

JACFA General Assembly Minutes

Wednesday, May 13, 2009

PENFIELD 204

10:00 a.m.

01. Adoption of Agenda

Moved by Lori Webber; seconded by Karen Hickey.
Adopted unanimously

02. Adoption of Minutes

Moved by Stephen Bryce; seconded by Roxane Millette.
Passed with nine abstentions

03. Announcements

Sandra Stephenson presented a petition to sign against the Romaine River damming.
Faye Trecartin reminded everyone of the May 14 professional development workshop.
Ute Beffert reminded everyone of JACFA's Annual BBQ and announced a change in location.
Stephen Bryce presented a petition asking the Canadian Government to live up to its Kyoto obligations. He also clarified that the bookmarks that appeared in everyone's mailboxes are from IDS, not from JACFA.

1. Financial Motions

VOTE

(a) JAC Staff Golf Tournament - \$125.00

Motion: Be it resolved that JACFA donate \$125.00 to the 2009 JAC Staff Golf Tournament
- Moved by Frank LoVasco; seconded by Neil Duffy

Ed Holland: Golf has a bad impact on the environment; we should think more ecologically.

MOTION CARRIED with three opposed and eight abstentions

(b) Alliance syndicats et tiers-monde - \$371.00

Motion: As recommended by the FNEEQ Federal Council and Regroupement Cégep, be it resolved that JACFA donate \$371.00 (one dollar per ETC) to the Alliance syndicats et tiers-monde (ASTM), a CSN-sponsored organization which supports worker-related causes in the developing world.
- Executive Motion

Stephen Bryce: ASTM is a program that was initially set up by the CSN workers union to provide funding for cooperative and union-building projects in the less developed world. Both the CSN and FNEEQ have endorsed it and have asked its unions to donate \$1 for each teacher to ASTM.

Sandra Stephenson:

The problem with Canadian aid is that often it is "tied aid"; is this the case with this donation? Will any Canadian company benefit from this campaign?

Stephen Bryce: All of the money goes either to third-world cooperatives directly or for training and supporting unions. None is tied to spending in Canada.

Paul Jones: Is there a procedural rule that we cannot change the amount donated? It is not enough and I am embarrassed with such a small amount.

Stephen Bryce: Financial motions require 48-hours notice, but this will be a recurrent donation request so we will come back again next year.

MOTION CARRIED with one abstention

2. JACFA E-News

DISCUSSION

Stephen Bryce: We have been gradually shifting most of our communication with faculty from paper to electronic format, and propose that it is now time to go electronic with the *JACFA News*. It is much more colorful and eye catching online and we will save on printing costs. We can still print one or two copies per department and make a list of teachers who would

still like to receive paper copies. Our priority is to find the best way to get in touch with faculty, and we would like your advice on how to do so.

Andy Cuk: I usually receive two of everything and supports a hard copy list for those who want one.

Will Richardson:
Worst way is to put it on the #!\$%^* portal.

Bill Russell: Any time faculty is getting information of a legal nature or to be voted on in a general assembly, there should be a paper copy.

Clea Notar: If it saves money and paper and is ecologically sound ok. There should be at least 1-2 hard copies per department.

Christine Jacobs:
Also would like at least two hard copies per department.

Alice McLeod: Likes the idea of having the paper copy be something to opt in or out of.

Ed Holland: Hates to lose the paper copy because then what would we do with all the trees that are cut down to build all of the golf courses...

Janet Steinman: Referred to the volume of emails sent and requests to make an effort to decrease the amount of emails and perhaps use the portal more.

Jane Hannah: As long as it is in PDF on website rather than HTML, so it is easier to download.

Sandra Stephenson:
Enjoys reading the *JACFA News*.

3. Negotiation Central Table Demands

VOTE

Motion: Be it resolved that JACFA adopt the central table negotiation demands proposed by the CSN public sector federations in the document "[Working Paper: Salary-related issues](#)" dated May 2009.
– Executive Motion (As amended by the JACFA general assembly-see amendment under "Removing years of service ceiling.")

See May 2009 CSN: Working Paper; Salary-related issues. (Green document sent to each faculty member)

Stephen Bryce: Noted that there was just a press conference announcing the formation of a common front of public sector unions including those from the CSN, FTQ and SISP (nurses, teachers, professionals, bureaucrats etc.) and presented the proposals contained in the CSN document.

Salary discussion:

Ed Holland: The catch-up pay is not simply addition; it depends where we fall on the salary scale
Paul Jones: Cost of global demands must be looked at (salaries and more teaching resources)

Pay relativity: We are a gender neutral category (not predominantly male or female); now that pay equity is done, we need to look at these categories (including PhD scale).

Length:

We would like a two-year and nine-month contract because the "raiding period" when unions can change affiliation is now in July when most workers are on vacation; period would move to October if contract finishes in December rather than March.

Pensions: Change plan funding method to avoid large swings in contributions. Currently rates rise and fall with status of Caisse de Dépôt investments, which have fluctuated widely in the past.

Pension Indexation: Change 1983-1999 to same as post-1999 once reserves recover.

Will Richardson: Would this be retroactive?

Peter Solonysznyj: Not really retroactive, they do the indexation calculation each year. But it would apply to current retirees.

Removing Years-of-Service Ceiling:

Due to nurses retiring, the government hopes that they will stay longer if they see a higher pension potential. We rarely see people at JAC stay longer than 35 years.

Peter Solonysznyj proposed the following amendment: Add a second bullet stating that participants have the choice at 35 years of service whether to continue or to stop contributing to the plan. He spoke strongly in favor of this amendment as it should be an individual choice. Your RRSP limit goes way up once you stop contributing to the pension plan, so you can put the money into an RRSP and get a tax break and spend the money in your own way.

Murray Bronet: This proposal has come up in our office due to divorce and having to give away their pension to their spouse. We support this amendment.

Progressive Retirement:

Again the basis is that the government wants to keep people in health sector working. Reopening negotiations on this subject will not change what we have now (gradual and progressive retirement).

Andy Cuk: So this is just a request to discuss but no actual demands.

Stephen Bryce: Negotiations were supposed to resume in December but did not, so yes, we are asking to restart discussions.

Family-work-study balance:

Vague but necessary. More leave opportunities needed.

Paul Jones: We need much broader things like flex time as work-family demands are a fundamental cause of stress for women.

Skilled workers:

More and more difficult to find skilled workers. Example: JAC couldn't find a plumber for 10 yrs who would work at salary offered. Mr. Flood has been hired, reported *Faye*.

Harmonize Demands with Common Front:

We will not get exactly what you see here but along those lines once everyone votes in their respective general assemblies. There is a thin book of demands this time in order to try to get a quick settlement.

Sandra Stephenson:

Our employer does not contribute to our health plan. Is that a local agreement?

Stephen Bryce: No, but it is negotiated at the sectoral table, not the central table.

Sandra Stephenson:

Does it ever get negotiated at the table?

Stephen Bryce: Yes, but the government's response has been that if it is to pay more for health care, it will want to revise the very generous short-term disability (two years of salary insurance versus the standard six weeks). This would have a large impact on what we pay for long-term disability insurance, and FNEEQ believes we would gain little.

Bill Russell: If we get status quo, we will be alright. The government is coming after us and our pensions. Are you thinking strike?

Stephen Bryce: Hard to say at this point. We hope to negotiate a quick settlement.

Bill Russell: We need to be realistic -- we will get nothing.

Stephen Bryce: It is clear that if we demand nothing, we get nothing, or less!

Peter Solonysznyj:

It is important that something be done about pensions. Last time in 2005 nothing was done and the Caisse de dépôt lost 25% of its holding and this will affect the amount of our premiums that will be deducted from pay cheques. I hope that at the *Regroupement* is proactive about our pension fund.

Paul Jones: In general terms, it's hard to evaluate the demands you are making at the central table without the sectoral demands. We have to make priority decisions, i.e. resources, more

teachers or salary enrichment. The sectoral and central tables are connected. Our willingness to mobilize (what are we willing to do) can't be determined right now.

MOTION CARRIED as amended with three abstentions

4. Release Time

DISCUSSION

Will Richardson:

There has been a history of limited releases, such as for chair or union executive. There were rules in place that no one could have 100% release; i.e. teachers must teach. These rules have since been relaxed. Now there are many more releases including the 5.2 etc. There is a tendency for some people to be completely released and others never to have release. There are a group of people doing more paper work than teaching and I do not want wish this to perpetuate.

Ed Holland: Should consider this. Our faculty association should be involved in deciding releases. There need to be guidelines in place.

Stephen Bryce: The problem is not widespread. There have only been two or three individuals fully released over the past 5-6 years. Rather than create a rule that you can't do it, we should discuss openly in our departments and programs who should get release. This should be decided in departments. We try to choose the right people and committees choose the coordinators of different programs etc. Communication could be improved on what releases are available.

Penny Stewart: There is release creep- grows and grows. In the past, if you were on a committee you did it because of your passion, but now that release is attached, it divides us. If not released, people don't get involved because they say, "hey, I am not released."

Bill Russell: Agrees that no teacher should not teach.

Doris Miller: Advertisement of release is a matter of concern, i.e.: word of mouth. Certificates coordinators require more than one course release.

Paul Jones: Suggests guidelines or policy statements to open debates in departments. Chairpersons are coordinators not administrators. The union always defends the position that a teacher is a teacher.

Faye Trecartin: Pierre Gauthier is leaving the JACFA Executive after eight years of service. We would like to thank him for all of the work that he has done for us all.

Applause from the assembly

Faye Trecartin: Noted that as usual the Executive sent out an end-of-year letter by e-mail to report what we did this past year and that we are running again. We would allow anybody else to also use the JACFA email to announce their candidacy for the Executive. Next year we will clarify this in the elections package sent out to all faculty.

Andy Cuk: Job descriptions should also be included. It would be nice to have more information on what kind of commitment is involved; i.e. for Academic Council what time commitment is involved.

It was moved by Violaine Arès, seconded by Andy Cuk, that the meeting adjourn. The Chair declared the meeting adjourned at 11:30 a.m.

ANNUAL ELECTIONS MEETING

The JACFA Elections Officer, Céline Homsy, took over the meeting.

She announced the following elections:

1. JACFA President
2. JACFA Directors - 6 members
3. Academic Council - 11 members plus 4 permanent substitutes

4. Faculty Professional Development Committee - 5 representatives
5. JACFA Financial Review Committee - 3 members
6. College Sustainability Committee - 3 representatives

1. For the position of **President of JACFA**, there was one nomination: Faye Trecartin (English).

Faye Trecartin was acclaimed as President of JACFA

2. For the position of **JACFA Directors**, there were six nominations for the six positions:

- a. Ute Beffert (Nursing)
- b. Stephen Bryce (Geography)
- c. Daniel Gosselin (Français)
- d. Jim Leeke (Political Science)
- e. Edward Osowski (History)
- f. Alex Panassenko (Mathematics)

The nominees were acclaimed as JACFA Directors.

3. For the 11 vacancies on **Academic Council**, there were 12 nominations submitted:

1. Violaine Arès (HPR)
2. Suzanne Black (Chemistry)
3. Stephen Bryce (Geography)
4. Daniel Gosselin (Français)
5. Paul Jones (HPR)
6. Alice McLeod (Mathematics)
7. Alex Panassenko (Mathematics)
8. Bert Somers (Economics)
9. Abe Sosnowicz (English)
10. Sandra Stephenson (HPR)
11. Bruce Tracy (Physics)
12. Jim Vanstone (History)

Jessica Burpee and Roxanne Millette volunteered to serve as scrutineers. Ballots were distributed, collected and counted and the Elections Officer declared the following teachers elected:

1. Violaine Arès (HPR)
2. Suzanne Black (Chemistry)
3. Stephen Bryce (Geography)
4. Daniel Gosselin (Français)
5. Paul Jones (HPR)
6. Alice McLeod (Mathematics)
7. Alex Panassenko (Mathematics)
8. Bert Somers (Economics)
9. Abe Sosnowicz (English)
10. Bruce Tracy (Physics)
11. Jim Vanstone (History)

Violaine Arès moved to destroy the ballots; seconded by Jessica Burpee. **MOTION CARRIED**

4. **Academic Council Permanent Substitutes** – There were four vacancies and no nominations submitted. From the floor, the following nominations were made:

1. Jessica Vandervort, nominated by Stephen Bryce; seconded by David Desjardins
2. Ute Beffert, nominated by Violaine Arès; seconded by Jim Vanstone
3. Maureen MacCuish, nominated by Violaine Arès; seconded by Stephen Bryce
4. Laura Calver, nominated by Andy Cuk; seconded by Faye Trecartin.

It was moved from the floor to close nominations.

MOTION CARRIED

The Elections Officer declared the nominees acclaimed.

5. **Faculty Professional Development Committee** – for five vacancies, there were five nominations submitted:

1. Anna Mae Barrett (Nursing)
2. Pierre Dussol (Theatre)
3. Susan Regan (PDHT)
4. John Serrati (History)
5. Jim Vanstone (History)

The Elections Officer declared the nominees acclaimed.

6. **Financial Review Committee** – For the three vacancies, there were two nominations submitted:

1. Violaine Arès (HPR)
2. Christine Jacobs (ILT)

David Desjardins (Economics) was nominated by Fiona Tomaszewski; seconded by Murray Bronet.

It was moved by from the floor to close nominations.

MOTION CARRIED

The Elections Officer declared the nominees acclaimed.

7. **College Sustainability Committee** – For the three vacancies, there were three nominations submitted:

1. Jessica Burpee (Geography)
2. David Hill (Physical Education)
3. Ryan Young (Creative Arts)

The Elections Officer declared the nominees acclaimed.

Céline Homsy moved to close the election; seconded by Jim Vanstone.

MOTION CARRIED