

# JACFA NEWS

Vol. 3 No 2

November 2003

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

Everyone whose favorite month is November, raise your hand! I thought so, no ringing endorsement for this month of bared branches, raw winds, menacing deadlines and piles of papers to be graded. One thing in its favour: November has the scent of completion about it. We see the progress our students have made since they began in our courses and we realize that before long they will finish these courses, complete their objectives, package up their competencies and move on to the next good step in their education – or not.

The JACFA Executive, as you may be aware, meets weekly to discuss issues of current interest to the faculty. We even met during the recent blackout using available light and the candles we scrounged from our desks and cabinets. Issues that find their way to our candlelit

table include insurance renewal, exploring the re-establishment of a priority in daycare placement for our faculty, staff and students, voting procedures in FNEEQ – the famous double majority requirement, central table demands for salary increases and pension improvements, fire drills and labour relations meetings, not to mention the ever popular professional services rendered negotiations, presently on hold. Are you like me and figure you have acquitted yourself of 173 hours of above and beyond the call of duty stuff these last two weeks? But I digress...

This issue of the JACFA News contains articles to update you on these topics and others. I hope you can find a moment to read over the issue and inform yourself in preparation for our next General Assembly coming on Wednesday, December 3.

The annual JACFA Christmas lunch at the Vieux Kitzbühel is scheduled for Wednesday, December 17, the day of the English Exit Exam. Keep that in mind when planning activities at the end of semester, because we look forward to seeing you at this lively celebration *en famille*.

So *courage!* Just a few more weeks and it will all be a wrap for another semester.

*Barbara A. Lorenz*



**STOP the demolition!**



*Charest has announced significant steps backwards:*

- The modification of article 45 to allow subcontracting and "cheap labour"
- A proposed law to deunionize home daycare workers
- Privatizations to benefit friends of the liberal Party

**On November 29**

**WE SAY NO! STOP THE DEMOLITION!**

***In this Issue***

*Negotiations, Central Table Demands, Cégep Development Plan, Double Majority, QPP, Campus Daycare, Sick Days, and much much more.....*

## NEGOTIATIONS

Our collective agreement expired 16 months ago. So where do we stand? When can we expect to sign the new one? In 12 months? In January 2005? We deposited our demands last February. The Liberals were elected in April, since then absolutely nothing has happened. A thick, opaque, worrying silence... In the meantime, we all see teachers with a scant moment to catch their breath, teachers with piles of essays, classrooms packed to the rafters, students waiting in lines to see their teachers, teachers feeling guilty about not attending program meetings because they do not have the time, increased workloads in many department, and mise-à-niveau classes with 38 students. We have asked for more resources for teaching, for program-related activities, for accueil and mise-à-niveau courses. We have made demands to improve job security, for Continuing Education teachers who have little protection and unfair working conditions, and for professional development and the integration of new teachers. How will we be able to mentor the new faculty, if we don't have the resources to tutor our own students?

The beginning of this academic year has been busy for syndical issues, most specifically a collective agreement that isn't being negotiated, a local disagreement over the interpretation of the letter of agreement on professional services rendered, the CEEC demand for a faculty evaluation, and now central table demands!

We will be consulting you at the next gen-



eral assembly on central table demands: salary, pensions, parental rights, insurance, retirement, etc.

This round of negotiations will be very difficult because the provincial government wants to reengineer the public system, to create private-public partnerships, to develop and to spread sub-contracting across the public sector. We will have to be strong and united. We will solicit your participation very shortly. On November 19, through local actions, we will send a notice to the provincial government. On November 29, in Quebec City, there will be a national demonstration. Everything is converging at the end of the semester, but we need to get involved if we want to protect our public institutions.

### The Fédération des cégeps Development Plan

The Fédération des cégeps is an organization which represents Cegep administrations throughout Quebec. Together with the Ministry of Education, it is represented on the CPNC that negotiates our collective agreement with our FNEEQ representatives. Last spring, the Fédération des cégeps released a *Plan de développement* in which it presented its orientations for the coming years. This document will more than likely form the basis of the CPNC's reply to our negotiation demands for a new collective agreement. Also, the Fédé document will be at the center of Education Minister Pierre Reid's forum on college education, planned for next spring.

So what is the *Fédération des cégeps* proposing? The administrators think that Cegeps must change: more competition, more efficiency, more accountability, and more local decision making... by local administrators. The document is substantial, encom-

passing nine "themes" and proposing 68 recommendations. There is a clear emphasis on promoting technology programs, in terms of satisfying a market demand for skilled labour. This is in apparent opposition to the current role of a college like John Abbott, which is heavily geared to providing pre-university programs. The Fédé's vision of technologies includes much talk about flexibility, modules, and variations in number of credits. Also, there is a questioning of the role of general education. The administrators are also interested in greater "mobility" of personnel, including teachers. They do not specify what they mean by this statement; however, they do indicate the notion of disciplines no longer "corresponds entirely to the new realities..." We're back to the concept of disciplines being somehow incompatible with the program approach.

The Fédération des cégeps states that its main concern is financing. Everyone agrees that this is a major problem, but the solution proposed by the Fédé is the establishment of a single funding "envelope" for each college, with local administrators having complete control over how the funding is spent. This would end the current system of a guaranteed financing for teaching that cannot be used for other purposes.

Overall, college administrators want more local decision-making power for themselves. Their "vision" seems to be the transformation of Cegeps into medium-sized businesses, with the DG becoming the CEO, designed to supply the local labour market with skilled employees. Not exactly a broad view of education, and certainly not what Cegeps were initially intended to do.

## NATIONAL ISSUES

### CSN ASKING FOR A 12.5% INCREASE FOR PUBLIC SECTOR EMPLOYEES

Representatives of the four public sector federations affiliated with CSN (FNEEQ, FSSS, FEESP, FP) have agreed on a proposed list of negotiation demands to be deposited with the government. These demands, concerning salary, parental benefits, pension, and insurance, are to be discussed at a “central table” directly with representatives of the Treasury Board.

The process is roughly as follows:

- \* consultation of general assemblies,
- \* consultation with other public sector unions to see if there is agreement on common demands,
- \* deposit of central table demands with the government on December 15,
- \* government reply (probably) in February,
- \* real negotiations begin.

**Please note that the JACFA General Assembly will be voting on these issues on Wednesday, December 3, beginning at 6:00 p.m.**

A complete document explaining our demands will be distributed to all members soon, but here are the most important points directly affecting Cegep teachers.

- \* Salary increases of 4.5% for 2004, 4% for 2005, and 4% for 2006, together with an indexation clause, and an adjustment of 2% for the six month period following the start of the 2003 Fall semester. (N.B. FNEEQ has also asked to receive the 2% increase accorded to other public sector workers last year).
- \* Restore the March 1 date for salary increases for Cegep teachers, beginning in 2004.
- \* Improvements in parental rights provisions.
- \* Restoration and increase of the employer contribution for health insurance.
- \* Improved indexation for pension purposes for years of service between

1982 and 1999.

\* Cashable unused sick days for Cegep teachers.

The demands concerning our working conditions have already been deposited by FNEEQ at the “sector table,” but negotiations are still at a preliminary stage. The Liberal government is also introducing a series of laws, or changes to existing laws, designed to facilitate subcontracting, fuse union accreditations in health care, and generally “re-engineer” public services in Quebec. The intention is to change the rules of the game before engaging in contract negotiations. Also, Jean Charest has made it clear that he intends to proceed with substantial tax cuts. This means the government must put the squeeze on the public sector in order to produce the funds necessary to cover the reduction in revenues that a substantial tax cut will represent. All these factors point to a tough negotiation round in the coming year.

### NOTICE OF MOTION

Last winter the *Regroupement Cegep* formed a working group to evaluate and to come up with a recommendation concerning the voting procedure at FNEEQ. It has deposited a Notice of Motion to change the definition of *double majority*. For strike votes, votes on agreements in principle, or any other subject that the Regroupement judges relevant, a vote must achieve the double majority: an absolute majority of unions (at least 18 out of the 35 FNEEQ unions) and a simple majority of all voting members. In the proposed changes, the double majority would now be obtained with the absolute majority of its unions and the absolute majority of its real members (dues paying members). This would mean that if a JACFA general assembly votes for a certain motion with 36 for and 10 against, then the JACFA vote in the Federation would be 448 FOR and 0 AGAINST !

#### The principles

This recommendation was based on discussions meant to respect local practices.

Each FNEEQ union will keep its autonomy, its internal rules, its local status, and its procedures, etc. provided that they are not in direct conflict with the Federation’s. Each union has the responsibility to ensure democratic consultation procedures. So for some issues, the secret ballot is a judicious choice. Even though voting procedures used in some Cegep unions have been criticized by others, the working group has decided to move the debate in another direction.

#### The Pros and Cons

On the one hand, this recommendation respects the local autonomy of unions. The Fédération does not interfere in local practices. But is this preferable? The CSN structure states that individuals are members of the CSN and unions are members of the Fédération. In that sense, the vote of the general assembly becomes the position of the union at the Fédération level and is more in line with the confederation structure. This model also has the advantage of favoring the debate on a question rather than a quest for votes. It also favors lengthy discussion rather than hastily adopted positions because it would be more difficult to have an individual’s view adopted by the majority of the general assembly. It is also worthy to note that this system is in place in other Fédérations in the CSN, so this is nothing new.

On the other hand, this new way of consulting can be very demobilizing. Why vote? What is the value of an individual vote, if it is not part of the majority? If only quorum is necessary to achieve our 448 votes in the Fédération, why would we ever need more than 30 members at the general assembly?

The JACFA Executive has decided to vote against this notice of motion. We think that since the actual system is challenged we do not see why we should change it to another system also containing significant imperfections.

## LOCAL ISSUES

### Article 5-5.00 (SICK LEAVE BANK)

A full-time teacher in his/her first year of employment with the College is credited with a total of 13 sick leave days. In each subsequent contractual year, a full-time teacher is credited on September 1 with an additional 7 sick leave days which have no monetary value if unused and are not cumulative. However, if a teacher has 13 days or less in his/her sick leave bank on June 30, the unused balance of the 7 sick leave days credited on the previous September 1 is added to his/her non-monetary sick leave bank. Part-time teachers are credited with sick leave days in proportion to their contractual status as full-time equivalents. MED teachers are credited in proportion to the salary they receive.

The sick leave bank is used to pay your full salary for the first five consecutive working days missed as a result of illness, and then the salary insurance plan pays for 85% of your salary for up to 52 weeks and 66 2/3% for up to an additional year. After the expiration of these benefits, if you are not covered by the optional long-term disability group insurance plan, you may extend your paid sick leave by using the balance of days in your sick leave bank.

### Article 5-1.03d) (Non-permanent beware...)

Provision 5-1.03d) of the Collective Agreement provides protection for non-permanent teachers. This article states that if non-permanent teachers reach 60 units of CI in their day division courses, then they can use all other teaching (suppléance, continuing education, summer courses, etc.) to bring their CI up to 80 units and become full-time teachers. If teachers become full-time, not only will they receive credit for one year of seniority, but they should be paid as full-time teachers, i.e. 100% of the full-time salary, according to the salary scales. Normally, at the end of the winter or summer semester, when teachers reach a CI of 80, the

College is obliged to pay teachers the difference between the amount they were paid and the full-time salary. Even if the collective agreement clause is crystal clear on this issue, the College has not recognized that it must pay the full time salary under 5-1.03d). JACFA is disputing the Administration's interpretation of this clause, and several grievances have been filed. We are still awaiting for the arbitration of this case, if no local agreement intervenes.

To reach 60 units of CI during the day division, a teacher would have to have an average 75% contract over two semesters: e.g. 75% in the Fall, 75% in the Winter; or, 100% in the Fall, 50% in the Winter, etc. JACFA is trying to verify the workloads of teachers to see if this provision of the contract is applicable to our non-permanents, but it might be advisable to verify for yourself if you qualify. Do not hesitate to contact us for help. We are there to protect you and see that your rights are protected.

### Campus Daycare - Not Quite!

It has recently come to JACFA's attention that John Abbott faculty, staff and students no longer have automatic priority to the subsidized \$5-a-day (soon \$7...) program at the Campus Daycare on Maple. As a result, several faculty and staff members met with our Director General, Keith Henderson, about this issue. He was genuinely surprised to learn about this change and has agreed to work with us in an attempt to have our priority restored. Before meeting with the daycare director, he asked us to survey our members about their daycare needs. The questionnaires have been returned and are being analyzed at present, but we can let you know that an

overwhelming majority of respondents indicated that JAC employees deserve access to quality, affordable daycare. Moreover, over 30 respondents indicated that they plan to have one or more children in the next five years. This number will only climb as employees begin to retire and are replaced by younger teachers and staff.

After several months of sleuthing, we have discovered that the Campus Daycare removed priority several years ago because few JAC employees were directly involved in its day-to-day operations and waiting lists ballooned once the \$5-a-day program was introduced. This situation was largely the result of demographics: most employees' children had graduated from the daycare and little hiring was done at JAC during the 1980s and early 1990s. Obviously, that situation is changing.

It is also important to remind everyone that McGill donated the house in which the daycare was originally housed in and that JAC employees were directly involved in the opening up of the facility and ran it for many years. During the late 1970s and through the mid-1980s, 48% of the children at the daycare had parents who worked at JAC. The daycare was also heavily subsidized by annual donations from JACFA. It just doesn't seem fair that we have lost our priority at the Campus Daycare, especially since Vanier, Dawson, Concordia and McGill employees all have priority at subsidized, quality daycares on campus. If our Director General cannot reestablish our priority at the Campus Daycare, we have asked him to consider having a new one built when renovations begin for Brittain Hall.

## Academic Council Report

On October 18<sup>th</sup>, our Director-General, Keith Henderson, came to Academic Council to discuss the college's five-year strategic plan. He presented the critical path adopted by the Board of Governors, which includes an external consultation (now underway) and an internal one beginning in January with a college-wide "pedagogical day" on January 15<sup>th</sup> 2004. The DG assured Council that it will be consulted before the plan is adopted by the Board in June 2004. Council will also, through its Student Success Committee, participate in the drafting of the Student Success plan, which according to Law 123 is an integral part of the College's strategic plan. Council passed a motion recommending that a faculty member, professional, support staff and student be added to the all-administrator Steering Committee set up by the Board to guide the process. The Board has not seen fit to act on this advice, however.

The Director-General also participated in a discussion about Council's role and functioning. JACFA joined the FNEEQ-FAC-FEC union boycott of the institutional evaluation process, as it is a step to *habilitation*, the decentralization of the granting of DEC's to the colleges. When the Commission d'Evaluation came to John Abbott last semester to discuss the college's self-evaluation report, no faculty members went to see them. Hell hath no fury like a commission ignored! Academic Council bore the brunt of their ire. They do not like the way we have merged the CEGEP Act's *Commission d'études* with our collective agreement's *Commission Pédagogique* with a faculty majority and a teacher as chair. They complain that Council exceeds its mandate (the one in the CEGEP Act, ignoring the one in the collective agreement). They complain that regular meetings are often dominated by power struggles between the union and administration. In particular, they were bothered by faculty boycotts, which they claim may place councillors in default of their legal responsibilities. It sounded like a most unpleasant place to spend a Friday afternoon! Even the Director-General agreed that the criticisms were excessive! He has responded in writing, stating that our Council does indeed fulfill its mandate under the

CEGEP Act.

Academic Council has been mandated by the Board to consider the question of how the college should express its "values". The Dean hopes that through this process we may arrive at a statement of a "New Abbott Way". He circulated a report entitled *Campus Compact*, written in 1990 by Ernest Boyer of the Carnegie Foundation, which suggests six principles (*a purposive, open, just, disciplined, caring, and celebrative community*) underlying a campus compact to be used as the basis for day-to-day decision-making. Some faculty members of Council expressed their reservations about using a document based on a very different context (American college campuses), and suggested that we need a values statement grounded in our own experience. This discussion has just begun, so you can expect to hear more about this in the near future.

## Insurance Renewal

At our next general assembly, we will be voting on a proposal to renew our health and life insurance policies with Maritime Life... which we haven't received yet!

We may have received the renewal offer by the time you read this, so watch your mailbox for details. Our experience for the last year was "good" (from the insurance company's perspective), so we do not expect any substantial increase in premiums. Following up on the results of last year's insurance survey and our discussion at May's general assembly, we have asked Maritime to estimate the impact of a number of changes in the plan:

- \* changing the definition of "mono-parental" to include up to two or three children
- \* adding a category for couples where the spouse is over 65 years of age (and must by law join the provincial drug plan)
- \* adding coverage for eye exams and glasses

Stay tuned for more details...

## Faculty Evaluation

Various discussions about faculty evaluation have been going on for the past three years between the administration and JACFA. Finally, the College has come up with a concrete proposal in response to external pressure from the CEEC's critique of our institutional evaluation from recent provincial legislation. Unfortunately, the administration's first proposal was far too complicated. JACFA is functioning under the principle that, as teachers, we should only agree to participate in a formative policy that would provide assistance to our colleagues. The College would like us to be involved in providing information about our new colleagues that could lead to the removal of a teacher's hiring priority. They would also like to evaluate senior teachers every five years.

In response to this proposal, JACFA developed its own policy for professional assistance, which would include a departmental Professional Assistance Committee. We have proposed a process that would provide professional assistance, for formative purposes only, to new teachers in their first, second and third semesters, which will fit in with our letter of agreement on professional services rendered. New teachers would be formatively evaluated by their department via student questionnaires and a review of teaching material. Should they need help, they would be pointed in the right direction. We have also proposed that the College establish a Quality Education Committee that would oversee the faculty evaluation process.

The College administration is holding firm that they want a summative policy. They have the right to develop one, but we have indicated that faculty will refuse to participate. They may decide that new teachers will require a stamp of approval and they will conduct a summative evaluation before a teacher can grieve about the lifting of his or her hiring priority. Once JACFA has more concrete information about this issue, we will report it to the general assembly.

## OTHER ISSUES

### SUSTAINABLE CAMPUS

Attending the 2003 Sustainable Campuses Conference for myself and two JAC students, Chris Shalom and George Mallari-Lee, proved to be an informative and enriching experience. Over a hundred people from all over Canada and parts of the United States, the majority university students, gathered to discuss and share experiences and to strategize about how to make their campuses more sustainable. There were workshops on setting up a campus sustainability office, campus food collectives, socially responsible investing, campus recycling projects, environmental and energy audits, ecological design and architecture, campus composting projects, etc. On the final day of the conference, there were also regional workshops for colleges and universities in the different provinces. The two JAC students attended the Quebec workshop for high schools and Cegeps and made some great contacts that could lead to some interesting partnerships in the future.

Most of the workshops and content of the conference focused on university issues; however, much of the information and strategies can be applied to Cegeps. It is clear that in Quebec, Collège de Rosemont is the undisputed leader among Cegeps in applying sustainable principles to its infrastructure and educational mandate. They have a college policy, "*Politique relative à la protection de l'environnement et au développement durable*," that guides them on a sustainability path. A retired teacher by the name of Gilles Lafortune has been instrumental in helping students to set up an organization called *Comité d'action et de concertation en environnement* (CACE) and an environmental fair called *l'Exposition et concours pédagogie-environnement*. CACE is funded by money that is received by Collège de Rosemont from the college sales of recycled paper and other materials. This pays for the salary of a permanent employee at CACE and funds temporary student workers and the group's sustainable development projects. I believe the next step is to invite some people from CACE to speak at JAC about how they achieved these accom-

plishments and then work towards implementing some of our own similar policies and initiatives.

One of the most illuminating talks at the conference was by a panel of different academics who raised serious questions about the increasing corporate control of universities and colleges. Professor David Noble of York University in Toronto offered a timely critique of campus/corporate relations. He said that the public space of higher education is being sold bit by bit to advertisers and commercial interests. Less visible but more worrisome, Noble claimed, is the increasing overlap between corporate and campus management and efforts to shift the costs of research to the public and the benefits to the private sector.

The organizing body of the conference, the Sierra Youth Coalition, is hard at work writing up documents and lists of resources as a result of this year's conference and will be making them available on their website (<http://www.sierrayouth-coalition.org>). Of particular interest to me is the new Centre for Rural Sustainability at Acadia University in Wolfville, the sister city of Ste. Anne de Bellevue. I attended a workshop by their coordinator, Leon Devreede, and we spoke about how as sister cities, we could work together to make our respective towns more sustainable.

— Ryan Young, C.A.L.L.

### QPP PENSION, TAKING IT AT 60 OR 65?

Everyone who has worked in Quebec is generally entitled to benefits under the Quebec Pension Plan (QPP/RRQ). For individuals about to retire, one issue is whether or not to take a reduced QPP pension as early as age 60, or to wait and receive the full amount at age 65. If someone retires and decides not to wait until age 65, the pension paid by the QPP is permanently reduced by 6% per year. The maximum reduction is therefore 30%, when you take your QPP at age 60. The question is: "Is this the

right thing to do?"

The answer sometimes depends on individual circumstances, but for the vast majority of people, the answer is YES. Both JACFA and FNEEQ have been giving this advice to our members, and many independent analysts are saying the same thing. An example is a recent article by Stéphanie Grammond in the Montreal daily *La Presse* (Oct. 26, 2003). Copies are available from the JACFA office.

Let's look at how it works. If you retire at age 60 or earlier, but wait until age 65 to collect your full QPP, you will have to wait 15 years to recoup the sum you did not collect before reaching age 65. If you had saved the QPP pension you collected between age 60 and 65, and estimate a 5% annual return on the full amount received, then you actually have to wait 21 years to recoup this amount, if you defer taking QPP until age 65. Current life expectancy for men aged 60 is 81 years, and for women aged 60, it is 85.

Another factor can also come into play. The amount paid by QPP depends on the number of years you contributed between the age of 18 and the age you start receiving benefits. Therefore, if you retire at age 60, but choose to defer taking QPP until age 65, you will lose five credited years, and thereby reduce your pension amount. Now we have another reason to take the QPP as soon as possible.

Please remember that this information applies to the Quebec Pension Plan (RRQ) only. Different factors come into play for RREGOP, TPP, and the federal OAS.

COPY OF THE FLYER DISTRIBUTED TO STUDENTS ON THE 19 OF NOVEMBER.

## WHAT KIND OF SOCIETY

### DO YOU WANT?

During the last provincial election campaign, the three main political parties were all more or less proposing the same thing: to modernize the Quebec government.

The party that won now claims to have a mandate to proceed with the complete “re-engineering” of the state. But what they have started looks more like a demolition than a modernization.

The Charest government wants to attack the right to be in a union, an internationally recognized right even more crucial in the age of globalization. In Quebec we do not want to live in the same situation as in Third World countries, where men, women and often even children are forced by large multinational corporations to accept horrible working conditions for a few dollars pay per day.

The right to be organized in a union remains the ultimate defense against abusive labour practices. It is no surprise that large corporations such as McDonald’s, where many students work, fight fiercely against the unionization of their employees. Improving working conditions could mean less profit.

Facilitating sub-contracting follows the same logic: it will reduce working conditions to maximize corporate profit. If Charest’s intentions become reality, the modification of Article 45 of the Quebec Labor Code will make Quebec the worst Canadian province with regards to worker protection when a company decides to subcontract out work. It is a giant step towards a “cheap labour” society.

Reducing the protection offered by the state makes life easier for companies, which seems to be the only thing that interests the Charest government. Daycare centres, where you may one day be sending your children, will cost hundreds of dollars more each year... and more if further increases are imposed. In the

Colleges where you study, the government, which promised to make education a priority, has imposed cuts of \$30 million and is not indexing budgets to inflation. Don’t be surprised when higher and new student fees are imposed in the future.

We can’t let the Government act this way. We can and must do something...

*Teachers from John Abbott will participate in a large demonstration in Quebec City on Saturday, November 29th. Come join us! Bus transportation and lunch supplied. Fun guaranteed!*

IF YOU ARE INTERESTED IN COMING TO THE DEMONSTRATION, LET US KNOW BEFORE WEDNESDAY, NOVEMBER 26 AT THE JACFA OFFICE IN PENFIELD-105.

### Fondaction

The provincial Liberal government has introduced a ceiling of \$80 million for contributions to workers funds (Fondaction-CSN, Fond de Solidarité FTQ). This means that probably no shares will left during the first 60 days of 2004. Although this has no influence for those who benefit from the deduction at source offered by the College, it might be impossible to invest lump sums next February before the end of the tax year.

If you don’t want to be stuck at RRSP time, it might be wise to maximize your Fondaction contribution this year. If you are interested, the regional Fondaction representative, Benoit Martin, will be at the College, **Thursday, November 27 from 10 a.m. to 2 p.m. in the JACFA office (P-105)**. Should you need RRSP information or if you are interested in contributing before it is too late, come and see us.

### Faculty Responsibilities During Fire Drills

Be aware of the exit route from each of your classrooms, labs, workshops.

Evacuate your students immediately.

Accompany mobility-impaired students to their designated rendez-vous point and remain with them until Security arrives to assist them.

Remain outside, away from the buildings, until the alarm is called off.

And SUJAC would like us to remind students if you expect them back in class at the end of the drill. Apparently, this is not self-evident.

### **Did you know?**

Security personnel have been trained and certified by Urgences Santé as targeted responders to use portable defibrillators in a medical emergency. The campus defibrillator is kept at the Security Office in Laird.

### **NEXT GENERAL ASSEMBLY**

**DECEMBER 3, 2003  
AT 5:30 P.M. P-204**

### **ON THE AGENDA:**

**CENTRAL TABLE DEMANDS**

**ELECTION FOR THE FACULTY REP ON  
THE BOARD OF GOVERNORS**

**INSURANCE RENEWALS**

**CHRISTMAS BASKETS**

**WE ARE WAITING FOR YOU!**



**NATIONAL DEMONSTRATION IN  
QUEBEC CITY SATURDAY  
NOVEMBER 29.**

**WE SHOULD ALL ATTEND. FREE  
TRANSPORTATION, FREE FOOD.**

**CALL JACFA OFFICE SOON  
TO RESERVE YOUR PLACE!**