

# JACFA NEWS



Vol. 2 No 4

February 2003

Syndicat des Professeur(e)s du Cégep John Abbott College Faculty Association  
www.johnabbott.qc.ca/~jacfa

## From Barbara's desk...

There's no question that the College and the Faculty Association have lost an associate and friend of great warmth and humanity in the recent, untimely death of Bert Young from the Sociology department. Bert was, for a number of years, a member of the JACFA Executive, an indefatigable crusader for social justice, an outspoken faculty representative on Academic Council, and one of the architects of the College's Sexual Harassment Policy. We'll miss his cheers and his jeers on the picket line and in the General Assemblies. Our best memorial for Bert might be a renewed determination to fight the good fight, participating in the struggle for human rights and letting our voices be heard in a spirit of truth and fairmindedness. Rest in peace, Bert. Let us, who remain, carry on in ways that would truly honour your memory.

In this issue of the JACFA News, you will find the results of the FNEEQ vote on the Agreement in Principle, information about leaves of absences for which we are eligible as well as how to report an absence on Omnivox, a head's up for those in scholarship level 17 who should verify that they have a two-echelon jump in experience, an article on our claim to a piece of the Student Success budget, the potential change to the College's smoking policy, and some issues related to our insurance coverage. Take a moment and catch up with what we on the executive have been working on of late. Do let us know if there are concerns you would like us to address in future issues.

Take care of yourselves, now.

## FNEEQ RATIFIES AGREEMENT IN PRINCIPLE

The members of the 35 unions affiliated to FNEEQ-CSN have voted to ratify the Agreement in Principle reached with the Government of Quebec. Twenty-seven of the 35 unions were in favor, as were 61% of the members who voted. The two other union federations (FAC, FEC-CSQ) did not reach an agreement. The final document was signed on Monday, February 17.

The salary provisions will be implemented over a period of three years, beginning this fall. Hourly paid teachers will see their first salary adjustment beginning July 1. It is important to note that this is not a new collective agreement, therefore the salary increases that we will negotiate in the next contract will, as usual, apply to all the salary scales.

The provisions dealing with "professional services rendered" state that teachers will have to account for

these activities as of January 1, 2004. This must be done within the parameters of the collective agreement, "*without increasing the workload of teachers.*" The only new additional requirement for the individual teachers is to produce an annual report, as part of the department's annual report, of the pedagogical activities they participated in order to evaluate their impact and to make recommendations

## In this Issue

Student success, pension buy-backs, leaves of absence, Law 111, Smoking in the Oval, Bert's memorial, Consulta on the FTAA, and more.....

## STUDENT SUCCESS WHOSE PRIORITIES?

Since 2000-2001, the Ministry of Education has put increasing emphasis on measuring and improving student success. As part of this movement, specific funding has been allocated to Cegeps in order to pay for the implementation of various activities designed to improve student success within the college system. In 2002-2003, John Abbott College received \$549,900. About \$545,000 of this money was used to pay salaries, of which a grand total of \$0 was allocated to teachers.

It is true, as the administration has been quick to point out, that when the student success budget was established, some other sources of the College's operating revenue were reduced. According to the government's figures, this amounted to \$238,860. So where is the rest going? All we can tell you for sure from the College's annual reports is that **NONE** of it is going to release teachers to coordinate departmental student success projects such as the English department's Writing Centre, the CAF in French, the Social Science, Math, Chemistry, Physics and Biology tutoring projects. The college does, of course, include these projects in the reports and plans that it submits to the government each year as evidence of its commitment to increasing student success!

*"What is wrong with this picture?"* We believe that the student/teacher relationship is at the heart of the learning process. The JACFA CRT team has consistently argued that teaching allocation should be used for teaching classes and labs. Departments and programs are forced to use teaching allocation to provide "services" that should be paid for out of other budgets. This is obviously putting a strain on several departments and disciplines, contributing to student/teacher ratios that are, to say the least, not optimal for assuring student success, and increasing the workload of teachers involved in these activities.

In response, the JACFA General Assembly adopted the following motion on December 11, 2002: *Be it resolved, that JACFA mandate its representatives (Executive, CRT, Academic Council reps) to negotiate, implement, and support an agreement with the College concerning adequate funding of departmental and program student success projects out of the student success budget.*

The JACFA Executive has urged all interested departments and programs to submit written requests for funding teacher release in connection with departmental and/or program student success projects to the Academic Dean and JACFA. These can be either for existing projects or for other worthwhile new initiatives. Then we will both provide significant measures to actually increasing student success, and use teaching and chair allocation for their true purposes.

## PENSION BUY-BACKS

We would like to remind all JACFA members that provisions have been negotiated by the unions and the government which reduce the cost of buying back pension credits. This would cover periods where you were employed by the College, or by another institution covered by RREGOP, but were on leave. If you did not receive a full pension credit for that period, you can apply to CARRA, who will inform you of whether or not you are eligible to buy back this period, and what the cost would be. The forms required to request a buy-back are available from Human Resources. **Be warned that the delays to process buy-back requests are quite lengthy.** If you are considering retirement within the next year or so, we strongly suggest that you not delay in submitting your request. If retirement is still a way down the road for you, it may still be to your advantage to buy back periods when you were on leave, enabling you to have the full credit for the years you worked. You can determine what periods may be eligible by examining your pension statement from CARRA.



A good crowd at the last JACFA general assembly on salary structure!

## LEAVES OF ABSENCE

### Thinking of Taking Time Off ?

Non-parental, non-disability and non-union leaves of absence are provided for in the collective agreement. These leaves are described below with a reference to the pertinent article in the collective agreement. You should review the specific clauses in the collective agreement for complete information.

#### Voluntary Program of Work Reduction 5-14.00

This leave allows a full-time teacher to reduce his or her workload by between a minimum of 10% and a maximum of 60% calculated on the basis of an academic year. This reduction of workload can be taken in one or two semesters within the same academic year. For example, a teacher who takes a 50% workload reduction can teach full-time in the fall and have no workload in the winter term or a half teaching load throughout the academic year. For a non-permanent teacher without a full year contract the leave can only be taken in the winter. The amount 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 do not have to pay more than your normal full-time pension contribution. You also continue to accumulate full-time seniority and experience. The establishment of this leave is one of the most beneficial gains we achieved in the last round of collective bargaining.

**Eligibility:** Teachers with at least three years of seniority who have or obtain a full-time workload during the academic year of the workload reduction.

**Deadline:** In writing by May 15 for the fall term and November 15 for the winter term.

#### Leave of Absence 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 allow for a paid leave of absence. A teacher may take a reduced salary leave of absence for either six months or a year. You may take the leave first and pay for it during the following 2 to 5 years or reduce your salary for 2 to 5 years and take the leave at the end of the period with the deferred salary. Full seniority, experience and pension credits are accumulated. Your pension contributions are calculated on your reduced salary, but your pension credits are based on what your salary would have been before the reduction. There are provisions in article 5-12.00 that deal with the concerns of illness, maternity leave and premature end to this leave of absence plan.

**Eligibility:** Full-time permanent teachers who are not M.E.D. or on sick leave.

**Deadline:** No specific deadline. Written request to the College specifying the dates of the leave and the duration of the period of reduced salary in accordance with the chart in clause 5-12.09 of the collective agreement.

#### Full Time Leave of Absence 5-15.00

A teacher 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. 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.

**Eligibility:** Permanent teachers, non-permanent teachers with 3 years of seniority or who have had a full-time workload for two years.

**Deadline:** Written notice to the College before April 15.

#### Half -Time Leave 5-16.00

This type of leave is much less desirable than the Voluntary Program of Work Reduction because of the cost of the pension credit buy-back and the partial credit for experience. A full-time teacher 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.

**Eligibility:** Permanent teachers, non-permanent teachers with 3 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.

**Deadline:** Written request to the College before April 15 or before October 15.

#### Professional Development Leave 7-3.00

A teacher may take an unpaid leave of absence for professional development purposes that may last from one semester to, at most, 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.

**Eligibility:** All teachers.

**Deadline:** Reasonable notice to the College, before March 15 or before October 15.



## Are you classified as scholarship level 17?

### *Check your experience!*

If you are classified at scholarship 17, be aware that in the 2001-2002 academic year, you should have jumped two experience echelons. For example, if you had completed 10 years of experience and would normally be classified 17-11 at the beginning of the 2001-2002 academic year, you should have gained two echelons for pay purposes making you 17-13.

#### **Please note:**

- \* You do not carry these two years to level 18 if you increase your scholarship
- \* You must have a recognized scholarship level of 17 to be credited with the two years. If you are at level 16 but are being paid at 17, this does not apply.

As of the 2001-2002 academic year, new teachers who are classified as scholarship 17 are paid 17-3 in their first year of teaching if they have no previous relevant experience. A new teacher coming to Abbott with two years of previous experience would be paid 17-5 in his or her first year. Please check to make sure you have benefited from this two-year jump in experience echelons for pay purposes for scholarship 17. We have had a case come to our attention recently where these two years had not been credited. We do not have the data to verify everyone's experience, but if you have any questions, contact us at the JACFA office.

## SMOKING BALLOTS, THE SEQUEL

According to current College policy, there is no smoking permitted in any College facilities save the Oval, a combination coffee-house and smokers' lounge in the bowels of the Herzberg basement. The Oval operates with a ventilation system completely independent of the rest of the College.

Regulations state that, when food is being served, there must be both a smoking and a non-smoking section available. Considering the level of cigarette smoke in the air at the Oval, this amounts to a virtually untenable demand. Keeping in mind that the College is a public institution and an educational one as well, and that, over the years, public buildings have become smoke-free, the College Administration is suggesting there be a change in the College's policy with respect to the Oval. The Health and Safety Committee has been asked to conduct surveys in the various College constituencies to determine if their respec-

tive memberships prefer that John Abbott (a) become a totally smoke-free environment or (b) maintain its current policy of allowing smoking in the Oval.

The faculty was last polled on this issue in 1992, when the vote was 75 to 59 in favour of a smoke-free environment. The poll was confirmed with a General Assembly vote on May 13, 1992 when JACFA established a policy that the College become a completely smoke-free environment.

Later this semester, JACFA will again be asking your opinion on this issue. If the polling results mirror the JACFA position voted on May 13, 1992, then that will be the message brought back to the Health and Safety Committee. In the event the poll results are in contradiction to the previous JACFA position, we will bring the issue to a General Assembly for a vote.

## Board of Governors Update

On February 11, the Board of Governors addressed a proposed amendment to the Board's By-Laws that would have eliminated the Director-General's Mandate Renewal Committee and that would have made it possible for faculty members to be excluded from the Search Committees for the positions of Director-General and Academic Dean. The motion was presented as subject to Article 12, that is, staff would be barred from voting on amendments that would effectively disenfranchise them. After some debate, the Chair accepted the faculty argument and acknowledged that the parts of the amendment not dealing with personal evaluation were not subject to Article 12.

The Board then approved a revised amendment that maintained the Mandate Renewal Committee and widened its membership to a committee of the whole so that all members could fully participate in consideration of a proposed renewal. The search committee proposal was also amended to guarantee that a faculty member and a staff member would sit on these committees whenever they are struck.

Ed Holland, faculty member on BoG.

### JACFA NEWS

welcomes your contributions on  
any collective matters

Contact Barbara DeLorenzi at local 5505 for submissions. Deadline for the next issue is April 1, 2003

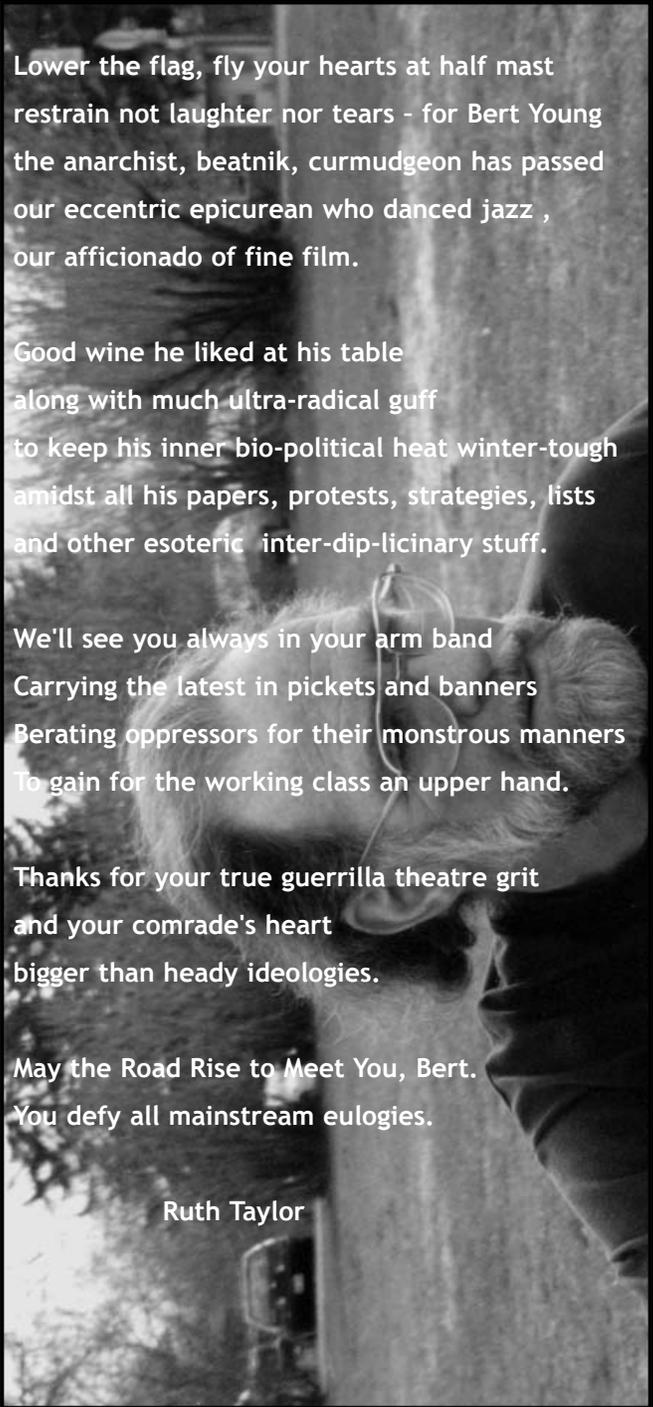
### Popular consultation on the Free Trade Area of the Americas (FTAA)

For years, the CSN has been engaged in a vast debate on globalization and on the different trade agreements. First, in the eighties we were confronted by the Mulroney-Reagan coupling that led us to the Canada-USA free trade agreement. Then in 1994, Mexico entered the team with the North American Free Trade Agreement (NAFTA). One may think about its celebrated Chapter 11 that gives power to corporations to sue countries directly to overturn legitimate public interest laws and regulations, when they believe their actual or potential corporate profits have been undermined. In 2003, CSN is part of a movement from North to South against the form in which negotiation is taking place concerning the Free Trade Area of the Americas (FTAA). FTAA is the expansion of the North American Free Trade Agreement (NAFTA) to every country in Central America, South America and the Caribbean (except Cuba) and is set to be completed in 2005.

Does this mean we are against trade? Of course not! Commerce is an integral part of economic activity and particularly international exchanges. What we question is how trade and commerce is and will be organized. What are the guiding rules? How is this agreement decided and/or negotiated? Despite repeated calls for the open and democratic development of trade policy, the FTAA negotiations have been conducted without citizen input. A system has been set up to solicit comments from non-governmental organizations (NGOs), but there is no mechanism to incorporate the public's concerns into the actual negotiations. The general public has been given nothing more than a suggestion box.

Insofar as our governments refuse to go beyond superficial simulations of consultation, the people at the World Social Forum in Porto Alegre last year (CSN delegates were there), have decided on a Popular Continental Referendum (Consulta Popular Continental) so that millions of men and women of the continent can speak out about whether or not they want the FTAA. The hope is that the voices from the popular referendum will be heard. The Consulta will take place from January to October 2003.

As CSN members and as citizens of the Americas, you will soon be consulted by referendum.



Lower the flag, fly your hearts at half mast  
restrain not laughter nor tears - for Bert Young  
the anarchist, beatnik, curmudgeon has passed  
our eccentric epicurean who danced jazz ,  
our aficionado of fine film.

Good wine he liked at his table  
along with much ultra-radical guff  
to keep his inner bio-political heat winter-tough  
amidst all his papers, protests, strategies, lists  
and other esoteric inter-dip-licinary stuff.

We'll see you always in your arm band  
Carrying the latest in pickets and banners  
Berating oppressors for their monstrous manners  
To gain for the working class an upper hand.

Thanks for your true guerrilla theatre grit  
and your comrade's heart  
bigger than heady ideologies.

May the Road Rise to Meet You, Bert.  
You defy all mainstream eulogies.

Ruth Taylor

### Important Dates

**March 12:** Stan Asher's film: Montreal Jewish Memories, P168 at 5:30pm

**March 15:** Pay Equity Demonstration, Quebec City. Buses leave from CSN at 8:30am, reserve with Louise before March 12.

**March 21:** Sugaring Off

**March 27:** Theatre Night