pierre Dussol (Theatre);
3. James Vanstone (HEPS);

For the remaining positions, nominations were accepted from the floor:

4. Rekha Iyer (Chemistry), nominated by Susan Black, seconded by Bruce Tracy.
5. Susan Regan (PDHT), nominated by Stephen Bryce, seconded by Deirdre Manitt.

John Buskard moved, seconded by Suzanne Black, to close nominations. Carried.

5. For the Financial Review Committee (3 positions), no nominations were submitted, so nominations from the floor were accepted:

1. William Richardson, nominated by Peter Solonnysnyj, seconded by Frank LoVasco;
2. Christine Jacobs, nominated by Faye Trecartin, seconded by Daniel Gosselin;
3. Violaine Ares, nominated by Stephen Bryce, seconded Michel Milot.

Suzanne Black moved, seconded by Bruce Tracy, to close nominations. Carried.

6. For the College Sustainability Committee (3 positions), no nominations were submitted, so nominations from the floor were accepted.

1. David Jenzen, nominated by Alain André, seconded by Faye Trecartin;
2. Matthew Barlow, nominated by Peter Solonysnyj; seconded by Michel Milot;
3. Ryan Young, nominated by Michel Milot, seconded by Stephen Bryce;
4. Jessica Burpee, nominated by Violaine Arès, seconded by Christine Jacobs.

Alain André moved, seconded by Michel Milot, to close nominations. Carried.

Ed Palumbo and Larry Weller acted as scrutineers.

1. Ryan Young,
2. David Jenzen,
3. Jessica Burpee

were elected as faculty representatives on the College Sustainability Committee.

Alain André moved, seconded by Peter Solonysznyj, to destroy the ballots. Carried.

John Serrati: Declared the elctions completed.

Violaine Ares moved to adjourn the meeting; seconded by James Vanstone.

End of meeting at 7:17 p.m. on May 7, 2008

May 20, 2008/jh