

Qualitative Data
Consultation done via Omnivox
from April 3 to April 25, 2006

JACFA Survey

113 respondents

Dec. 13, 2006
JACFASurvey_GAPresentation.pdf

General Assemblies

- General Assemblies tend to be held on Tuesday or Wednesday which means many teachers are in stage.
- Bus 200 stops running at 7:00.
- My evening schedule is too full.
- See no purpose.
- They go on too long.
- Maybe try different times for meetings - maybe try a quick early morning meeting.
- I would attend many more union meetings if they were held during a college-wide free period during the week.
- Should be obligatory - the same people always show up at these things.

- Our affiliation with the CSN. We continue to compromise our salary demands for the sake of other sectors' needs.
- Political. Teacher's rights. Pressure on FNEEQ / CSN about certain issues. Support non permanent teachers. And keeping up the good work.
- Reports on FNEEQ, organisation of strike protests, help from the office, general morale
- Negotiations: defend a common 'national' collective agreement for all and minimize local negos (we know who's interest and agenda that serves). Fight, fight, fight...
- Any international involvement.. especially in concert with other unions, Quebec based or others.
- Fighting Law 142, getting us a better insurance deal (with eyecare and, hopefully, dental).
- If we can't increase salaries, then work towards reducing teaching hours, the length of the semester (13 sounds better) and improving working conditions.

- Openness, accessibility and professionalism of the executive.
- Meetings are very informative and not stuffy at all. Union works for us even when we don't know it--this happened to me when I was hired. Thank you.
- Promoting and maintaining the largest role possible for teachers in the management of the college. Foster a vision for the college that stems from teachers.
- JACFA was fabulous in looking out for my interests when I was a new non-perm.
- Dedicated people work at JACFA; I just don't have the time to be more involved. But I do appreciate what you are doing on behalf of our community
- The union should be more active in promoting cultural diversity at the college, addressing issues on both the institutional and pedagogical level.
- Democratising the union; more broad-based, grassroots listening and action. The power should be from the bottom up not top down.
- I see JACFA as the focus of faculty involvement with each other, in ways that the school does not otherwise set up.
- I appreciate the time and effort made by the JACFA Executive. They appear to work well together and in the best interests of the college and faculty.
- Perhaps JACFA could do a bit more to help integrate new faculty, and get them to participate in the Union.

- JACFA should concentrate 100% on local union issues, i.e. helping to make our work situation at JAC the best there is in the CEGEP system. What about men's issues, or rather, de-emphasizing women's issues? Best person for the job, regardless of gender, race, colour, creed and/or age.
- I appreciate the attention to health insurance and retirement. Also found negotiations regarding working conditions is also greatly appreciated.
- JACFA should invite our retirees to our social events. Invite them to participate in our future picket lines. Invite them to contribute to our newsletter. JACFA should make a greater effort to incorporate our former teachers and the former members of our local union in the life of the College.
- Integrate some younger members onto the executive, so we're not left with a vacuum of experienced leaders due to retirements.
- I think that JACFA should be involved in helping teachers to become better teachers. Instead of just defending bad teachers we should be putting pressure on them to improve. The union could invite speakers to talk to the students about political and social issues.
- JACFA should organize a retreat for interested faculty. Perhaps the topic could be "social justice,".
- Environment - in the sense of SPACE in the college. cleanliness issues, quality of the classrooms we teach in, noise etc.

- I feel that JACFA should help us to improve our salary . It seems that over the years, we have lost so many advantages. I also would like to have our parking fees reduced. I do not think it is fair for us to have to pay to come to work. JACFA try to organize an association for teachers who did or will retire. I also feel as a teacher that THIS college does not give recognition to the teachers. Where do you see on the campus the names of teachers who did contribute to the student success?
- JACFA should have healthier (preferably organic) primarily vegetarian food at their events. Fair Trade coffee is a step in the right direction but we must follow through with this philosophy with everything else.
- I would like to see JACFA work more on our health insurance coverage. I would prefer to be covered in dental care and for glasses, even it if it is partial coverage, rather than coverage in areas such as naturopathy.
- Educating our members about the links between our own treatment at the hands of the provincial government (re: recent contract 'negotiations' and larger issues around globalization/neo-liberalism.
- Office Allocation eg. Teachers offices being taken for administration purposes with little or no notice. Quality of Classrooms eg. broken chairs, desks, students crammed into poorly ventilated class etc.
- Why do so few bother to attend General Assembly meetings? Why do so few bother to read the newsletters and inform themselves? Why is teacher salaries for so many the key issue?

- A quick **overview of faculty members...** who they are, do they have hobbies? Maybe pick out of a hat a teacher's name and do a small bio.
- Get together for **newer teachers** to get to know each other (up to 5 years' seniority, maybe?)
- A list of joys and sorrows: deaths of members particularly. News about former JACFA members. News about retirees.
- Any Policies internally negotiated that new staff may not be aware of. Any modalities of functioning within a large faculty group - Does it have to be by seniority. The role or power or lack of power of a chairperson.
- Occasional updates on issues — like faculty evaluation, student's efforts to change grievance committee composition, changes in procedure brought about by 142.
- **Pedagogy**, things our people do, social issues, film, music critics,
- I would like to see more information concerning the improvement of working conditions (classrooms, parking fees, security in the hallways for us, noise reduction, cleanliness, etc...)
- **Local Issues:** Possibly outline one grievance that is put forth, its related facts and result.
- There are many new teachers in the college - profile the different college committees - ways teachers can be involved formally and informally. Descriptions of how various committees work, and the role JACFA has on them.
- Il serait intéressant de lire au sujet de victoires remportées à l'interne.

- **Did not know that JACFA had a website** / Had enough info without requiring to consult / Rely on hard copies / Did not know how to find the JACFA website.
- Occasionally / Rarely / Never occurred to me / Often. .
- **Insurance Issues / General Assembly Minutes / List of persons on Committees**
Links to other websites / Faculty Guide / **CI Calculator** / **Contact JACFA by email** / **Hot Issues** / **List of persons on Committees.**
- Not enough interest.
- Too busy; would consult if emailed with a link as new items are posted.
- I read what comes on paper.
- Didn't realize all these services existed.