



JACFA GENERAL ASSEMBLY – Adopted Minutes
May 13, 2015 09:30 p.m., P-204
Recorder: Jeff Brown

1. Adoption of Agenda – Moved by Chris Von Roretz, Seconded by Alice Mcleod

2. Adoption of Minutes of the GA of April 20, 2015

Moved by Andre Leblanc, Seconded by Paul Jones

3. Announcements

- a. BBQ tomorrow, Keg of local microbrewery ale will be available.
- b. FNEEQ congress at end of month – Three delegates – openings available.

4. FondAction presentation

Maxime Bournival, Michele Auger – M. Bournival made a ~20-minute presentation on the FondAction (deductions, tax credits, etc.) and received a few questions. Mme. Auger will be at the BBQ tomorrow to provide more information to our members.

5. Collective Agreement Negotiations

5.1. Update

Roy Fu and Jean-Marc Beausoleil provided an update to the Assembly of the current state of the negotiations, with the position of the government.

Attack on Teachers' Autonomy

- College determines teachers' hours of availability
- College given a say in the selection of Departmental/Program coordinators (chairs)
- College has more say in FPDC funding allocation
- College has larger role in allocation of courses within department
- Reduce union's role in naming of teachers to college committees

Government Negotiation tactics: Non-committal

- Refusal to reveal and commit to own positions
- Lack of apparent mandate to negotiate
- Refusal to engage with concrete figures (e.g. revisions of Pension rules)

Larger political context

- Massive Austerity cuts to Education and other sectors moving forward
- White paper coming on education reform in summer from new Minister
- Government bullying tactics (CSDM)
- Violent repression of Anti-Austerity protesters
- Law 78

An explanation of the timeline possible was made. Mediation of 60 days, 20 days to write the report = 80 days to a legal strike position.

- May 2015
 - Unions obtain mandates for strike planning
- June 2015
 - Negotiators request mediation to set legal strike process in motion
 - Union Federations (FNEEQ-Regroupement CEGEP) develop strike plan
- Mid-August 2015
 - Union Federation (Regroupement) makes determination on whether to ask unions to hold strike vote
- September 2015
 - Public unions will be in legal strike position
 - Individual unions hold votes for strike mandate.

5.2. Motion from Common Front: vote

In view of the various legislative constraints that govern the legal exercise of the right to strike;

In view of the strategic framework into which we have put the present round of bargaining;

Be it resolved:

- *That the general assembly mandate the Union to work at planning for a general strike, as a Common Front, to take place in the fall 2015;*
- *That a general meeting be called as quickly as possible when the summer vacation period is over, in order to acquire a strike mandate in light of the progress of our negotiations.*

Debate on the motion:

Do we need to go through the same process if we want to do a work to rule?

Motion to amend; Moved by Ed Holland, Seconded by Violaine Ares.

In view of the various legislative constraints that govern the legal exercise of the right to strike;

In view of the strategic framework into which we have put the present round of bargaining;

Be it resolved:

- *That the general assembly mandate the JACFA Executive to work at planning for a general strike, as a Common Front, to take place in the fall 2015;*
- *That a general assembly be called as quickly as possible when the summer vacation period is over, in order to acquire a strike mandate if the progress of our negotiation warrants it.*

Kevin Davis, Chris van Roertz – call the question (amendment)

28 for, 21 against – amendment **CARRIED**

COMMENT -

RESPONSE – Any kind of a work to rule, disruption, etc. would be required to be submitted to the General Assembly, to legitimize the position of the Union if we take those actions.

QUESTION – Prepare arguments to show what the Government is demanding are not justifiable, but also to show that our position is viable and financially possible.

COMMENT – We need to give a clear message that we are serious when we are negotiation with the Government. They feel they need our support to back the positions of our negotiators. The wish list proposed has been put forward by the Federation des cégeps, our DG and AD. We need to put the question to them – why do you want us to be cut our working conditions?

COMMENT – while we are discussing this the decrees are being prepared to impose a contract. Citing the Saskatchewan decision from the Supreme Court. We are going to have to make some hard decisions in the fall, and decide if we are ready to sacrifice pay to get what we need.

Marge de manoeuvre – educational reform comparable to health care reform – why are you doing this? Coming down from the government, not the local level.

Call the question – Moved by Frank Lovasco, Seconded by Violaine Ares **CARRIED**
Motion Carries

5.3. Motion to support 6 professors

Moved by Catherine-Anne Greffard, Seconded by Stephen Bryce

Attendu le contexte des compressions à répétition dans les collèges (149 millions sur 4 ans) accentué par les mesures d'austérité du gouvernement Couillard;

Attendu les positions de lutte à l'austérité des deux fédérations d'enseignant-e-s de cégeps FNEEQ-CSN et FEC;

Attendu la dénonciation des compressions de la part des directions du réseau collégial (résolutions de nombreux conseils d'administration de collèges);

Attendu le récent jugement de la Cour suprême qui reconnaît que le droit de grève est un droit constitutionnel (Saskatchewan Federation of Labour c. Saskatchewan, 2015 CSC 4);

Attendu la légitimité d'une grève sociale pour contester les mesures d'austérité du gouvernement Couillard, notamment celle du 1er mai dernier de la part de nombreux syndicats et groupes communautaires;

Attendu le très fort mouvement de grève social chez les professeur-e-s de cégep en vue du 1er mai dernier (30 syndicats ont adopté démocratiquement un mandat de grève social d'une journée);

Attendu qu'il est faux de prétendre que cette journée de grève sociale portait un préjudice grave aux étudiant-e-s des collèges concernés (possibilité de reprendre cette journée, protocoles de reprise déjà entérinés dans de nombreux cégeps concernés);

Attendu que la suspension de six professeur-e-s du Collège de Rosemont porte un préjudice grave à leurs élèves, privés de leur enseignant-e à moins de trois semaines de la fin de session;

Attendu le caractère aléatoire de la procédure de sanction (six enseignant-e-s ciblé-e-s);

Que le Syndicat des enseignants et enseignantes du collège John Abbott dénonce la suspension de six enseignant-e-s du Collège de Rosemont et qu'il exige la réintégration immédiate de ces enseignant-e-s sans aucune sanction.

A question was raised about the language in which the motion was presented. In fact, there is no legal restriction on presenting motions in French.

Frank Lo Vasco called the question; Ed Holland seconded.

Carried. Three opposed. Three abstentions.

MOTION to limit interventions per speaker to 2 minutes each from this point forward in the General Assembly.

Moved by Kevin Davis, Seconded by Frank Lovasco.

CARRIED

6. INCA agreement

6.1. Motion

VOTE

Be it resolved that JACFA approves the agreement in principle on the INCA surplus as presented.

I see that you specify \$1500 for individual requests; why is the amount for group funding not specified?

Be advised that this is not the same arrangement as SIPD whereby you submit receipts for equipment purchases, Internet fees, etc. and receive reimbursement.

Are these amounts correct (\$1500 per teacher) given that we have 425 FTEs.

Question about the amount: should the amount be reduced to something like \$1000 to ensure that all teachers will have access?

Marcia Kovitz called the question; Ed Holland seconded.

CARRIED

Vote. Carried. One opposed. No abstentions.

Motion from Stephen Bryce to go to election at 12 as scheduled and then continue with the outstanding items on the agenda while the votes are being counted. Seconded by Mark Beers.

CARRIED

7. Biology Motion Move to 7 – Rona Strasser, Ethan Mombourquette.

CARRIED

Motion to rescind the local agreement on Continuing Education hiring committees, and to create a new local agreement with a different membership for the Continuing Education hiring committees.

Moved by Chris Von Roretz. Seconded by Wendy Hadd.

- Whereas our local entente related to the Hiring Committee for Continuing Education (signed December 2013) describes the hiring committee composition as the following members:

- 1 Director of Continuing Education or delegate;
- 1 Program Dean or delegate;
- 1 Representative of Human Resources;
- 1 Teacher from day division;
- 1 Teacher from continuing education;

while the selection committee for the day division is composed of the following members:

- 1 Program Dean or delegate;
- 1 Representative of Human Resources;
- 3 professors chosen by the professors of the department;

- Whereas clause 5-4.17 of the collective agreement states that *“A position cannot be refused a non-tenured professor in the subject in question if he/she has at least three (3) year’s seniority on the last day of the contract year preceding the year of the position to be filled [and] if his/her application was not analyzed by the selection committee.”* This clause is currently interpreted by the FNEEQ to mean that any Continuing Education professor with three years seniority cannot be refused a position within the Day Division.
- Whereas the composition of the hiring committee for Continuing Education at John Abbott College is not equivalent to the composition of the hiring committee for the Day Division.
- Whereas the composition of the hiring committee for Continuing Education results in the inability for a department to exert control or sovereignty over the attribution of positive hiring recommendations for Continuing Education faculty. Based on the aforementioned interpretation of clause 5-4.17, Continuing Education teachers hired without the full support of a Day Division department can nevertheless become full members of a department.

Be it resolved that JACFA rescind the 2013 agreement and create a new local entente in which disciplines that offer courses in both the Day Division and Continuing Education have the same hiring committee composition in both divisions, namely: 3 members of the department, 1 representative from human resources and one program dean or delegate.

Stephen Bryce moved that the motion be amended such that we do not ask the Executive to rescind the current local agreement, but instead be given a mandate to negotiate a better agreement. The rationale is that our current local agreement is superior to what the Collective

Agreement permits us; therefore if we rescind it, we'll revert back to something worse.
Seconded by Alex Panassenko.

Be it resolved that JACFA **mandate the Executive to negotiate** a new local entente in which disciplines that offer courses in both the Day Division and Continuing Education have the same hiring committee composition in both divisions, namely: 3 members of the department, 1 representative from human resources and one program dean or delegate.

ELECTION – Suspension of the GA for the elections: *(see final page for results)*

Moved by Stephen Bryce, Seconded by Violaine Ares

Amendment vote: **CARRIED**

Alex Panassenko moves to amend the composition of the committee to 3 teachers chosen by the department, and 2 reps from the administration. Seconded by Stephen Bryce.

Be it resolved that JACFA mandate the Executive to negotiate a new local entente in which disciplines that offer courses in both the Day Division and Continuing Education have the same hiring committee composition in both divisions, namely: **3 teachers chosen by the department, and 2 representatives from the administration.**

The Chair sees this as a friendly amendment, and requests the original mover accept as such.

ACCEPTED

Main motion:

Call the Question: Moved by Sharon Rozen-Aspler, Seconded by Sean Hughes

CARRIED

COMMENT – Dawson has a similar policy

ANSWER – Administration is open to this type of discussion, as one other department already does this.

QUESTION – Where do we find the local agreements? Can we find them on the website?

8. Financial Motions

8.1. Golf Tournament

vote

Be it resolved that JAFCA donate \$150.00 towards the 2015 Annual JAC Golf Tournament.

Moved by Frank Lovasco, Seconded by Stephen Bryce

Discussion

Call the question: Moved by Caroline Viger, Seconded by Suzanne Black

CARRIED

8.2. Theatre Department – Edinburgh

vote

Be it resolved that JAFCA donate \$500.00 towards the Theatre Students participating in the Edinburgh Fringe Festival.

Moved by Ed Holland, Seconded by Ed Hudson

CARRIED

8.3. Bursaries

vote

Whereas the amount of JACFA scholarships and bursaries has not changed since the 1980s.

Be it resolved that JACFA double the value of its bursaries and scholarships from \$500 to \$1000 starting in the 2015-2016 financial year.

Moved by Stephen Bryce, Seconded by Alex Panassenko

CARRIED

Move to adjourn – Ed Holland

Meeting adjourned 12:45

Adopted at the General Assembly of September 29, 2015

Election of members to various committees of JACFA:

Scrutineers: Bruce Tracy, John Serratti

Sustainability

Ed Hudson
Abe Sosnowicz
Alexa Leblanc

Financial Review

Alex Panassenko
Violaine Ares
Christine Jacobs

Executive Election:

Jean-Marc Beausoleil
Mark McGuire
Jeffery Brown
Richard Masters
Tanya Rowell-Katzemba
Sharon Rozen-Aspler

Academic Council

Violaine Ares
Doug Brown
Jeffery Brown
Stephen Bryce
Michael Casey
Sharon Rozen-Aspler
Abe Sosnowicz
James Vanstone
Kevin Davis
Deborah Lunny
Ed Holland

Permanent Council substitutes

(in order)
Rhoda Sollazzo
Wendy Hadd
Suzanne Black
Bruce Tracy

Destroy ballots: Moved by Bruce Tracy, Seconded by Chris Von Roretz