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Faye's Desk



Welcome back and I hope that your well-intentioned resolutions have not already ended up on the scrapheap of history. Some resolutions are, of course, easier to keep than others and one that we always honour on the JACFA Executive is our commitment to ensuring that all faculty are treated equally on campus.

Last semester, it was brought to our attention that a pilot project had been set up that segregated some international students from Mexico into continuing education courses and their teachers were being paid hourly rates. Meanwhile, other students from the same institution in Mexico paying identical registration fees were incorporated into the day division with Canadian students.

In effect, this pilot project created two classes of teachers on campus and bypassed our 2002 local agreement that international students be enrolled in the day division. This type of enrolment generates day division teaching jobs with the protections and benefits of our collective agreement, as well as the funds for our special individual professional development fund.

Amid rumours that the Mexicans arrived at Abbott unaware that they were not being integrated with Canadian students and were displeased to learn so, JACFA approached our administration and requested that the pilot project be suspended in future semesters on syndical and pedagogical grounds.

We are extremely delighted to announce that when we met last week with our HR Director-in-waiting, Donna Yates, we were told that the pilot project was not being renewed this semester and that such projects are "off the table" in upcoming semesters.

Ms. Yates continued her good news by stating her intent to work closely with JACFA to resolve issues collaboratively and expressed her commitment to making John Abbott an "employer of choice." The JACFA Executive has worked closely with Ms. Yates at CRT (our labour relations committee, which decides teaching allocation, etc.) and we have noted her efficiency and impressive organizational skills and we look forward to working with her in her new position after February 14.

I would personally like to thank all the teachers who supported our campaign to incorporate all international students into the day division. Your willingness to let your voices be heard on this issue made a difference and will continue to make a difference in the lives of our part-time teachers.

So this means that we need to party! JACFA is organizing its **First Annual Ceilidh Open Mic Night** on the McGill-McDonald campus (minutes from JAC) and we invite you all for an evening of socializing with your colleagues. The party will be held on Thursday, February 24 beginning at 5:30 p.m. We are looking for your talent as well (music, poetry, spoken word, comedy, etc.), so if you would like to participate as a performer, please let us know at extension 5506 or jacfa@johnabbott.qc.ca.

Work-Family Balance: *Improving our Home Lives and Productivity*



"According to recent research by the employer group Conference Board of Canada, a full 25%-50% of HR problems arise from employees trying to juggle the equal demands of work and family."



According to recent research by the employer group Conference Board of Canada, a full 25%-50% of human resource problems arise from employees trying to juggle the equal demands of work and family. Our society has changed with women entering the public sphere in vast numbers and who often postpone child rearing until their thirties. These women along with their partners are now part of the "sandwich generation," which has the dual responsibility of looking after their children and aging parents simultaneously.

Many policy advocates are asking that our governments look at creating legislation that will ease this burden on working families. There are three models for these types of policies. The non-interventionist model brings to mind the United States and the countries in Southern Europe who assert that they have no resources to fund these types of programs and who sometimes still claim that primary child rearing responsibilities belong to the mother. Another model, "cash for care," has been popularized by Stephen Harper with his \$100-a-month per child under six years of age. Many progressives believe that we need to have a fuller state intervention if we truly wish to achieve a true work-family balance. This last model would require more laws that encourage an equal sharing of professional and family responsibilities.

Quebec has made some strides in this area by first introducing a paid five-week paternity leave under our 2005-2010 collective agreement. These five weeks will soon be topped up to 100% of our salary once the new collective agreement is signed. In many ways, this has challenged many preconceived notions of masculinity. We wondered on the JACFA Executive how many of our male colleagues would take advantage of this benefit when it was initially introduced

and now it has become almost routine with many new fathers embracing the chance to stay at home with newborns.



While such programs are a godsend to families, they also have a positive impact on the workplace. Research indicates that when such programs are in place, there is less absenteeism, lateness and overtime. There is increased loyalty, higher employee satisfaction and engagement, which in turn increases client satisfaction. These types of programs typically include flexible schedules or four-day work weeks, day care services, and voluntary part-time work or the option to work from home.

For these programs to work, they need to be flexible and equitable providing for young families with children as well as older employees with aging parents. They also need to be accessible with few obstacles preventing employees from taking advantage of them. Simply creating a policy is not enough; there also needs to be full organizational support so that employees do not feel penalized by taking part in such a program.

JACFA has brought this issue forward to the Health and Safety Committee and one of the first steps in trying to create such a policy on campus is to survey the needs of all employees on campus. Make sure you make your voice heard when the survey appears and we will do our best to make such a policy materialize.





Have You Heard About FONDACTION?

FONDACTION is the worker's fund of the CSN. It contributes to maintaining and creating jobs in Quebec (60% of **FONDACTION**'s funds must be invested in the province) and to the development of small and medium-sized companies in Quebec. It particularly supports businesses that address environmental issues and sustainable development.

It's possible to contribute **FONDACTION**'s RRSP via a lump sum or directly by payroll deductions here at John Abbott. Payroll deductions have the advantage of an immediate tax reduction of approximately 80%.

Why 80%? Regular contributions to an RRSP usually come with a tax credit of just under 40% (depending on your tax bracket). But **FONDACTION**'s RRSP receives an extra 25% from the provincial and 15% from the federal.

For example: If you contributed \$100 per pay (\$2600 annually), you would have a pay deduction of \$100 going to **FONDACTION**, but your tax deductions would decrease by \$45 for provincial tax and \$33.37 for federal tax. This means that your pay cheque's net amount decreases only by \$21.63. These numbers are based on an annual salary between \$41,549 and \$78,120.

More numbers: The value of shares is updated twice a year, in July and in January. The following table gives the recent progression of the share value:

July 2009	January 2010	July 2010	January 2011
\$8.93	\$9.23	\$9.11	\$9.38

While it is still possible to sign up for payroll deductions, it is already too late to make a lump sum contribution for the 2010 tax year. **FONDACTION** can sell a maximum of \$150 million worth of shares every year (their financial year ends on May 31), and the maximum was reached on January 26 (last year it was reached on February 12).

As with the purchase of any type of shares, some risks are involved.

You can visit the [FONDACTION website](#) for more information. If you are interested in contributing to **FONDACTION**, contact [Alex Panassenko](#) at the JACFA office.

On Your Paycheque

Note that with the New Year came a number of changes that will have an impact on your paycheque:

- **Pension plan contributions** went up from 8.19% to 8.69%.
- **Insurance Premiums** increased for Health (2.9%) and Long-term disability (12.5%) insurance. The coverage for brand-name drugs when there are generic alternatives changed (to 68% from 80% to encourage the use of generics that are reimbursed at 90%).

JACFA's Social Page



Participants Double for JAC Family Christmas Lunch!



The sense of collaboration and community is certainly increasing at John Abbott. This was very evident with the second annual JAC Family Christmas Lunch. Once again the three college unions, JACFA, JACPA and JACASPA, sponsored this event. It was a great success with double the attendance from last year.

This year, a pilot project in collaboration with several student groups helped make the lunch a true community event. The students from Rémi Cardinal's Business Administration Project Management class took over the helm of the project. Fundraising, decorating, activities, food service and clean up were all coordinated and manned by the Project Management class. The Publication and Hypermedia Technology (PDHT) students created the invitations and posters. The Theatre Department and the College furnished festive decorations. Of course, Santa was a big hit with over 50 little ones crowding around for a chance to sit on his lap.



The students who worked on this project, with their teacher, Rémi Cardinal.

Faculty Lounge Policy

Due to multiple difficulties in the lounge bookings, we would like to remind everyone that the Faculty Lounge is intended for **social activities only**.

These could include retirement celebrations, book launches, art exhibitions, soup lunches, etc

Lately, people have been trying to book the Faculty Lounge for meetings, interviews, university promotions or focus groups to name a few. If we accepted these reservations, there would be no time left for our social events, which so many of us treasure!

2010 Faculty Christmas Lunch

The annual Faculty Christmas Lunch had a new twist this year. The retirees were once again honored with a gift from the Faculty Association. As always, the food and view were well appreciated. But parking was no longer an issue! The John Abbott bus transported happy lunch goers to and from Ile Perrot in warm, relaxed comfort.



Faculty Soup Lunch

Our now famous JACFA soup lunch was once again a hit. Lineups were seen at the soup as well as the dessert tables this year. It was great to see people from other departments and just have time to relax before the semester takes off.



Upcoming Event!! Open Mic Night!!



Mark your calendars for the **First Annual Ceilidh Open Mic Night** on **Thursday, February 24 from 5:30 p.m. onward**

If you would like to participate as a performer, please let us know at extension 5506 or at jacfa@johnabbott.qc.ca

Bring your instruments, poems, voices and community spirit. More information to follow. The Ceilidh is the McGill-McDonald Campus party spot and is just minutes by foot from our campus in the Centennial Centre.

Health and Safety

Construction Safety

Due to increased safety risks because of the ongoing construction project, the Health and Safety Committee has increased the frequency of its meetings for this academic year. Not only were fire exit accessibility issues tackled, but we reviewed the evacuation procedures for all areas of the College to ensure that they are still viable. For example, the Hochelaga side exit had become dangerous because of construction barriers and they were altered to provide safe exit.

Circulation around the construction site is a serious and ongoing concern this year. Please stay tuned to the portal for regular updates and be prepared for new signs while driving, walking or cycling around campus. We must remain vigilant to remain safe.

Intercom System

The College's intercom system malfunctioned last semester. This issue has been looked into and the intercom system was checked and will be monitored regularly.

Defibrillators

We now have three defibrillators installed and signage in place to let you know where they are. Their locations are:

- ◆ **Casgrain equipment desk**
- ◆ **Herzberg main entrance**
- ◆ **Dental Hygiene**

The Health and Safety Committee is aware of how crucial these devices are for saving lives in a cardiac emergency and has therefore put in a request for more defibrillators. The locations for the next batch are still being discussed.

Our Winter 2011 work plan includes working on a collaborative project to tackle the issues of family, school, and work balance. Suicide prevention will also be on the agenda.

For any issues or questions regarding health and safety on campus, please contact your JACFA Health and Safety Committee representative, [Ute Beffert](#).





Regroupement Cégep Report

When Will the New Collective Agreement Pay Raise Take Effect?

We are often asked when the new collective agreement will actually be signed and when the pay raise will take effect.

It took quite some time for the CPNC (our employers' negotiating committee) to get back to us with the first draft of the agreement. And then more negotiations had to be initiated to fine tune many interpretations about the signed agreement, including the exact number of FTEs (full-time equivalent teachers) to be taken from federal transfers, which has led to more meetings.

So it's a slow train running, and it's estimated to come into the station by mid-February. If that's the case, we will be paid retroactively the 0.5% pay increase back to June 1, 2010 - between \$140 and \$275 (depending on your level in the salary scale) before deductions. Don't go running out to buy that new Mercedes just yet!



Udrive - McGill's Course Lecturers' Union Drive

There have been five attempts to organize course lecturers at McGill since the teaching assistants unionized in 1993, but none have succeeded to date. This has left McGill's contract faculty far behind their unionized counterparts in terms of pay, teaching support and job security. In fact, they are the *only* university-level course lecturers in Quebec who aren't unionized, and are among very few in the rest of Canada.

The goal of their Udrive is to change this absurd state of affairs.

Working together with the Association of Graduate Students Employed at McGill (AGSEM) and CSN-FNEEQ, the Udrive team has launched a card-signing campaign that will continue throughout the Winter 2011 semester. This is the first step toward filing a request for certification as a labour union with the Quebec Labour Relations Board. If over 50% of course lecturers sign a card, then certification is virtually automatic. If between 35% and 50% of course lecturers sign a card, which is more likely, then *all* course lecturers will have the opportunity to vote on unionization.

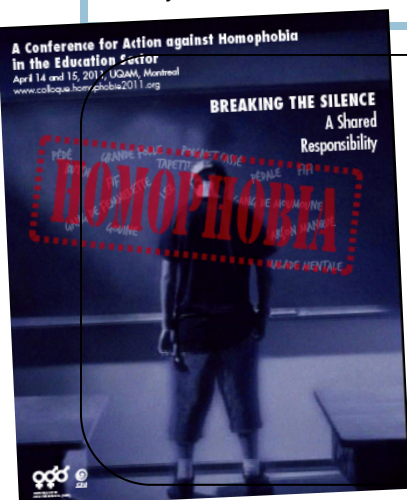
It is therefore essential to collect as many signed cards as possible, which is why JACFA sent out an email recently. Are you a sessional course lecturer at McGill? Then it's about time you had a union! Sign a union membership card and encourage your colleagues to do the same. Visit <http://uniondrive.ca>. If you know someone who is, encourage them to sign up.

Everyone can show solidarity by joining their Facebook page: <http://www.facebook.com/agsemUdrive>

How Can We Help Combat Homophobia on Campus?

A conference (in French) about countering homophobia is being organized for anyone in the field of education. It will take place on April 14 (evening) and 15 (all day) at UQAM. The conference will provide tools to deal with and prevent homophobia.

You can register at <http://www.homophobie2011.ca/>



Absences, Leaves of Absence & Workload Reduction

Our collective agreement includes provisions for many different types of leaves and absences. Please see the text of the [collective agreement](#) for full details.

Leave with Deferred or Anticipated Salary (5-12.00)

This leave allows a full-time permanent teacher to spread out his or her salary in order to have a paid leave of absence for six months or a full year. You may either take the leave first and pay for it during the following two to five years or reduce your salary for two to five years and take the leave after with the deferred salary. Seniority, experience and pension credits are accumulated as if you had not participated in the leave of absence plan. For this leave, your pension contribution is calculated on the proportion of your salary.

Application deadlines:

Anticipated: April 15 for the Fall semester, October 15 for the Winter.	Deferred: June 15 for the Fall semester, December 15 for the Winter.
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Workload Reduction Leave (5-14.00)

This leave allows a full-time teacher (with at least three years of seniority) to reduce his or her workload by between 10% and 60%, calculated on the basis of an academic year. This reduction can be taken in one or two semesters within the same academic year. The amounts of workload reduction can vary from semester to semester. The major advantage of this work reduction leave is that you receive pension credits as if you were teaching full-time and you pay pension contributions based on your usual full-time salary. You continue to accumulate full-time seniority and experience.

Application deadlines:

May 15 for the Fall semester	November 15 for the Winter semester
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Leave without Pay (5-15.00)

Any permanent teacher, or a nonpermanent teacher with three years of seniority or who has had a full-time workload for two years, may obtain a full-time leave without pay for the following academic year upon written notice to the College. You may not have paid employment during this leave without written authorization from the College after agreement at the Labour Relations Committee (CRT). For the first year, you accumulate one year of seniority. This leave can be renewed for a second year but without the accumulation of seniority. Experience credit is granted if you have relevant work experience during your leave. You receive no pension credits unless you buy them back when you return to work.

Application deadline:

Before April 15

Half-time Leave (5-16.00)

Permanent teachers, as well as nonpermanent teachers with at least three years of seniority or who have had a full time workload for two years and who have or obtain a full-time workload for the year of the leave, may take a half-time leave without pay either by teaching full-time one semester and taking a full-time leave in the other semester of an academic year or by teaching half-time in both semesters. For the first two years of this leave, you accumulate one year of seniority for each year of half-time leave. For each supplementary year beyond the first two, you accumulate half a year of seniority. You are given half a year of experience for each year you are on leave but may be granted more if you have relevant work experience during the other half of your time. You receive half-time pension credits unless you buy back the other half. (This type of leave is much less desirable than the 5-14.00 Work Reduction Leave, because of the cost of the pension credit buy back and the partial credit for experience).

Application deadlines:

Before April 15 for the Fall semester	Before October 15 for the Winter semester
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Professional Development Leave (7-3.00)

Any teacher may take an unpaid leave of absence for professional development purposes that may last from one semester to a maximum of two years. The teacher accumulates seniority and experience as if he or she were not on leave. You receive no pension credits unless you buy them back when you return to work. Professional development activities include studying and working in a relevant field. (If you are considering this leave just for one semester, you should consider a 5-14.00 Work Load Reduction leave instead, if you are eligible for it, because it includes pension credits.)

Application deadlines:

March 15 for the Fall semester	October 15 for the Winter semester
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Special Leaves (5-9.00)

A teacher is entitled to the following special leaves, without loss of salary, after notifying the College:

Death in the family:

- Spouse, child, spouse's child: five consecutive working days
- Father, mother, father or mother-in-law, brother, sister: three consecutive working days (one more working day if event is 240+ km away)
- Brother or sister-in-law, son or daughter-in-law, grandfather, grandmother:
The day of the funeral (one more working day if event is 240+ km away). If the deceased resided with the teacher, a total of three consecutive working days.

Wedding:

- Teacher: five consecutive working days (including the day of wedding)
- Father, mother, son, daughter, brother, sister, half-brother or sister: The day of the wedding (one more working day if event is 240+ km away)

Moving: one day, once per year

All other events or emergencies (disaster, flood, fire) requiring teacher absence: By agreement with the College

Quarantine ordered by medical authority: The number of days set by the authority.

Jury duty, witness in a trial (in which the teacher is not one of the parties): The number of days required.

A teacher who makes a written request or in the case of urgency, after advising the College, provides a written justification, obtains an authorized leave without loss of salary or rights for serious reasons.

Absences, Leaves of Absence & Workload Reduction (*Cont'd*)

Planned Faculty Absence Form

For faculty absences planned in advance, a teacher must submit the planned faculty absence form which is available on the JAC portal at [My JAC Communities/ Faculty & Staff/ Forms & Templates](#).



The form must be filled out by faculty who plan to be absent from the College for professional development activities, for activities covered under the collective agreement or for personal reasons.

In all cases, if the planned absence is during a teaching time, the teacher is required to advise the department chairperson of how course material will be adequately covered in spite of the cancellation of classes during the teacher's absence. Alternatively, the teacher may be voluntarily replaced by a colleague who will not be paid *suppléance*. Please note that no teacher is required to do unpaid replacement work. In situations where a teacher's absence will cause a significant prejudice to the students' education, authorization for a paid replacement may be requested from the program dean.

◆ Absences for Professional Development Activities

In the case of an absence for a professional development activity approved by the Faculty Professional Development Committee (FPDC), the teacher has to fill out the form to advise the program dean of his or her absence. For a professional development activity for which the teacher has not requested or received FPDC funding, the teacher must request authorization for the absence from the program dean.

◆ Absences for an Activity Covered by the Collective Agreement

In article 5-9.00, the collective agreement provides for absences without loss of pay or benefits in certain cases of absences planned in advance. These include the wedding of a close relative, the teacher's marriage, a moving day, jury duty, being called as a witness and any absence requested, in writing, for serious reasons. The teacher must complete the form to advise the program dean of a planned absence or to request authorization for an absence for serious reasons.

◆ Absences for Personal Reasons

Teachers must fill out the form to request authorization from their program dean for absences not specifically covered by the collective agreement. This includes absences during both teaching and non-teaching periods. For example, if a teacher plans to travel during the March study week, he or she must fill out the form to seek authorization.

Insurance Report

Group Insurance Renewal



As of January 1, the changes we voted on last year to the FNEEQ plan come into effect. This means:

- Per visit maximums for most professional services increased from \$30 to \$35;
- Travel cancellation insurance now covers carrier bankruptcy;
- Reimbursement for brand-name drugs when there is a generic alternative (so-called “innovative” drugs) is reduced to 68% (generics remain at 90% and others at 80%). If there is a medical reason why you need an “innovative” drug, it will be covered (just get a letter from your doctor to this effect);
- The annual workload required for eligibility to join the plan was increased from 20% to 33%;
- Health insurance premiums increased by 2.9%;
- Long-term disability (LTD) insurance increased by 12.5%.

Persistence Program

In October the FNEEQ *Regroupement des syndicats adhérents* (RSA) voted to participate in a research study being carried out in collaboration by the Centre Hospitalier de l'Université de Montréal (CHUM) and the Faculty of Pharmacy at the Université de Montréal. This study offers a support program (available in both English and French) of personalized and confidential counselling free of cost for those suffering from anxiety or depression and who are also receiving an antidepressant drug treatment. If you want to obtain more information or to register in the program, please call 514 284-4884 or toll free at 1-888-984-4884. If you qualify, a nurse will contact you to complete a questionnaire about your condition.

Group Home and Auto Insurance

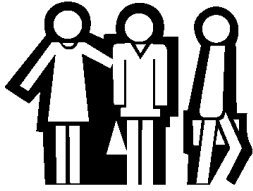
As a member of JACFA, you can get a discount on home and auto insurance from TD Insurance, and pay for it by payroll deduction. Contact them at 1-866-296-0555 for a quote.

Another option is offered by La Capitale, who offers a discount to all members of the FNEEQ group insurance plan. Contact them at 514-906-2208 and may the best quote win!

Possible Group Insurance Changes for 2012

Last year, the unions that participate in FNEEQ's insurance plans gave a mandate to the FNEEQ insurance committee to investigate offering different options for insurance coverage. They should report back to the RSA later this semester and consultation with local unions will most likely take place towards the end of this semester or early next fall.

If you have any questions about the group insurance plans, please do not hesitate to contact us at the JACFA office (P-105, local 5506 or by email at jacfa@johnabbott.qc.ca).



John Abbott College Faculty Association

Penfield -105

Phone: 514) 457-6610, local 5506

Fax: 514) 457-9799

E-mail: jacfa@johnabbott.qc.ca



Journal de Montréal

Locked Out Since 2009!



The *Journal de Montréal* workers have been locked-out for two years now. Last October, Pierre-Karl Péladeau of Québecor made offers so ridiculously disrespectful, that they were rejected by 89.3% of the union members. These included the abolition of many jobs, the employer's choice of which workers will keep their jobs, a longer work week, and the loss of copyright for the journalists, etc. In fact, these offers asked for concessions greater than the ones offered before the lock-out! Québecor has also made a mockery of our anti-scab legislation by using online workers to get around the labour code.

You can get more info and sign the online petition (until March 14th) at <http://www.csn.qc.ca/web/csn/petition-boycottage-journal-de-montreal>

JACFA will invite the locked-out workers to visit JAC to tell us more about their struggles. We will send out more details soon.



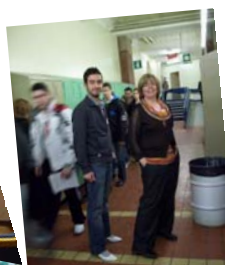
Walk a Mile in Her Shoes

To spread the message to help stop violence against women, JACFA invited some prominent male members of the John Abbott community to try on a pair of heels and walk the walk on December 6, Canada's National Day of Remembrance and Action on Violence Against Women. The participants included JACFA's very own members and ranged from Student Union President to Human Resources Director to Deans and Academic Dean.

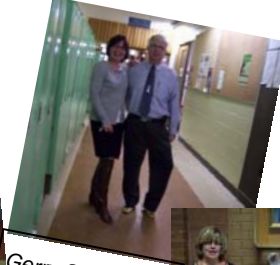
The goal of spreading the word was met with the collaboration of all.



The JACFA Executive



Arad Mojtahedi, President of SUJAC



Gerry Stachrowski, Director of Administrative Services



Gary Johnston, Associate Dean



Faye Trecartin, Erich Schmedt, Academic Dean



Stephen Bryce, Ute Beffert



Daniel Gosselin

Stay tuned for next year and get ready for the walk!