

Dear Colleagues,

Due to the scheduled JACFA elections and length of the discussion about the use of the Faculty Lounge during the Library's renovation, a number of Labour Relations updates had to be tabled at the May 17 General Assembly. Please find these updates below, along with some new information that has recently emerged.

Negotiations Progressing on the Temporary Use of the Faculty Lounge for Library Services:

In response to the news that the Faculty lounge was likely to be used as temporary space for Library Services during the library renovations, the General Assembly passed the following motion:

"BIRT JACFA demands that the College negotiate with JACFA any repurposing of the faculty lounge during renovations, and that any plans involve the provision of replacement space for the duration of the renovations and the return of the Faculty Lounge to its current use at the end of the renovations.

BIFRT JACFA will organize protests in the event that the College proceeds with its decision without negotiations."

Shortly after the GA, the Director General confirmed in a message on the Portal that three non-classroom spaces would be repurposed during the library renovations (which are expected to begin this summer and last for 18 – 24 months):

1. The Board Room (SH-104)
2. The Faculty/Staff Dining Room in the cafeteria (SH-101B)
3. The Faculty Lounge (H-101)

JACFA has since secured in writing from the Director General that the lounge will be renovated and returned to its current use once the Library renovations are complete, and is currently in discussion with the College about the use of other college spaces for faculty events during the library renovations.

Agreement on Payment for Non-Permanent Teachers Renewed for Another Year

For the 2017-2018 academic year, the College has agreed to renew the agreement (available [here](#)) ensuring that non-permanent teachers who are not in a post are paid either based on their CI for the year or based on a pro-rata workload calculation, whichever is more advantageous to the teacher. This is a year-to-year agreement which will be discussed and revaluated each April at a CRT.

Changes to the Composition of Academic Council to be Undone

On February 7, the Board of Governors made various amendments to Bylaw 5, which sets out the composition and mandate of Academic Council. One of the changes added a manager to Academic Council, thereby decreasing the size of the faculty majority. When JACFA learned of this change, it pointed out to the College administration that the new composition contravened our local agreement (available [here](#)). The administration has subsequently agreed to restore the previous composition of Council so that it is consistent with the local agreement.

Election Protocol Established for Faculty Representatives on the Board of Governors:

Three years ago, the College moved to an online voting system for the election of the faculty representative to the Board of Governors. At that time, technical issues resulted in an election being voided, and needing to be re-run. During the most recent Board elections, JACFA worked with the College to develop a process to monitor these elections to ensure such issues do not recur. In particular, according to the agreed-upon process, a JACFA representative will be present when the voter list is transferred to the online voting service, to ensure that the list is accurate. We also clarified which faculty members have the right to vote in such elections: namely, all non-permanent teachers who hold a contract at the time of the election, and all permanent teachers, including those on leave.

Although the board candidate was acclaimed this time (congratulations to Roberta Silerova, Chemistry) and voting was not necessary, the established process will facilitate future elections should a vote be needed.

Local Agreement on Joint Hiring Committee Will Wait Until the Fall.

Due to certain details that still had to be worked out, the local agreement was not ready for approval at the General Assembly. The executive is now aiming for the assembly in the fall.

S024 Update.

At the Dec. 14 General Assembly, the following motion was tabled and passed:

“BIRT JACFA requests the College seeks agreement from JACFA on all future allocation of S024 teaching resources related to Students with Disabilities/ Special Needs students

BIFRT JACFA requests the College respect the funding guidelines prescribed by the government for these resources, and consult teachers and departments in the development of related projects.”

Subsequently, a JACFA/College parity committee was stuck. So far, the committee approved a total of 12 applications, including two proposed by the Student Access Centre. However, those two proposals have since been temporarily withdrawn by the College. Currently, a total of 2.464 Full-time Equivalents (FTEs.) of release has been allocated, not including the two approved projects that were proposed by the Student Access Center,

The executive is currently working on an agreement that will codify JACFA’s participation in the allocation of future S024 projects, and have S024 resources fully accounted for in the allocation project.

If you have any questions about these issues, please do not hesitate to contact the JACFA office.

In Solidarity,

The JACFA Executive

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