

From Faye's Desk

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Negotiations

With the semester well underway and grading steadily streaming in, it is good to know that we are close to signing a new collective agreement. Mirroring the vote taken at our September 14 General Assembly, the sectoral agreement (teaching resources, workload) has passed at FNEEQ (*Fédération nationale des enseignantes et des enseignants du Québec*). We hope to hear shortly if the central table agreement (salaries, pensions, parental rights) has been ratified across Quebec's public sector. If ratified, we hope to have a collective agreement in place by the end of the year and we expect to receive our raise of 0.5%, which is retroactive to April 1, 2010. Once their wording is finalized, we will have to look at how the new articles will affect us locally. Aside from determining how we will be distributing the new teaching resources and chair release, we will also have to look at the additional responsibilities for chairs. From our perspective, many of these new duties are already being carried out by faculty charged with chair duties, while other responsibilities will further enhance the democratic functioning of departments.

International Students

On the local front, we have all noticed the impact of the increased number of students on campus. From classes and offices being added at MacDonald High School to parking spaces being increasingly difficult to find, we are all feeling the lack of space. In addition to the ex-

tra 150 students that the College accepted in June, the International Programs Office has accepted 24 Mexican students on top of the usual 100 or so who are integrated into our Day Division. The issue with these extra 24 international students is that they have been segregated from their counterparts in the day division and their teachers are being paid hourly rates with none of the protections provided for by the collective agreement. This situation bypasses our local agreement on international students which ensures that we receive teaching allocation and funding for our Special Individual Professional Development accounts (\$1,200 for 2008-2010). We are working on getting these teachers paid fairly and on ensuring that our local agreement is respected so that we do not lose our teaching allocation and special individual professional development funding.

Health and Safety

And this is not the only situation on campus that we are trying to clean up. We have had many complaints about the nasty state of bathrooms on campus and the poorly carried out renovations in the Penfield main floor women's washroom. We hope to have maintenance schedules posted soon and are lobbying for better repairs this year.

For more on all these issues and for updates on the *Marche des femmes*, the evaluation of teaching and an introduction to this year's JACFA Executive, please read on.

Negotiations

Where do we go from here?

As you now probably know, on September 14, the JACFA General Assembly voted to approve both agreements in principle to renew our collective agreement. The vote was 98% in favour of the sectoral table agreement (more teachers, more chair and more detailed roles/responsibilities for these chairs) and 88% for the central table agreement (salaries, pensions, parental rights). We thank all those who attended and made their vote count!

In the 46 cegeps represented in FNEEQ, both agreements received the double majority (of unions and of members voting) required for approval. Below is a summary of these results.

SECTORAL TABLE DOUBLE MAJORITY VOTES

FNEEQ	for	against	tie	% for
Unions	36	10	0	78,3
Members	2703	1126		70,6

CENTRAL TABLE DOUBLE MAJORITY VOTES

FNEEQ	for	against	tie	% for
Unions	33	12	1	71,7
Members	2426	1377		63,8

For those who are curious as to which union had a tie vote on the Central Table agreement... our colleagues from Terrebonne voted 14-14! Also anglo cegeps (except for Vanier) strongly voted positively for both agreements:

SECTORAL TABLE VOTES

Anglo cegeps	for	against	abstention	% for
Champlain St-Lambert	67	1	1	98,5
Champlain St-Lawrence	33	0	0	100,0
Dawson	145	27	9	84,3
Heritage	45	2	0	95,7
John Abbott	110	2	0	98,2
Vanier	19	48	0	28,4



CENTRAL TABLE VOTES

Anglo cegeps	for	against	abstention	% for
Champlain St-Lambert	66	2	1	97,1
Champlain St-Lawrence	31	1	1	96,9
Dawson	138	37	6	78,9
Heritage	44	3	0	93,6
John Abbott	99	13	0	88,4
Vanier	18	49	0	26,9

What now?

Since the central table agreement clauses are negotiated for the whole Quebec public sector, the final Common Front results will be made public by the end of September. We expect that the central table agreement will be adopted.

If this is the case, then the details of the central and sectoral table agreements will be integrated into a new Collective Agreement. As soon as it is confirmed that both agreements are indeed official contracts, FNEEQ's representatives will begin meeting with their counterparts from the *Comité patronal de négociation des collèges* (CPNC) to work out an implementation protocol and the final (probably as technical and obtuse as usual) wording of our next collective agreement.

The protocol will specify how the transition will be made from the previously decreed 2005-2010 collective agreement to our negotiated one, which will be in effect from 2010-2015. For instance, we presume that the new deadline for seniority fixed on October 15 will most likely be applied beginning only in Fall 2011. Also, it would stipulate when our raise of 0.5% will be paid, which will be retroactive to April 1, 2010. The protocol's goal will be to specify these important details.

Both the protocol and the new wording should be completed by the end of December 2010. Stay tuned for more details. In the meantime, if you would like to reread the fine print of these agreements in principle, then follow this link to the [JACFA Negotiations Webpage](http://www2.johnabbott.qc.ca/~jacfa/negotiations/negotiations.htm) (<http://www2.johnabbott.qc.ca/~jacfa/negotiations/negotiations.htm>)

Permanence!***Congratulations to the following faculty members who acquired permanence this year:***

Kathryn Allen, Susan Bedrossian, Frederick Belzile, Laura Calver, Paul Chablo,
 Michael Cooney, Kevin Davis, Philippe Delage, Kathleen Donahue Sherwood,
 Richard Element, Karen Hickey, David Janzen, Seyed Amin Khalili, Frédéric Laganière,
 Jacques Lelièvre, Francis LePage, Alexandre Limoges, Roxane Millette, Barbara Mitchell,
 Kitty Moss, Sharon Naraine, Johanna Okker, JP Parkhill, Laura Pfeiffer,
 Erwin Regler, John Roberts, Isidro Rojas, Alex Savoyan, Heather Short, Fiona Stewart,
 Mary Standjofski, Steven Strudenski, Lawrence Szigeti, Robert Wall

International Students



While we are experiencing these difficulties meeting the demand of Quebec students, should we be expanding or even running our international programs?

Over the past few years, John Abbott has seen the number of international students increase and this situation has raised concern over a number of issues.

First of all, there is the question of the status of these students. Only a small number of students arrive here through the "normal" channels of applying and registering for our programs (e.g., the Chinese students who have graduated from the Lester B. Pearson School Board's international program). These students generate funding for John Abbott in the same way as our Canadian students.

In contrast, most of our international students instead are here as "non-credit" students (INCAs as the Registrar's office describes them – 190.EX as their program on your class lists). The German students program pioneered this status. These students are usually one year younger than most of our students and have not completed their secondary school education (they are usually in grade 10 or 11). As a result, they would not normally be eligible to register for cegep courses. While labelled as "non-credit", in fact, John Abbott allows them to attend classes with our regular student population, and then issues an unofficial "transcript" so that they can get credit for the courses they take here at their schools in Germany. They are not included in the enrolment data that John Abbott reports to the Quebec government, which in turn generates the College's funding. According to the College website, these students pay \$4721 per semester (including room and board), which provided the College with revenues of over \$1.2 million in 2008-2009 (the most recent year for which information is currently available). These funds are used to run the program and the International Programs Office, as well as to provide revenue for the College's operational budget.

The program started with just a small number of students, but in recent years, there have been over 100 German students attending classes at John Abbott in both the fall and winter semesters. Initially, the administration refused to use any of the revenues to pay for additional teaching allocation, but JACFA was finally able to negotiate an agreement, which adds on average about five additional full-time teacher equivalents (FTEs) to the allocation project each year. We allocate about half of these five FTEs to disciplines who teach significant numbers of international students; we have also used part of the balance to create the Special Individual Professional Development (SIPD) fund (\$1200 per full-time equivalent teacher for 2008-2010).

For several years, we have heard rumours that the German student program may be reduced or even phased out due to changes in the education system in Germany. So far, this has not occurred, although we may see a drop in the Winter 2011 semester. The International Office has in the last year or so also begun recruiting students in Austria to try to make up for reduced German students.

Last year, John Abbott also expanded its international non-credit student program to Mexico. Building on the existing relationship with the Chihuahua Campus of the *Tecnológico de Monterrey*, John Abbott began receiving Mexican exchange students in the fall of 2009. One group of students is taking courses mostly in Business and the Social Sciences as part of their university studies. They are being treated in essentially the same way as the German students, counting in our indi-



vidual workload calculations and generating teaching resources (although not creating permanent tenured posts).

In addition, this semester, a second group of 24 non-credit Mexican students was brought on campus. Like the German students, they have not yet graduated from secondary school. The academic administration decided that we did not have the capacity in the regular Day Division to take any more INCAs due to the additional 150 Quebec students admitted during the summer. As a result, these students have been put into segregated classes in Continuing Education. John Abbott receives approximately \$7,000 per student from the *Tecnológico de Monterrey*.

This situation presents us with a problem. As these students are being brought into "non-credit" Continuing Education courses, the administration considers them to be outside of our collective agreement. Their teachers are being paid on the hourly pay scale used in Continuing Education, which means they are receiving about half the pay of their colleagues teaching the same students in the regular Day Division. The teachers were not hired by properly constituted hiring committees, are not accumulating seniority or hiring priority, and have no job security and other rights under our collective agreement. The JACFA Executive is seeking to rectify this situation with the administration.

International students present us with a dilemma. On the positive side, they create work (this may become more important down the road if enrolment drops as MELS predicts), have provided resources for professional development and the International Programs Office and add to the classroom experience we provide to our students.

On the other hand, John Abbott has issues with space and resources. Last spring, the anglophone Montreal cegeps rejected the applications of approximately 1,000 qualified graduates from local high schools, until MELS stepped in with more resources to resolve the situation in June. While we are experiencing these difficulties meeting the demand of Quebec students, should we be expanding or even running our international programs?



News from the Quality Education Committee

As you all know, there has been an ongoing evaluation of teaching procedure at John Abbott since the fall of 2008. The *Guide to Evaluation of Teaching* can be found on the portal under *Faculty*, which is located in the *Faculty and Staff Community*. So far, roughly 50% of faculty have been evaluated, and all seems to be running smoothly, as no serious problems have been brought forth by our members. Questions? Concerns? [Drop us a line](#) or give us a call at local 5506!

JACFA's Social Activities



The JACFA Annual Welcome Back Corn Roast on August 24 turned out to be a beautiful day. Many new and seasoned faculty had a chance to mingle and swap vacation stories. The corn was picked from the field hours before and hand shucked by your dedicated JACFA Executive. It doesn't get any sweeter than this...



Keep an eye on this semester's social calendar!



Tuesday, October 5 is the World Teachers' Day and to celebrate JACFA will be hosting a Soup Lunch in the Faculty Lounge (H-101). Drop by for a tasty bowl of hot comfort food and equally warm conversation with your colleagues.



The annual JACFA Faculty Christmas Lunch will be held on Wednesday, December 8 at 12:30 at the lovely lakeside restaurant, Vieux Kitzbühel. This restaurant's beautiful backdrop and Austrian cuisine is a wonderful way to kick off the holiday social season. It is also our chance to toast our retirees a hearty and well-deserved goodbye.



The second annual Family Christmas Lunch for staff with children and grandchildren will be held on Sunday, December 5. Santa will make a guest appearance with his elves and will have presents for the young ones.

Marche Mondiale des Femmes

This year, FNEEQ and the CSN are very involved in organizing and participating in the *Marche Mondiale des Femmes*. We invite you to participate in any way you can.

Please check out our [website](#) and follow the links for more information about this event that marks how far women have come in our society and how far we still have to go.

<http://www.ffq.qc.ca/luttes/marche-mondiale-des-femmes/champs-daction/kilometres/>

<http://www.facebook.com/?ref=logo#!/pages/Federation-des-femmes-du-Quebec-Marche-mondiale-des-femmes/360780934923?ref=ts>

www.ffq.qc.ca



Health and Safety Report

Join the new Health and Safety community on the Portal for the most recent information about health and safety issues on campus.

The Health and Safety Committee met for the first time this semester on September 28. One of our priorities this semester is looking at campus safety throughout the construction of the new building. Students and staff alike are at risk if construction and road safety are not respected on campus. Safety updates will be on the JAC Portal regularly and please let us know if you notice any safety issues during construction.

The problem of washroom cleanliness and general disrepair is an ongoing issue. The Committee has requested that a schedule of washroom cleaning be posted so that everyone using the washrooms will know when the next cleaning will be done. We are pleased to note that after many complaints the Penfield first floor women's washroom (P-115) is now being renovated.



The automatic external defibrillator (AED) saga continues. So far no obvious signage has been posted to help us locate these potentially life-saving devices. Furthermore, three of the AEDs on campus were recalled, so that they could be brought up to current safety standards. Fortunately, all security vehicles do have AEDs.

The Fine Arts program assessment was adopted by the Board of Directors last spring. The recommendations adopted by the Board included many Health and Safety issues needing to be addressed. The Health and Safety committee will try ensure that these recommendations are followed up on in the near future.

Please continue to send any health and safety queries and information to [Ute Beffert](#), JACFA Health and Safety Representative.

REMINDER!!

Special Individual Professional Development Fund (\$1,200)

If you haven't already claimed your funds for your professional development purchases, please make sure to do so by December 15, 2010. The [completed claim form must be filed by this date](#) or you will not be reimbursed for any money you spend. For more information, such as what types of purchases are eligible, please [click here](#).



**John Abbott College Faculty
Association**

Penfield -105

Phone: 514-457-6670, ext. 5506

Fax: 514-457-9799

E-mail: jacfa@johnabbott.qc.ca



Emergency Evacuation

The JACFA executive would like to remind you to please consult and familiarize yourself with the evacuation plans outside of your classrooms.

If the fire alarm sounds, everyone must work together to evacuate the buildings safely and quickly. Although it can be disruptive to your teaching, it is imperative that everyone evacuate, even if you think it is only a drill. An evacuation plan is posted in every corridor and you must let your students know, preferably before a drill or a real emergency, which way they must exit the building.

If, during a drill or an emergency evacuation, you notice bottlenecks or other problems getting everyone out of the buildings, please notify JACFA so that the Health and Safety Committee can devise a solution to improve our procedures.

JACFA Executive 2010-2011



First row, from left to right: Daniel Gosselin, VP External (French), Faye Trecartin, President (English), Stephen Bryce, Webmaster (Geoscience), Ute Beffert, Social Director (Nursing)
Second row, left to right: Jim Leeke, VP Internal (HEPS), Alexandre Panassenko, Treasurer (Math), Ed Osowski, Secretary (HEPS).