

JACFA GENERAL ASSEMBLY MINUTES

Wednesday, May 11, 2011

01. Adoption of Agenda

Faye Trecartin, JACFA President, called the meeting to order.
Abe Sosnowicz moved to adopt the agenda, seconded by *Karl Raudsepp*.
Passed unanimously.

02. Adoption of Minutes

Stephen Bryce moved to adopt the General Assembly minutes of December 8, 2011, with no amendments, seconded by *Lawrence Szigeti*.
Passed unanimously.

03. Announcements

Faye Trecartin announced the JACFA Barbecue on Thursday, May 12 on the Casgrain Terrace.

Abe Sosnowicz spoke about the recent death of Carl Witchel, celebrating his life at John Abbott as an articulate, assertive, passionate, and principled union activist and teacher. He could be a tough person to be with, but he had a fierce determination to right wrongs.

Roger Haughey spoke about Carl Witchel's academic in the Humanities/Philosophy/Religion Department – he, in fact, helped to create Humanities as a discipline. As a discipline, it was in peril and it took a legal judgment to save it in the English cegep system. Carl's legacy is that he made Humanities a vital place in General Education. He then went on to establish the governing structure of Humanities and restructured it when guiding the department through program development.

Stephen Bryce: There is a CSN conference next week. Three members of the JACFA Executive, Steve, Daniel, and Faye will be attending. There is a book of resolutions with three main blocks of resolutions:

1. reducing inequality
2. sustainable development
3. the way the dues are paid

If you want to give us any feedback, please email us.

Roy Fu: There is a teachers' workshop next Thursday about incorporating student knowledge in courses.

Daniel Gosselin: Ginette Sheehy came and told us about cuts to the CEGEP system. \$820,000 has to be cut from our operational budget. The College cannot take it from salaries. They might be asking us for advice.

1. Financial Motions

VOTE

(a) Co-op du Grand Orme - \$100.

Whereas the *Co-op du Grand Orme* is a local solidarity cooperative that offers ecological, fair trade-certified and local products, and provides a place where people can learn and share ideas in the hopes of transforming the local community into one that is self-sufficient, environmental and sustainable;

Motion: Be it resolved that JACFA become a support member of the Co-op du Grand Orme in Ste-Anne de Bellevue for the one-time membership fee of \$100. - Moved by Ryan Young, seconded by David Hill

Ryan Young spoke on behalf of the motion. A support member as an individual pays \$100, so we are asking JACFA to do the same thing. It is the only solidarity coop in Sainte-Anne-de-Bellevue. It supports the rights of workers. Are there any questions?

Ute Beffert: The JACFA retirement gifts were purchased there.

Roger Haughey: Regarding the annual fee, as individuals we were asked to pay an additional fee of \$20. Will we have to pay that as JACFA?

Ryan Young: No

Karl Raudsepp: What is the difference between this one and the Pointe-Claire coop?

Ryan Young: The co-op is more of a store than an entertainment space. They sell coffee with no middle-men, straight from the producers.

Motion passed with one abstention.

(b) JAC Golf Tournament - \$125.

Motion: Be it resolved that JAFCA donate \$125.00 towards the 2011 Annual JAC Golf Tournament - Moved by Frank Lo Vasco, seconded by Neil Duffy

Frank Lo Vasco spoke on behalf of the motion. This tournament has been going on for at least 25 years. It brings the whole college community together. It's on June 16 and all are welcome.

Motion passed with 2 opposed and 1 abstention.

2. Women's Studies Motion

VOTE

Motion: Be it resolved that JACFA donate \$300.00 to Women's Studies and Gender Relations to support International Women's Day activities - Moved by Debbie Lunny, seconded by Stephen Bryce

Debbie Lunny, Coordinator of Women's Studies spoke on behalf of the motion.

Roger Haughey: Women's Studies made an outstanding effort this year.

Motion passed unanimously.

3. Pan-Canadian Protocol for Sustainability

VOTE

Whereas

- John Abbott College remains one of the few English CEGEPS that has not added its name to the list of signatories;
- The College presently meets or is in the process of working towards meeting, all of the conditions required to be in accordance with this protocol;
- The College implicitly supports efforts to improve sustainability on Campus through activities and projects: such as the creation of a Sustainability Coordinator; Sustainability Committee; a new LEED-certified Science Building; a Recycling program, etc;
- The criteria set forth in the Protocol are aligned with John Abbott College's goal of improving sustainability at the College;

Motion: Be it resolved that JACFA support the Association of Canadian Community College's Pan-Canadian Protocol for Sustainability and efforts to see John Abbott College added to its list of signatories.

Jessica Burpee spoke on behalf of the motion. The John Abbott Sustainability Committee is bringing this protocol forward for your support. All the other English cegeps and many French ones have signed the protocol already. We are asking if you would agree to support the protocol and mention it to the authorities at the College in order to promote it.

We think that the College should support sustainable economic and social practices and put the money into it. The leadership at the College has changed a lot and so we have come a long way and we would like to advertise it.

Signatory institution would work towards:

1. A sustainability policy
2. A strategic plan
3. Incorporating green standards in buildings, LEED certified buildings
4. Incorporate sustainable principles in sports
5. Create networks – we have attended conferences already.

The ACCC protocol supports all colleges in Canada as a network. Would we be putting into writing that we will be a sustainable college? It is a goal but does not commit us to any specific measures. Sustainability is defined as development that meets the needs of the present without compromising the needs of future generations. The ACCC created the protocol in 2007 and does not cost us anything. Other organizations at our College have signed already including JACASPA.

Stephen Bryce: I support this, and being on the Board of Governors, I know it is easy to get people to make nice statements but they don't act on them. When we suggested purchasing practices that were sustainable, we were met with resistance. We need to support this and then put pressure on the College to act.

Roy Fu: I would caution using this term. It is part of the brainwashing. It is a big word and is impossible to apply to our practices.

Jessica Burpee: There are many colleges looking into the criteria and seeing which ones can be implemented. We are ready to go on that journey.

Roger Haughey: What do the measures say about information technology? The budget for technology seems limitless so this should be a sustainability concern.

Motion passed unanimously.

4. 27 Pays Instead of 26 Pays for 2011-2012

REPORT

Jim Leeke: Every 10 years or so we have to deal with this technical problem. Normally we are paid 26 paychecks but gradually our pay period gets moved back. We will be getting paid in advance on August 18 without having worked. The Collective Agreement says that in the next academic year, we normally receive 26 pay cheques: $26 \times 14 = 364$ days. We will get the same amount of money, but in 27 pays. However, each pay cheque will be 3.7% less. This is better than skipping a cheque at the end of August. This will only apply for people in fulltime contracts. We will get paid every two weeks in 27 pays.

Christine Davet: Will this affect pension contributions?

Jim Leeke: No, it will be worked out and calculated.

5. New Collective Agreement 2010-2015

REPORT

Program Committees and Departments

Jim Leeke spoke about program committees and departments. All teachers need to know is that we have to attend department meetings and, with this new agreement, participate in activities, such as committees that contribute to the functioning of departments. There is a big change in program committees. General Education now will have a program committee with the same responsibility as other programs. Departments are now required to approve course outlines at department assemblies. All teaches have to present their outlines. Each department will have to approve the distribution of the course load. The chairperson will have to prepare a proposal for course allocation, then the department has to decide together. The department will have to also decide on scheduling together too because at JAC scheduling is done by departments. We are going to suggest to departments that they create rules. Most departments don't have rules and there have been disputes in the past about the allocation of courses. By formalizing practices and making rules about elections, this might end disputes. I am taking on the job full-time next semester to help departments make these changes..

Lesley Aiton: Who polices these rules?

Jim Leeke: Yourself. I urge you to read the JACFA news for more information.

Alice McLeod: Should we be doing this at our department meetings this month. Should we do this now?

Jim Leeke: Start in the fall.

Roger Haughey: Would the clarification of procedures include the way the schedule is done and submitted to the College?

Jim Leeke: Technically, we should complete CRT in April and then do scheduling but it does not work that way here. Departments have to schedule while CRT is going on. So the college will be giving schedules.

Abe Sosnowicz: With reference to General Education and organization, General Education is a subcommittee of council presently. Have we lost something?

Jim Leeke: No. General Education gains certain rights it didn't have.

Stephen Bryce: Normally, the dean brings proposals to academic council. If the administration blocks them then any member on the committee can bring the motion up on his or her own.

Jim Leeke: We have agreed with the administration that we need to review all local agreements with them. We are going to consult on how program committees are going to operate.

Claire Russell: What does department assembly mean? We have to approve every course outline? By rules do you mean policies?

Jim Leeke: You could make a subcommittee that would make recommendations to the whole department. "Rules" means policies.

Roy Fu: Will there have to be a meeting during allocation?

Jim Leeke: Yes. It has to happen every year. It brings transparency to the process. The assumption is that the departments are the heart of our work at the college. The purpose is to revitalize the life of the departments.

David Desjardins: I have two concerns. One: departmental coordinators. I am in a unique position as Methods coordinator. How does the new Collective Agreement affect this? Two: I don't do allocation until the departments have done it. Can departments hold up the scheduling process, refuse a schedule? Will there be something to push them to decide?

Jim Leeke: The Collective Agreement does not cover you. We should place your position in the program approach. You are not a department coordinator or a program coordinator. The departments will have to be overruled by the college because of deadlines.

Paul Jones: Sometimes difficulties come up in our department over allocation. There were no rules so I encourage everyone to do this. There is the issue of the autonomy of departments from administration, though. One of the problems is the program committees – what hat are they wearing? In your opinion, do you think that the program committees now have more or less power?

Jim Leeke: I don't think it changes the relationship.

Parental Rights

Faye Trecartin spoke on parental rights in the new agreement. This section has been rewritten and revised in a more logical way to incorporate changes brought about by the creation of the Quebec Parental Insurance Plan in 2006. We already have an updated Parental Right Guide on our website. A big change is that the five-day paid paternity leave can now be extended with a five-week paid leave. Fathers can get benefits from the QPIP and the College top them off. The five weeks can be taken anytime up to 52 weeks after the birth of the child. The QPIP benefit of 31 weeks can be shared with the mother. There are also leaves for family responsibility. You can get up to 10 days for the health, education, or safety of a child or family member and these can be divided into half days. Six days are paid and 4 days are not.

Debby Lunny: I urge you to negotiate with the administration that we don't have to get medical notes.

Jim Leeke and Faye Trecartin agreed.

Faye Trecartin: There is an unpaid leave for terminally ill people. All these leaves accumulate seniority.

Alain André: Do you have to prove you are the dad?

Faye Trecartin: This applies to spouses. If it is two women, then the non-biological mother has paternity rights.

Tia Nymark: What is the turnaround for applying for compassionate leave it?

Faye Trecartin: It is open ended.

Calculation of Seniority

Stephen Bryce: There are major changes to seniority. Hiring priority for subsequent rounds of hiring has been a problem because of people jockeying for seniority and jumping each other. The solution is to fix the seniority list for the year, once per year, by October 15. When the list comes out it will be in effect until the next October 15. A new person will be give priority based on the day they were hired. If two people were hired the same day, priority will be based on the preference list made by the hiring committee – first choice, etc. One can only accumulate one year of seniority in one year.

Judith Findlay: Does this account for people applying for full-time or part-time?

Stephen Bryce: They will look at the seniority you accumulated in the year before.

Tia Nymark: What about two people hired one day apart?

Jim Leeke: The date of the contract is the day hired. The order sticks for the entire year with the first person ahead for the whole year.

Jim Vanstone: What about the seniority list needed for hiring this June?

Stephen Bryce: There will be an interim seniority list until the fall. It projects where people will be based on the past year.

Debbie Lunny: Getting back to unpaid days for compassionate care, is it possible to transfer days from vacation time?

Jim Leeke: You can't alter your vacation period, except for two weeks at the start or the end.

Alex Panassenko: another change is the way experience will be recognized. It is a major gain for how previous work experience will be recognized. Before, the first 10 years of work experience equaled 10 years of seniority but after 10 years only half was recognized. Now all past experience is fully recognized. There is also a change in when one year is recognized. Now you will get recognition for one year experience after working 75% of a year. It is complicated but it will mean that teachers with a lot of part time work but not at the top of the salary scale will stand to move up a level.

Karen Kaderavek: Does this experience apply to the publication of a book?

Daniel Gosselin: You will have to negotiate this with HR. It's worth bringing up.

Christine Davet: Does the .75 affect QPP pension credits?

Alex Panassenko: It doesn't make a difference.

Karl Raudsepp: Does this count for seniority?

Alex Panassenko: No but it goes throughout your whole working life. The calculations will be done automatically, but some people may need to submit more documentation. This process will be automatic.

Ryan Young: If you have reached the top of the salary scale it doesn't matter?

Alex Panassenko: Yes, it matters because if two teachers are at the top of the salary scale they may each have different seniority. If you don't have any documentation you will still be notified by August if there was a change. People need to follow up.

Doris Miller: I have 40 years of experience at Abbott but I taught in Ontario before that. Would this count for my pay or seniority?

Alex Panassenko: When you started at John Abbott did you submit documents for these?

Doris Miller: When I started the rules were bizarre.

Alex Panassenko: It would have no implication for salary.

Abe Sosnowicz: I need a definition. Is experience level capped?

Alex Panassenko: No, but there is a cap in pay. This is a massive process. The College will notify you before Aug. 30, then your salary will be adjusted retroactive to this year. We agreed with HR that teachers who have not reached the top of the salary scale will be considered first.

Ute Beffert: HR has agreed to set aside time to meet with people. Make an appointment and see what's in your file.

Abe Sosnowicz moved to adjourn the meeting.

Paul Jones seconded.

Passed unanimously.

ELECTIONS

David Desjardins was the elections officer.

JACFA President

Faye Trecartin, English

JACFA Executive - 6 members

Ute Beffert, Nursing

Daniel Gosselin, French

Jim Leeke, HEPS

Ed Osowski, HEPS

Alex Panassenko, Mathematics

Candis Steenbergen, HPR

All members are acclaimed.

Academic Council - 11 members plus 4 permanent substitutes

Ute Beffert, Nursing

Daniel Gosselin, French

Roger Haughey, H/P/R

JP Parkhill, Biology

Karl Raudsepp, Music

William Russell, HEPS

Abe Sosnowicz, English

Gordon Spicer, Business Administration

Lawrence Szigeti, English

Bruce Tracy, Physics

James Vanstone, HEPS

Permanent Substitutes

Violaine Arès, H/P/R

Suzanne Black, Chemistry

Richard Masters, Mathematics

Ryan Young, Creative Arts

All members acclaimed.

Faculty Professional Development Committee - 5 representatives

Pierre Dussol, Theatre

Richard Masters, Mathematics

John Serrati, HEPS

James Vanstone, HEPS

Alice McLeod, Mathematics

All members acclaimed.

JACFA Financial Review Committee - 3 members

Christine Jacobs, ILT

Gordon Spicer, Business Administration

Claire Russell, English

All members acclaimed.

College Sustainability Committee - 3 representatives

Ryan Young, Creative Arts

Roxane Millette, Biology

Jessica Burpee, Geography

All members acclaimed.

David Desjardins moved that all the nominations be accepted.