



**JACFA General Assembly
November 16, 2011
MINUTES**

Board of Governors Election

Ryan Young, Creative Arts and Sergio Fratarcangeli, Math were candidates for the vacancy of faculty representative on the Board of Governors. Sergio was declared elected after a secret ballot vote.

It was moved by Daniel Gosselin, French and JACFA Executive member, and seconded by Jessica Burpee, Geosciences, that the ballots be destroyed. The motion carried.

01. Adoption of Agenda

Jim Leeke, JACFA Vice-President, announced he was chairing the meeting in the absence of JACFA President, Faye Trecartin, who was absent for medical reasons.

Chris Brown, Theatre, moved to adopt the agenda.
Kevin Davis, Mathematics, seconded.

Motion carried.

02. Adoption of Minutes of May 11, 2001

Moved by Sharon Rozen-Aspler, Sociology
Seconded by Andy Cuk, Theatre

Motion carried.

03. Announcements

Geneviève Raymond-Parent, Physical Education, announced that she had invited some people from a non-for-profit organization to lead a motivational conference. It is a fund raiser to aid students for a trip to the Dominican Republic. The conference is about empowering young adults to be active in the community. Tickets are available at Student Activities for the event on Friday, December 2, 5:30.

1. Faculty Question Period –With a Special Invitation to New Faculty

As stated on the agenda: Bring any questions you have or issues that you would like to discuss. This question period could focus on issues affecting new teachers, but any concerns can be raised during this part of the meeting.

There were no questions.

2. Sustainability Committee

REPORT

Jessica Burpee, Geosciences and Coordinator of Environmental Studies, gave a report:
The Sustainability Committee has been around since 2007. There are three faculty representatives on the Committee: Roxane Millette, Ryan Young, and herself, and includes student and staff representatives. The purpose is to discuss environmental and social factors and make sure the school runs on practices that think of the long-term, to not jeopardize future generations. We also advise Josée Lanouette in Facilities Management.

Clea Notar, Creative Arts, asked where the Committee's funding comes from?
Jessica responded that the Committee doesn't really have a budget.

Jessica Burpee stated that we have good leadership in Erich Schmedt who supported the LEED certification for the new science building. It is a good institutional climate. In 2008, we wrote a vision statement. We pushed for the LEED building and for the geo-thermal wells. We helped establish water fountains with filtered water, did food surveys, waste audits, pushed for safe cleaning products, the replanting of trees, a better recycling bin system, the use of more recycled paper, helped establish bike routes and a bike borrow system. With every initiative, we have had an education campaign. One of our goals is academic, to incorporate sustainability issues onto the curriculum in projects, lectures, and assignments. Jessica will send out a survey to each

department to see which issues are being taught already.

Kevin Davis, Math, asked whether anything is being done to deal with the problem of lights being left on, like installing motion sensors.

Jessica Burpee responded that Pierre Asselin is already working on it.

Karl Raudsepp, Theatre and Music, observed the cleaners turn the lights on and leave them on all night.

Mark McGuire, Humanities, applauded Jessica for all her hard work. This is just the beginning and departments like Dental Hygiene and Theatre are already doing many things. We do have to be careful because services and resources can be cut in the name of sustainability.

3. Financial Motions

VOTE

(a) Computers for the JACFA Office- \$1700.

Motion: *Be it resolved that JACFA purchase a new desktop for our administrative assistant and a laptop for minute taking. -Executive motion*

Daniel Gosselin, French and JACFA Executive member, explained there are three college computers in the JACFA Office. Our assistant's computer takes a half an hour to warm up. It needs to be replaced and we need a laptop to take to meetings to take notes.

Moved to call the question by Mark McGuire.

Seconded by Laura Calver.

The question was called.

Motion carried.

(b) Theatre department participation to Edinburgh Fringe Festival - \$500

Motion: *Whereas the participation of John Abbott Theatre students and faculty in the Edinburgh Fringe Festival incurred a deficit, be it resolved that JACFA donate \$500 to reduce the deficit. -Moved by Chris Brown, seconded by Peter Vatsis*

Chris Brown, Theatre and Music, gave the background to the motion. The International College Theatre Society invited the JAC Theatre Department to the Fringe Festival in Edinburgh. The College was asked to send 25 students and to cover the budget. The college said yes, but there was a per student cost of \$4,500 for room and board, airfare, etc. which was not funded. The students went on a big fund-raising campaign. They are still falling short of their target. We hoped that \$500 from JACFA would help with the deficit.

As there was no further discussion, the Chair called the question.

The motion was carried unanimously.

4. Financial Statement 2010-2011

VOTE

Motion: *Be it resolved that the 2010-2011 JACFA Financial Statement be adopted as presented. -Executive Motion*

Alex Panassenko, Mathematics and JACFA Executive member, presented the financial statement. The statement is based on a 13-month year because the JACFA Executive members are still active in June and expenses are incurred. The statement compares two years, 2009-10 and 2010-11. Our receipts mainly come from union dues which have increased because of salary increases but the collection rate is a fixed percentage. Interest rates on T-bills with CIBC are slightly up. JACFA front-loads miscellaneous expenditures like the Open Mic Night which it pays all for up front and then collects. Total receipts this year are: \$466,742.85 and the biggest disbursements go to CSN and FNEEQ. The social budget increased this year because of more events but the reimbursements for the Open Mic Night and the Family Lunch are not on this statement. The budget surplus stands at a little over \$21,000. We have moved our strike fund out of our BMO account to CIBC which gives a little more interest.

Ryan Young, Creative Arts, asked if there was any reason we don't use the Caisse Populaire?

Alex Panassenko replied he was looking in to it.

Stephen Bryce, Geosciences and former JACFA Treasurer, noted that JACFA has traditionally used a local bank branch of in Ste-Anne's, first the National Bank and after it closed, BMO because the Caisse Populaire charged higher fees.

Ryan Young observed our members might be interested in the Caisse Populaire.

Kevin Davis, Math, asked if there was any percentage target for the growth of the strike fund?

Alex Panassenko replied it was under discussion.

As there was no further discussion, the Chair called the question.

Motion carried.

5. Insurance Renewal 2012

VOTE

Motion: *Be it resolved that JACFA accepts the recommendation of the FNEEQ meeting of unions participating in group insurance policy 1008-1010 and accepts the insurance policy renewal conditions below for 2012 regarding rates increase:*

-Executive Motion

Ute Beffert, Nursing and JACFA Executive member reported: At the last FNEEQ insurance meeting we were given a proposal for policy renewal conditions and the proposal was accepted by the representatives at the meeting. Our only option tonight is to accept or reject the proposal. They propose a 5% increase on health insurance.

Short-term disability and dental don't apply to us at John Abbott but for some members of FNEEQ it does. There is a 7% increase in long-term disability. Premiums are predicted to continue to rise.

Jessica Burpee, Geosciences, asked: What are the pros and cons? What are the consequences of not accepting this?

Ute Beffert responded: We would have to go and look for another insurance company. Another possibility is that FNEEQ is looking into buying insurance in modules. But if we reject this current renewal proposal, we won't know if these will be more cost affective.

Alex Panassenko stated: You should know that La Capitale proposed an 8% increase but FNEEQ negotiated it down to 5%.

Sandra Stephenson, Humanities, asked: I am curious about the modules. How much choice would we have in terms of which drugs are covered?

Ute Beffert replied: We are starting consultations in January. Send me your ideas so that I have them when I go to the tables.

Kevin Davis, Mathematics, stated: It seems that the average rate of increase is significantly more than inflation. Is there any rationale given by La Capitale?

Alex Panassenko replied: No, rates are raised on how much they predict the cost of drugs will go up. The increase in the price of drugs is more than inflation. Drugs are about 80% of all insurance costs.

As there was no further discussion, the Chair called the question.

Motion carried.

PROTECTION	RATE
Health insurance	+ 5 %
Health insurance (65 years and older)	+ 7,5 %
Short-term disability insurance (Does not apply to John Abbott)	+ 19 %
Long-term disability insurance	+ 7 %
Dental insurance (Does not apply to John Abbott)	- 5 %
Life insurance	0 %

6. Board of Governors

REPORT

Stephen Bryce, Geosciences, gave the following report:

This will be my last Board of Governors report, as my second term on the Board ends this week and we have now elected my replacement. There were two troubling issues at recent board meeting. First there was the process for evaluating the Academic Dean and Director General. A Board committee unilaterally decided to change the evaluation system; the administrators would name four people who the committee would meet with and they would evaluate them based on these encounters. I asked the Board whether they thought that teachers should be able to pick four students for their evaluations – they did not jump on the idea! The current Dean and DG are competent, so the evaluation process probably made little difference in the results (they passed!). But what about those in the future who may not be so competent? Should they be able to pick who evaluates themselves? It is not a fair and effective evaluation process.

Secondly, last June the Board passed a motion to merge the College's sexual and psychological harassment policies. College committees made suggestions for changes to the original proposal. Half of the suggestions were ignored. I tried to introduce the other changes as amendments, but the Board's Chair ruled that Article 12 of the CEGEP Act applied to this topic. Article 12 says that employee members of the Board are in a conflict of interest when their "working conditions" are being discussed; therefore they cannot vote or present amendments. She ruled that since our faculty collective agreement mentions harassment (it encourages the College and the union to work together against psychological and sexual harassment!), this made it a working condition. Fortunately, the student members of the Board moved most of the amendments and they were adopted. However, we will have to fight against this tendency to stifle our faculty's voice at the Board.

Jessica Burpee, Geosciences, asked: What is this the mood of the Board of Governors these days?

Stephen Bryce replied: In general, it is fairly good. There are no problems with the leadership of our current Director General and Academic Dean at the Board. I do not think they had been consulted on the decision to apply Article 12, for example. However, we had a presentation by the legal advisor to the Federation of Cegeps in September, and he supported a restrictive view of teachers' role on the Board. His documentation quoted a 1959 Supreme Court of Canada decision which supposedly supports this interpretation; however neither Jim Leeke nor I were able to find this in the actual text of the decision.

7. FONDACTION

PRESENTATION

Benoît Martin, *FondAction* representative, explained:

The dual mission of *FondAction* is to maintain jobs in the province and provide a low cost retirement plan. The fund invests in small and medium companies. The main objective is to create jobs. 40% is invested in prudent capital, bonds, and fixed income securities. 60% is invested in Quebec companies. There are 107,000 shareholders and over 2,000 workplaces offer salary deductions. It has created and maintained 23,000 jobs. The share value is currently \$9.52. With the 40% tax credit and 28-48% in RRSP deductions, there is a total savings of 68%-88%. You can subscribe with a payroll deduction and get the savings immediately. It is an affordable savings plan. You get the tax credit no matter what happens to the fund. Other benefits include a homebuyers' plan for first-time buyers. We are the only RRSP that has been recognized as a green one.

Ryan Young, Creative Arts, asked: How do you set this up? Can the employer only do it?

Benoît Martin replied: You can do a lump sum contribution as an individual, but there is a cap when they cut off lump sum contribution. So you should think about buying before Christmas. Also, it can be done as a payroll deduction.

Mark McGuire, Humanities, stated: I contribute to *FondAction*. It seems like so many funds tied to the stock market have failed compared to *FondAction*. Why? Is it because it is invested in Quebec companies?

Benoît Martin responded: Yes, none of the companies that we invest in are tied in the stock market.

Jim Leeke, Political Science, observed: But you have to be careful. You have to be prepared to

take losses. The value goes up and down. You are buying shares in a venture.

Benoît Martin replied: But you always get a 40% tax break.

Jim Leeke cautioned: But it has not recovered since 2007 when it was at \$9 per share.

Roxane Millette, Biology, asked: Is this money harder to retrieve? My bank told me this.

Benoît Martin replied: Consider it like any RRSP. It is not wise to remove your money from an RRSP because you take a big loss. Of course, the rules are more restrictive, but why would you want to remove it? The government obliges us with more rules because they give the 40% tax credit. Some of the conditions of being able to retrieve money are death, retirement, first-time home-buying, a critical family situation, and moving from Canada.

Jim Leeke stated: Consider this a locked-in investment.

Benoît Martin: You can withdraw your money at 65 years old. You have to pay taxes on it but you have been getting 40% tax credit. The money has to stay in for a minimum of two years.

As there was no further discussion, the meeting was adjourned.