



JOHN  
ABBOTT  
COLLEGE  
FACULTY  
ASSOCIATION

SYNDICAT  
DES PROFESSEURS  
DU COLLEGE  
JOHN ABBOTT

A MEMBER OF FNEEQ AND CSN

### **JACFA General Assembly Minutes**

Tuesday, November 18, 2008

Herzberg 314

5:45 p.m.

John Abbott College

Congratulations to Stephen Bryce, reelected to board of governors

#### **01. Adoption of Agenda**

Moved by Violaine Arès; seconded by Ed Holland.

Adopted unanimously.

#### **02. Adoption of Minutes**

Moved by Violaine Arès; seconded by Andy Cuk.

Adopted unanimously.

#### **03. Announcements**

##### **1. Insurance Renewal 2009**

**Vote**

*Be it resolved that the JACFA representative to the FNEEQ insurance meeting:*

- a. Support OPTION B (2% increase in health insurance premiums).*
- b. Support the adoption of the FNEEQ insurance renewal proposed by the FNEEQ Comité fédéral sur les assurances et les régimes de retraite (CFARR) for January 2009.  
- Executive Motion*

*Stephen Bryce:* Reported that at the FNEEQ insurance meeting, delegates were asked to consult with their unions about either OPTION A – no health premium increase, but increasing the amount of drugs that are covered at 80% from \$1000 to \$2000, or OPTION B – a 2% increase in health premiums. The JACFA Executive's recommendation is that for what is a small increase reflecting inflation, we should not change coverage; this should be done in a more comprehensive way looking at the balance between drug and paramedical coverage. There is no increase in life insurance premiums, and LTD premiums will drop by 10%, but the summer rate holidays are over now as the reserves have been reduced to the appropriate level.

The changes JACFA proposed last year were not adopted, but for the digital mammograms and MRIs, FNEEQ will deal with them on a case-by-case basis.

*Ryan Young:* Asked for clarification about the \$30 per visit maximum for many professional fees: is there a change?  
Steve confirmed that no change was to take place in this area.

*Steve Orlov:* How long after the initial four-month waiting period for an MRI will a decision be made?

*Stephen Bryce:* Should be fairly quick and will be on an individual basis.

*Christine Davet:* Asked for clarification about digital mammograms. Asks what definition of

public is, as this service is only available in private clinics.

*Stephen Bryce:* The insurance company says they are becoming available in the public hospital system. If this isn't true in our region, we may need to return to FNEEQ.

*Vivianne Silver:* Concurs with Christine. Has a bill for private clinic, requests criteria for special consideration. How do you prove you could not get it in public sector?

*Stephen Bryce:* Give us copies of receipts for FNEEQ and inform us which hospitals you contacted. Faye Trecartin also suggested that you have your doctor write a note if the digital mammograms are unavailable in the public system.

*Chris Lardner:* Questions rebalancing services vs. the increase. Perhaps we should rebalance services to keep the price the same?

*Andy Cuk:* Also questions the rebalancing.

*Deirdre King:* Supports the motion.

**MOTION CARRIED** with 33 in favor, 6 opposed, and 8 abstentions.

## **2. Individual PD Accounts from the German Teaching Surplus**

**Vote**

### **Motion 1**

*Be it resolved that the JACFA General Assembly mandate the JACFA Executive to negotiate and conclude an agreement with the John Abbott College Administration to establish Special Individual Professional Development Accounts for full- and part-time faculty with a minimum value of \$1000 per full-time teacher from the surplus German student faculty allocation budget.*  
- Executive Motion

*Jim Leeke:* Presented the attached report and draft negotiation proposal.

*Jim Vanstone:* Clarified that there are \$73,000 in this year's budget and that not every faculty member will receive \$800 over the year.

*Jim Leeke:* Concludes that we still need the College to clarify the tax implications before an agreement can be concluded.

*Sandra Stephenson:* Not against, but shouldn't tuition fees for German students be lowered?

*Jim Leeke:* We have no say or control over tuition.

*Stephen Bryce:* This money represents salary if it were Quebec rather than German students in our classes, and is less than 20% of the total tuition paid.

*Pierre Normand Vaillancourt:* Bothered that it comes from the German students and wishes some of this money to be returned to them in the form of services or equipment. He is not against the idea of the JACFA proposal though.

*Jim Leeke:* This is teacher allocation money, not college improvement funding. The College already makes a large profit from the German students. Suggests improvements should come from the college, not this fund.

*Stephen Bryce:* Presented the International budget which shows \$1.3 million revenues in

registration fees, “most” from the German students (the administration could not be more specific at the last Board meeting.

*Daniel Erban:* Likes the proposal and thinks it is fair. It is positive that we can help faculty as this should be our role.

*Steve Lehman:* Are other obstacles with administration possible, other than the tax issue?

*Jim Leeke:* None are obvious and he is hopeful we will reach an agreement soon.

*Alan Weiss:* He is all for the motion.

*Roxane Millette:* Do teachers now receive allocation for German students?

*Jim Leeke:* No compensation but credit in CI, but if low student numbers no extra sections are given.

*Steve Orlov:* Will this be retroactive to 2008?

*Jim Leeke:* Thinks it will start when the agreement is signed and go forward.

*Andy Cuk:* How many German students are there?

*Doug Brown:* Approximately 100 over the year. 47 in Fall and 47 + 60 in Winter. He is also in favour of the motion. The Germans already receive a lot of support from the College. Students are already happy with the program. Our students also already benefit from the infrastructure provided by the presence of the German students. He does not believe any Quebec student suffers as a result of the German student presence.

*John Serrati:* How does this money combine with existing FPDC funding?

*Jim Leeke:* No connection between the two accounts.

*Frank LoVasco:* Called the question; seconded by Pierre Gauthier

**MOTION CARRIED** with one opposed.

## **Motion 2**

*Be it resolved that the JACFA General Assembly mandate the JACFA Executive to negotiate and conclude an agreement with the John Abbott College Administration to establish Special Individual Professional Development Accounts for professional projects related exclusively to international teaching activities of the College’s full- and part-time faculty from the surplus German student faculty allocation budget.*

*Moved by Rémi Cardinal, seconded by Matt Hill.*

*Ed Holland:* Questioned if this motion was out of order given the previous vote.

*Faye Trecartin:* She was not sure of the intention of the motion and would like clarification from Rémi Cardinal.

*Rémi Cardinal:* Withdrew the motion and stated we must improve our international programs. He wishes that the College would fund international projects.

**MOTION WITHDRAWN** by Rémi Cardinal.

### 3. Negotiations

### Report

Daniel Gosselin reported on the status of negotiations and possible actions to come. We have been under a decree since December 2005 and our collective agreement ends on March 31, 2010. FNEEQ will be electing its Negotiation Committee at its next Regroupement Cégep meeting in December. The first objective will be to win back our right to negotiate our working conditions by reviewing the system of collective bargaining, and by continuing the struggle against Bill 43.

*Jean-Marc Beausoleil:* Thought we could not strike?

*Daniel Gosselin:* Clarified that he means pressure tactics and not a strike for now.

*Sandra Stephenson:* Is talking about a strike illegal?

*Daniel Gosselin:* I cannot advocate a strike, but I can discuss it.

*Ryan Young:* Is it illegal for me as a Green Party candidate for this election to talk about this decree? States he already has spoken against the decree.

*Stephen Bryce:* We cannot legally call for a strike tomorrow or for the duration of our contract (June 30, 2010), but we can protest the law and discuss tactics at any time.

*Jean-Marc Beausoleil:* What are we asking for in this negotiation?

*Daniel Gosselin:* Salary for sure, but work teams will survey and ask opinions on what the teachers feel the demands should be.

*Stephen Bryce:* FNEEQ will elect a negotiation committee at its next Regroupement Cégep meeting. Consultation on the demand will start next semester.

### 4. Proposed Law on Changes to Cégep Governance

### Report

Daniel Gosselin gave a report on the proposed changes to the law and its focus on changes to the Board of Governors, most specifically the choice of its representatives. There will be more "independent" members (ie: who have nothing to do within or without the College), who will now be paid.

*Daniel Simeone:* Are we fighting this?

*Daniel Gosselin:* Yes, and this proposal is likely in response to what happened at UQAM.

*Deirdre King:* Has this been tabled?

*Daniel Gosselin:* It has been presented but then the election was called, so it will be reintroduced after the election.

*Steve Orlov:* Obviously this is against our interest. What are our options?

*Daniel Gosselin:* It depends on the election results.

*Jim Leeke:* The positive aspect in this law is the creation of committees. We used to have sub-committees of the Board who actually did a lot of work and had some influence.

Alain André moved to adjourn the meeting; seconded by Violaine Arès.  
Meeting adjourned at 7:10 p.m. on Monday, November the 18<sup>th</sup> 2008.  
November 25, 2008/UB



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## **The Million Dollar Question The German Student Faculty Allocation Budget Surplus**

The number of German students attending John Abbott College has grown from 9 students in 1999 to 120 this academic year. The German students are not registered CEGEP students. The College does not receive any funding from the Ministry of Education for them. The students pay close to six thousand dollars per semester in tuition and fees to John Abbott. By agreement between JACFA and the John Abbott Administration, the faculty allocation budget receives a transfer of funds from the international student budget to compensate faculty for teaching the German students. From the amount available for transfer, the salary cost of the extra course sections for German students, which are agreed on by the Labour Relations Committee (CRT), are deducted from the faculty allocation generated by the course seats occupied by German students.

For the 2007-2008 academic year, the course seats taken by German students generated an allocation of 4.0514 full time equivalent teachers totaling \$259,289.60 in salary. Twenty extra sections in Math, Physical Education, French, English, History and Spanish were authorized at a cost of \$166,406.40 leaving a surplus of \$92, 883.20. The total surplus in the German Student Faculty Allocation Budget, which has been accumulating since 2001, has now reached \$1,035, 656. Given the shortage of classroom space, especially in the Fall semester, it is difficult to allocate more sections.

The JACFA Executive was approached this semester by the John Abbott Director General with a proposal to donate a sizeable amount of this money to the College's building fund and to place an equally sizeable amount in the Faculty FPDC Fund. Our response was that the surplus German student faculty allocation budget belonged to individual faculty members. Many faculty members have taught one or two German students per semester without additional compensation. The JACFA Executive proposed that the College pay the million dollars to faculty as salary. This would work out to about \$2500 per full time equivalent faculty member. The D.G. responded that Quebec financial regulations prevented the College from paying faculty anything beyond their regular salaries. He insisted this type of "bonus" was not permitted.

As an alternative to salary, the JACFA Executive has come up with a proposal to establish special individual professional development accounts for all faculty (see the attached draft proposal). The College has asked that individual faculty members be permitted to assign a part or all of their accounts to the College's new building fund or the building renovation fund.

As you can read in the proposal, the Executive has proposed a broad range of professional development costs and fees that would be eligible for re-imbusement. These costs and fees are much broader than those covered by the Faculty Professional Development Committee. Our proposed special individual professional development accounts would not come under the jurisdiction of the FPDC. We envisage a simple procedure by which faculty would submit receipts for re-imbusement. There are still a number of important details to be considered. These include the question of whether the individual professional development accounts could be deemed taxable benefits and thus subject to income tax. Obviously, we prefer not to create taxable benefits. If this proposal is implemented and all faculty were to use their entire account, it would reduce the accumulated German allocation surplus by about 40%

**The Executive urges all faculty members to come to the JACFA General Assembly on Tuesday, November 18 to discuss this interesting proposal.**

# DRAFT

## Special Individual Professional Development Account

John Abbott College teachers will have access to a special individual professional development account of up to \$1000 each (total, not annual). The purpose of this individual account is to provide financial access to a broad range of professional development activities and materials which are not paid for or have not been paid for by the Faculty Professional Development Fund. In addition, an individual faculty member may assign a portion or all of the \$1000 in his or her special individual professional development account to the College's new building fund or building renovation fund.

**Eligibility** – Day division teachers during the 2008-2009 or 2009-2010 academic year who are full time or part time (does not include hourly paid teachers). Teachers must be on active status at the time of accessing the special professional development account (i.e. not on leave).

**Amount of the individual account** – Based on the contractual status of the teacher during the 2008-2009 or the 2009-2010 academic year whichever is greater - \$1000 for the full-time teacher, proportional amount for the part-time teacher.

**Expiry** – The individual accounts will end on December 15, 2010.

**Eligible professional development costs and fees:**

- membership fees in a professional organization;
- licensing fees;
- books and materials;
- journal and magazine subscriptions;
- fees for courses and degrees (including registration fees and dissertation fees);
- the purchase of computer equipment for use off campus;
- internet access off campus;
- study trip costs;
- conference costs.

October 1, 2008