

# JACFA NEWS

Vol. 3 No 1

September 2003

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

A warm welcome to all new and returning faculty! By this time you have endured a number of our annual autumnal rites of passage: the introduction to phantom new staff members at the DG's "traditional" opening breakfast held in a gymnasium a bit too full of hot air, the line-ups for parking decals so that we might not have to walk so far when loaded down with papers we took home to mark, the repartee while on that long queue in the Xerox room. Yet there are all the great moments, too – meeting our students for the first time and beginning the lively engagement with their young minds. As Gerard Manley Hopkins wrote, *What I do is me: for that I came...*

And this is the academic year's first issue of the JACFA News. We on the JACFA executive put this publication together several times a semester to keep you informed of syndically related matters affecting us here at John Abbott. It is our hope that it stimulates you to further discussion and involvement with the one association that is mandated to represent your interests. Keep in mind the General Assembly planned for **Tuesday, September 30**, when we will address the renewal of our Long-

Term Disability (LTD) coverage and update you on the topics we are focusing on this year – contract negotiations, faculty evaluation and defining those professional services we already render.

For the nostalgic and as "encadrement" for newer faculty, we have printed the reflection on of the hallowed and oft-cited *Abbott Way*, which Stephen Bryce presented at Academic Council on August 25. Those of you at pay scale 17 will be able to read of the November adjustment to your pay cheque. There are articles on the compassionate leave benefit and parental rights and the recent FNEEQ Congress held in Rimouski, and, as they say, so much more...

We on the JACFA executive wish you a year of bracing intellectual challenges and a minimum of annoying stress. Have a splendid one!

*Barbara A. Lorenzi*

## Ongoing Discussions With the College

There will be a lot of discussions this fall in FNEEQ colleges regarding professional services rendered. Our College will be no exception. Not too surprisingly, the Academic Dean made an allusion to this question in his breakfast speech on August 19. JACFA will ensure that the understanding of the Letter of Agreement on Professional Services Rendered (Letter no.14) by the administration is the same as ours, that is: this agreement does not entail any increase to our current workload. More information will come on this issue.

Discussion of the College Faculty Evaluation Policy will keep the union busy in the

next month or so. As stated in the previous *JACFA News*, last April the Director General came up with a draft policy that did not meet our position on this issue. We have always maintained that evaluation of teaching must only be done for formative purposes. We had another meeting this week and we came in with a draft policy that we believe truly formative. This will be discussed at our next General Assembly. In the next decade, the face of faculty will undergo tremendous changes in the Cegep system. This issue seems to be a concern at the Fédération des Cégeps as many College administrations have put Faculty Evaluation in their short term plan



## In This Issue...

Maternity and Parental Rights

Salary Adjustments

The Abbott Way

LTD Plan

Suppléance Policy

And more...

## THE ABBOTT WAY

*At Academic Council on August 25th, a discussion was initiated by Allister Thorne, the Academic Dean, on Academic Values and "the Abbott Way." The following text is Stephen Bryce's contribution. We would appreciate your comments and encourage you to participate in this discussion.*

In preparation for this discussion about academic values and "the Abbott Way" this summer, I thought I would look back at the College's history and my experiences here, both as a student in the late 1970s and as a faculty member for the past dozen years or so. I also read the history of the College Pilgrims and Puppets that was written in the mid-1980s by the former Secretary-General, Vicky Shipton. My advice to others is to read this book with many grains of salt!

It's worth noting that as opposed to many of the French CEGEPs, John Abbott did not have the tradition of having been a "college classique," so it neither carried on nor reacted against that traditional model of running a collegecollege. As well, John Abbott has always strongly defined itself as not being a high school. The early history of the institution shows how, with many members of the administration and faculty unable to read and understand many of the directives and norms coming out of the Ministry of Education in French, there was an effort to create a different kind of institution at John Abbott. Sometimes this worked; at other times it resulted in a chaotic (but always interesting) environment to work or study at. Experiments were encouraged, although they did not always pan out. For example, using faculty members as academic advisors was quickly abandoned, as many of the equivalences and substitutions they approved were not recognized when transcripts reached Quebec.

John Abbott developed a sense of itself as a community college, not representative of the West Island community, but as a *college community* of administrators, faculty and students who came together to run the school, with collegiality and community consensus as ideals to strive towards. Decisions were made with the broadest possible consultation with all of the constituents. It also meant empowering and making individuals feel that they could make a difference and have a meaningful say in the decisions that affected their working lives or studies. As a result, as much as possible, decisions were brought down to the lowest possible level.

We see the legacy of this process most clearly today in how we schedule and organize our classes. It is done for teachers by departments, where faculty have a direct say in when and what they teach, and for students by themselves rather than simply being handed a schedule on arrival at the College.

Another legacy is that our administration is not a remote group of unknown faces off in another

building (or even another city as at Champlain), but is open and accessible to everyone in the College. When I asked various people who have been around the College for many years about what they thought the "Abbott Way" was, it

was most often in this sense, of the College as a "people-oriented" place where both students and teachers were treated as individuals, and humanely when problems arose.

When I was a student at John Abbott, as a member of SUJAC's Congress and Executive, we always felt that we had an active part in the College's decision-making process. Part of this was the strength and commitment that people such as Glen Murray, Peter Wheeland and John Revay devoted to representing student interests (the tradition of the SUJAC President taking three years to complete a two year program was well-established at this time).

The "Abbott Way" was weakened by the experiences of the government decrees that followed the 1983 faculty strike and the 1993 CEGEP reforms, which imposed a more standardized academic model on the CEGEPs and a "culture of evaluation" that most of its instructors did not support. Many faculty members took their energies elsewhere, and certainly fewer students are actively involved in the running of the school than in the 1970s.

I'd like to conclude by noting that Academic Council is an important part of "the Abbott Way." As one of the few places where the Abbott community comes together, it has always been treated as though it had more authority than the CEGEP Act or any collective agreement actually gave it. With this came a responsibility to the College as a whole to try to find ways of solving problems together. Since the 1993 reforms, the administration has pulled back from an active engagement with Council, and its debates have at times been not so much an engagement with how to deal with the issues, but a place where "consultation" means that protests are registered and then ignored. If we want to revitalize Academic Council, we would do well to look back at where we have come from and take the best of the best of the "Abbott Way" as we head into the future.

Stephen Bryce,  
Academic Council, August 22, 2003.



## *Planning to have a baby in the near future?*

### *A note to expectant or soon-to-be expecting mothers:*

Did you know that by combining Employment Insurance benefits with those in our collective agreement, you will receive **93% of your weekly salary for the first twenty weeks** of your maternity leave? After that, **you will receive 55% of your weekly salary for another thirty weeks**.

### *A note to expectant or soon-to-be expecting fathers:*

You can also benefit from **five days of paid paternity leave** and can share the **35 weeks of parental leave with the mother at 55% of your weekly salary** provided under the federal government's Employment Insurance plan.

To find out if you are eligible, keep on reading



!!Page to keep  
for future  
reference!!

## ***Human Resources and Development Canada Entitlements and Benefits***

### **How long can you receive maternity and parental benefits?**

Under the federal plan, maternity benefits are available for 15 weeks and parental benefits for 35 weeks. A combination of maternity and parental benefits can be received up to a combined maximum of 50 weeks.

### **Who is eligible?**

**Maternity benefits** apply to birth **mothers**. You can start collecting maternity benefits up to eight weeks before the expected due date or the week the baby is born. You will need to provide proof of your pregnancy by signing a statement declaring the actual or expected birth date of your child. You have to apply for the benefits within 17 weeks of the actual or expected week of birth, whichever is later. The 17-week limit can be extended if your child is hospitalized.

**Parental benefits** apply to biological and adoptive **parents** while they are caring for a newborn or an adopted child. You must sign a statement declaring the newborn's date of birth or an adoptive child's date of placement, as well as the name and address of the adoption authority. Parental benefits may be claimed by one parent or shared between the two up to a combined maximum of 35 weeks.

To receive maternity and parental benefits, you will need to have worked 600 hours in the last 52 weeks or since your last claim. For the purposes of applying for Employment Insurance, the College credits you for 37 hours for each week that you have worked.

### **How much will you receive?**

The basic benefit rate is 55% of your average insured earnings up to a maximum amount of \$413 per week. Please note that your EI payment is a taxable income; therefore, provincial and federal taxes will be deducted.

### **When will you receive your first payment?**

You will serve a two-week unpaid waiting period before your benefits being to be paid. Your first payment will normally be issued within 28 days of the start date of your claim. However, the College will pay you 93% of your weekly salary for these two weeks under the provisions of our collective agreement.

**How do you apply?**

You apply for maternity and parental benefits at the same time.

You will need your Social Insurance Number, your Record of Employment from the College, and complete bank information (a voided cheque or bank statement).

**Collective Agreement Entitlements and Benefits**

Maternity benefits in the collective agreement are intended to supplement Employment Insurance benefits.

**Maternity benefits:** You are entitled to 20 consecutive weeks of maternity leave if you have accumulated 20 weeks of service (5-6.06 & 5-6.11) and you will be compensated accordingly:

- a) The College will pay you 93% of your weekly salary for each of the two unpaid weeks of the waiting period in the Employment Insurance plan and the following three weeks.
- b) For every week during which you receive Employment Insurance benefits, up to the end of your fifteenth week of maternity leave, you will receive an additional compensation equal to the difference between 93% of your basic weekly salary and the Employment Insurance benefit you receive (5-6.11 a & c).

During this maternity leave and extensions provided for in Clause 6-5.18, you will benefit from the following if you have normally been entitled to these advantages:

life insurance;

accumulation of vacation time;

accumulation of sick leave;

accumulation of seniority for purposes of applying and interpreting job security;

accumulation of work experience;

the right to be a candidate for a teaching position or to hold any teaching assignments if you were still at the College (5-6.17);

the right to receive postings mailed to your home.

**Paternity Leave:** Fathers are entitled to leave with pay for a maximum of 5 working days. A father can, of course, share the 35 weeks of Employment Insurance benefits with the mother of his child (see other side of this sheet). You are also entitled to accrue seniority (if a non-perm, you must apply to the posting and then request a leave of absence) and have postings mailed to your house.

**Adoption Leave:** You are entitled to a maximum of 10 consecutive weeks' leave if you legally adopt a child, provided your spouse is not entitled to such a benefit.

**Health Insurance:** It is compulsory to pay your health insurance premiums when you are on leave.

**Extension of maternity and parental leave:** Other unpaid leaves are available under the collective agreement.

For more information, contact the JACFA office, the JAC Human Resources department, the Human Resources and Development Canada website ([http://www.hrdc-drhc.gc.ca/ae-ei/pubs/special\\_e.shtml](http://www.hrdc-drhc.gc.ca/ae-ei/pubs/special_e.shtml)), or our collective agreement Article 6-6.00 – Parental Rights.

## **Confessions of First-Time FNEEQ Congress Delegate**

Much of what transpired at the FNEEQ Congress last May was what could be expected of such an event. The Executive was re-elected, the budget was amended and passed, discussions ranging from violence in the workplace to professional autonomy all took place against the scenic backdrop of the Saint Lawrence River Valley.

Yet there were moments that transcended the typical congress agenda items. During a session entitled "Questions de privilège", locked out workers from other CSN unions were invited to speak about their labour struggles. They received our chants of solidarity in return. Things hit an emotional high note when a representative of the Cargill union and his wife, in expression of her support, took the stage. I learnt how they had survived a three-year strike that included innumerable negotiation meetings, mobilization strategies, legal battles and well, frankly, some broken spirits. In an inspiring show of solidarity, 42 workers in Baie Comeau took on American agricultural giant Cargill. These workers, whose economic loss was great during the three-year strike, managed to save their jobs and their union, as well as teaching a major multi-national corporation that certain rights must be respected. They signed a new collective agreement on May 15, 2003, which included a 15.5% salary increase over the next five years. In the eyes of this observer, the union dues used to support this cause were well spent. Faye Trecartin.

## **Employment Insurance Compassionate Family Care Leave Benefit**

In its last budget, the federal government acknowledged the need for economic security when a family is facing a crisis related to the grave illness and possible death of a family member. Therefore, on January 4, 2004, the government will implement an employment insurance compassionate family care leave benefit.

Individuals who meet the eligibility requirements for EI special benefits, and have served the two-week waiting period, will be entitled to a six-week EI compassionate family care leave benefit to care for their gravely ill child, parent or spouse. To provide flexibility in meeting the varying needs of individual families, eligible family members will be able to share the benefit.

## **JACFA Delegates Attend FNEEQ Congress**

On May 27-30, FNEEQ held its triennial congress in Rimouski. Five JACFA delegates attended the sessions (Peter Solonysznyj, Stephen Bryce, Faye Trecartin, Michel Milot, and Pierre Gauthier). The congress, whose theme was "L'éducation... pour agir", dealt with the major business of our federation and set priorities for the next three years,

The congress examined six major themes: The Right to Education; Professional Autonomy; International Action by Unions; Union Functions; Teachers' Education; and Psychological Harassment & Workplace Violence. Within these topics, various motions were presented to orient the work of the federation over the next three years. The JACFA delegates argued in favor of improving services to local unions to support the arbitration of grievances, help in local disputes, and to improve application of benefits provisions, such as parental rights, pensions, and health and safety. We succeeded in having a motion adopted that will have the federation produce a document on union functioning for December 2004, to orient the debate and allow consultation with local unions before a final re-orientation plan is adopted. We hope to use this opportunity to argue in favor of JACFA priorities.

The financial situation of the federation is stable, although we feel that more money should have been allocated to pay for legal and other expenses incurred by local unions for resolving disputes. Also, the previous FNEEQ Executive was re-elected by acclamation for another three-year mandate, reflecting general satisfaction with the work they have done. The Executive is composed of four people: President, Pierre Patry (Cegep St. Felicien); Secretary-Treasurer, Ronald Cameron (Cegep St. Laurent); Vice-President, François Cyr (Université de Montréal); Vice-President, Caroline Senneville (Cegep Limoilou).

Documents from the FNEEQ Congress are available for consultation in the JACFA office.

## **JACFA Representative to FNEEQ's Bureau Fédéral**

At the last FNEEQ Congress, our own Michel Milot was elected at the Bureau Fédéral. This FNEEQ structure gathers elected members from all three regroupements: teachers from Cégeps, private institutions, and university chargés de cours. There are eight members (representing eight Quebec regions) from the Regroupement Cégep at the Bureau Fédéral. The Cégeps in our region are St-Laurent, Ahuntsic and JAC. The mandate is for three years and then the position is rotated to another Cegep in the region. It is JACFA's turn, since the last time we had someone at the Bureau was around 25 years ago, with Jim Leeke representing our region!

## Changing Our LTD Carrier

At the JACFA General Assembly on September 30th, we will be voting on an Executive recommendation that we change our long term disability insurance carrier from UNUM Provident to AIG beginning on October 1, 2003.

We have been with UNUM Provident since the spring of 1999. They were entering the Canadian market and aggressively seeking to increase their market share. We signed a two-year contract, which we have renewed twice, in October 2001 and October 2002.

UNUM Provident has demanded a 17.5% increase for next year. Their justification for this increase is that over the past four years subscription in the plan has dropped by over 14%, while the average age of the group has increased from 48 years to 53 years, thus increasing their risk. We have at the moment two faculty members who are receiving LTD benefits from UNUM, and four more in the pipeline on STD. We have been unable to negotiate a lower rate.

| Date                 | Price per \$100 benefit | % increase | Subscribers | Mean Age |
|----------------------|-------------------------|------------|-------------|----------|
| May 1999             | 1.25                    | –          | 285         | 48       |
| October 2001*        | 1.43                    | 14.4       | 278         | 50       |
| October 2002**       | 1.83                    | 28.0       | 268         | 51       |
| Renewal October 2003 | 2.15                    | 17.5       | 244         | 53       |

\* added zero day residual benefit

\*\* removed conversion privilege and reduced disability definition to 2 years

As a result, we decided to solicit bids from other companies. Maritime Life, our life and health insurance carrier, declined to bid. The best bid has come from AIG, a large American insurance company, who have guaranteed a two-year rate of \$1.89 per \$100 benefit. Their bid is based on the same specifications as our UNUM contract, except:

\* AIG does not offer an Employment Assistance Program, but are willing to contract for one with the Canadian company LINK for an added cost of \$2.80 per employee per month

\* AIG does not include the \$1000 per month (up to 24 months) spouse disability benefit

These two features are ones that were added in our 1999 contract. We did not have them before with ManuLife or Canada Life, and did not ask for them from UNUM Provident. The following table compares the costs of UNUM Provident's current and proposed rates with those of AIG (with and without the EAP) based on a teacher earning a salary of \$50,000 per year (insuring a monthly benefit of \$2460):

|                       | UNUM current | UNUM renewal | AIG (no EAP) | AIG (with EAP) |
|-----------------------|--------------|--------------|--------------|----------------|
| <b>Rate per \$100</b> | \$1.83       | \$2.15       | \$1.89       | \$1.89         |
| <b>Premium</b>        | \$45.02      | \$52.89      | \$46.49      | \$46.49        |
| <b>EAP</b>            | -            | -            |              | \$2.80         |
| <b>Sales tax</b>      | \$4.05       | \$4.76       | \$4.18       | \$4.44         |
| <b>Month Total</b>    | \$49.07      | \$57.65      | \$50.68      | \$53.73        |
| <b>Per Pay Period</b> | \$22.65      | \$26.61      | \$23.39      | \$24.80        |

AIG has offered us an open enrolment period with no medical proof of insurability. In return for this, however, we must agree to make the plan a condition of employment at permanence. This is a measure that FNEEQ has recently taken with their LTD insurance. It is intended to maintain or increase the

size of the group, spreading the risk over a larger number of people. In the long run, this measure should both keep down the cost of LTD coverage and make sure that our faculty members do not find themselves with no income in situations where they are too sick or disabled to work. It is an important part of taking collective responsibility for the care of all our union members.

The Executive has decided to recommend that we switch from UNUM Provident to AIG. We believe that the two-year price guarantee more than compensates for the loss of the EAP and the spousal benefit. The Director-General stated in August that the College intends to offer an employee assistance program of its own, which may compensate for its removal from our LTD package.

If you have any questions, please do not hesitate to contact Stephen Bryce at the JACFA office (x5506 or by email at [jacfa@john-abbott.qc.ca](mailto:jacfa@john-abbott.qc.ca)), and come to the General Assembly on September 30th to vote!

## NOVEMBER SALARY ADJUSTMENT FOR TEACHERS AT SCALE 17

As part of the continuing process of salary restructuring in line with the application of the pay equity law in the public sector, there will be a small increase to the annual pay of some teachers at Scale 17. This increase reflects the settlement for primary and secondary school teachers. The Pay Equity Law states that November 21, 2005 is the deadline for the final elimination of salary discrimination. So, for the next three years, there will be further pay equity adjustments to scale 17, where the inequitable pay problem is located. In order to apply the FNEEQ agreement that college teachers do not receive less pay than primary and secondary teachers with the same scholasticity and experience, the **annual** pay of teachers on scales 17-7 to 17-18 will be increased on November 21 according to the following table. The figures in regular type represent the current annual salaries, as of August 2003. The figures in bold are the adjusted annual salaries as of November 21, 2003, for the teachers affected. Please note that the annual salaries of all other teachers will not change.

| Scale 17 |        | 17 With Master's |        |
|----------|--------|------------------|--------|
|          | Before | After            |        |
| 7        | 40,666 | <b>40,673</b>    | 40,666 |
| 8        | 42,098 | <b>42,117</b>    | 42,098 |
| 9        | 43,581 | <b>43,615</b>    | 43,581 |
| 10       | 45,116 | <b>45,165</b>    | 45,116 |
| 11       | 46,705 | <b>46,770</b>    | 46,705 |
| 12       | 48,350 | <b>48,433</b>    | 48,350 |
| 13       | 50,053 | <b>50,155</b>    | 50,053 |
| 14       | 51,815 | <b>51,936</b>    | 51,815 |
| 15       | 53,639 | <b>53,781</b>    | 53,639 |
| 16       | 55,528 | <b>55,692</b>    | 55,528 |
| 17       | 57,484 | <b>57,672</b>    | 57,484 |
| 18       |        |                  | 58,048 |

## *The College Suppléance Policy*

The College's *suppléance* (teacher replacement) policy specifies that the Human Resources Department will authorize a replacement for a teacher who is absent from teaching, due to illness, only on the third consecutive day of the absence. The exceptions to this policy are *stage* classes in Nursing, Dental Hygiene and Science labs. For these exceptions, replacements due to illness are authorized on the first day of the absence.

Replacements for absences other than illness are not permitted unless written authorization is given by the Human Resources Department prior to the absence.

For short term absences (less than 14 consecutive calendar days), the replacement teacher will be paid by the hour (*chargé de cours*) for the course teaching time.

For long term absences (14 consecutive calendar days or more), the replacement teacher who does not already have a full-time workload, will be paid pro-rata (part-time) retroactive to the first day that suppléance was authorized. For long term absences, a job posting of the vacancy will appear for the 10 calendar days required by the collective agreement. Interested teachers should apply in writing in response to the job posting.

Teachers who are absent due to approved short-term professional developments leaves (i.e. conferences and seminars) are not authorized to be replaced.

**JACFA GENERAL  
ASSEMBLY**

**TUESDAY SEPTEMBER  
30th  
AT 5:30 PM**

**JACFA NEWS**  
welcomes your contributions on  
any collective matters

Contact Barbara DeLorenzi at local 5505 for sub-  
missions. Deadline for the next issue is October  
17, 2003

## CONTRACT NEGOTIATION UPDATE

With the election of a new Liberal Government last spring, both the process of completing the pay equity settlement, and the start of public sector collective bargaining have been delayed as the new ministers and their staffs take over the reins of power. FNEEQ deposited its sector demands in the spring, and has had a series of meetings with the ministry/college negotiation committee (CPNC) in order to explain our demands. We await their response.

The other CSN public sector federations expect to deposit their sector table demands with the government in October. According to Louis Roy, Vice-President of CSN in charge of public sector negotiations, consultations have begun with other unions (FTQ, CSQ, FIIQ, SPGQ) to see if we can arrive at common wage and pension demands for the "central table." We expect to be going to the General Assembly for consultation on wage and pension demands this fall.

The timing of serious negotiations depends on two factors. First, we are (hopefully) nearing the completion of wage restructuring in application of pay equity legislation. Both the government and the unions will consider the impact of the final settlement on our global wage demands. Second, the new government has its own priorities, including a major "re-engineering" of the public sector. The actual meaning of this is still vague, but all the ministries are busily working on it. Monique Jerome-Forget, the new head of the Treasury Board, has been telling the newspapers that she sees the "real" negotiations taking place in the spring. We shall see.

## JACFA EXECUTIVE 2003-2004



**Pierre Gauthier (Pol.Tech), Stephen Bryce (Geography), Peter Solonysznyj (History), Barbara DeLorenzi (Chemistry), Michel Milot (Maths), Faye Trecartin (English) and Jim Leeke (Political Sc.)**

## JACFA REPRESENTATIVES 2003-2004

### Academic Council Representatives

|                    |              |
|--------------------|--------------|
| Violaine Ares      | H/P/R        |
| Stephen Bryce      | Geography    |
| Pierre Gauthier    | Police Tech. |
| Rekha Iyer         | Chemistry    |
| Cheryl Jenkins     | Economics    |
| Christopher Lester | Theatre      |
| Bertram Somers     | Economics    |
| Abe Sosnowicz      | English      |
| Sandra Stephenson  | HPR          |
| James Vanstone     | History      |
| Carl Witchel       | HPR          |

### Permanent substitutes elected:

|                   |          |
|-------------------|----------|
| Chantal Pelletier | P.D.H.T. |
| Ruth Taylor       | English  |

### Academic Appeals Committee

|                  |                                  |
|------------------|----------------------------------|
| Christine Jacobs | Information & Library Technology |
| Frank LoVasco    | Mathematics                      |
| Bill Russell     | HEPS                             |

### Research & Development Committee

|                |             |
|----------------|-------------|
| Violaine Ares  | HPR         |
| Daniel Gatin   | Mathematics |
| Myrnal Lashley | Psychology  |
| Melissa Maude  | ILT         |

### Sexual Harassment Committee

|               |           |
|---------------|-----------|
| Julie Podmore | Geography |
| Harold Hoefle | English   |

### Faculty Professional Development Committee

|                  |            |
|------------------|------------|
| Anna Mae Barrett | Nursing    |
| Suzanne Black    | Chemistry  |
| Jan Szumski      | Psychology |
| James Vanstone   | History    |

A fifth representative will be selected at the September 30 General Assembly

### Health & Safety Committee

|                   |           |
|-------------------|-----------|
| Barbara DeLorenzi | Chemistry |
|-------------------|-----------|