

JACFA General Assembly Minutes  
December 13, 2006 at 10:00 a.m. — Penfield 204  
John Abbott College

Election at 10:00 a.m.

Faculty Representative on Board of Governors

David Bourgeois from the English department was elected as the faculty representative on the Board of Governors

01. Adoption of the Agenda

Moved by Stephen Bryce to change the order of the agenda, moving the Financial Statement before the Financial Motions;  
Seconded by Jessica Burpee;  
Adopted unanimously.

02. Adoption of the Minutes

Moved by Alain André;  
Seconded by Stephen Bryce;  
Adopted with 2 abstentions.

03. Announcements

*Jim Leeke:* Thanked Ed Holland for having served faithfully for a number of years on the Board of Governors.

*Clea Notar:* Thanked everyone for making the change to a more ecologically friendly environment. Cutlery and plates are still needed.

1. Tribute to RON HALLIS

*Clea Notar:* Gave a warm tribute to Ron Hallis and presented images of him. He died of an untimely death last week.

2. Financial Statement 2005-2006

VOTE

***Motion: Be it resolved that the 2005-2006 JACFA Financial Statement be adopted as presented. — Executive Motion.***

*Stephen Bryce:* Stephen presented an overhead of the Financial Statement.

Much of the finances have been affected by the strike pay – therefore our finances were down as seen on the Financial Statement. The Social expenses were down considerably mostly because we did not have our annual Christmas Lunch because of the strike. The problem is on the revenue side and what goes out to FNEEQ and CSN. Two years ago, the CSN stopped giving special arrangements to Cegep unions, meaning that we receive about \$10,000 less per year. We are

looking at our expenditures at the moment. We will soon have to make decisions on how we will be spending our money. Areas where we can compress are fairly limited – donations, social events, office expenditures, etc., or raise our union dues. We have one of the lowest rates of union dues, as we do not have to pay for our release time for the JACFA Executive.

*Larry Weller:* as a member of the Financial Review Committee, duly looked at what Stephen produced and testified to its authenticity and honesty.

*Michel Milot:* as part of FNEEQ and CSN, our union dues are 1.5%. Of that, 0.72 + 0.06% goes to the CSN and 0.5% of the salary mass to FNEEQ.

*Mark McGuire:* Do we pay 1.5% based on our salary?

*Stephen Bryce:* Yes

The motion passed unanimously.

- |    |                             |      |
|----|-----------------------------|------|
| 3. | Financial Motion            | VOTE |
| a) | Insurance - up to \$1000.00 |      |

***Be it resolved that the JACFA Executive be mandated to reimburse teachers who submitted to JACFA lab test claims refused by La Capitale between August 16 and October 5, 2006. — Executive Motion.***

*Stephen Bryce:* As you have seen in a recent memo, we had a misunderstanding with FNEEQ on what lab tests meant – with Industrial Alliance, lab tests included MRIs and mammograms. But with our new insurance plan, MRIs and mammograms are not included in lab tests as they are available in the public system. Therefore, FNEEQ does not believe that La Capitale should pay for tests done through the private system.

We started receiving reports from teachers who had tests done and their claims were refused (MRIs, mammograms). Since we changed insurance companies, some made claims believing that they were going to be reimbursed, so the point of this motion is to cover the people that had lab tests during this transition period.

*Pierre Vaillancourt:*

Why was there a misunderstanding?

*Stephen Bryce:* What was considered a lab test with Industrial Alliance was not with FNEEQ, so we believed that the same lab tests were covered with our new insurance.

*Paul Jones:* I just want to point out that you can still have an MRI or a mammogram now and that these tests are available in the public system – if you want to go through the fast route, then you go through the private system. FNEEQ supports the public system and not the private system.

*Daniel Gosselin:* All of these claims were made for private lab testing?

*Stephen Bryce:* Yes, they thought that their claims would be reimbursed.

*Mark McGuire:* How much would it cost JACFA to pay for this?

*Stephen Bryce:* 1000\$ approximately.

*Jim Katz:* How many claims?

*Stephen Bryce:* 4 or 5.

*The motion passed with 2 abstentions and 3 opposed.*

b) CSN Christmas Basket Campaign - \$300.00

***Be it resolved that JACFA donate \$300.00 to the CSN Christmas Basket Campaign.***

— *Executive Motion.*

*Stephen Bryce:* This is a tradition where all unions in the CSN participate to help employees of unions currently on strike.

*Will Richardson:* As we are running an annual \$10,000 deficit, I will vote against both of these motions because I do not think that JACFA can afford this.

*Ed Holland:* It would be ill advised to abandon our generosity – we are running a deficit but we also have pockets. Let's hike up our union dues.

*Maureen Maccuish:*

We spend \$5,000 on the Christmas party, so if we cut back, it should be there.

*Larry Weller:* If we knew another way of individually doing this it would be better - and individually we would receive tax receipts also.

*Pierre Vaillancourt:*

I will abstain from voting on both motions. There are very good reasons for voting yes or no, but we are solicited a lot, especially at Christmas – and each cause is absolutely great. At some point we need to stop - we cannot provide everybody with everything.

*Paul Jones:* I will vote in favor as unions need some mechanism to raise funds for charity – and fight the corporate notion of only using the union for negotiating our salaries. I am counting on the union to come back to us and find other ways of realigning our finances.

*Jim Katz:* I will vote in favor for this time, but in the future I would like to look at some organized individual collecting and the issuing of tax receipts.

The motion passed with 3 abstentions and 3 opposed.

c) JAC Christmas Fund - \$3000.00

***Be it resolved that JACFA donate \$3000.00 to the JAC Christmas Fund.***

— *Moved by Jim Vanstone and seconded by Grell Grant.*

*Jim Vanstone* had been serving on this committee for many years and says that they are very careful with how the money is used and asked for the support of this fund.

*Jessica Burpee:* are we allowed changing the amount as it is a third of our deficit?

*Faye Trecartin:* no, we cannot without prior notice.

*Christine Jacobs:*

It is a very small amount of money and it is students that we deal with every day and it really helps them out – we all have jobs and we have regular incomes – and we do not need to have such lavish events and I would feel badly if we did not contribute to the Christmas fund. It is a way for the Union to solidify its relationship with the people that we are here to serve.

*Mark McGuire:* I am going to vote in favor of this and we need to be generous. I do not know how I would feel if I went to this fancy lunch today knowing that we had taken out our contributions to the Christmas fund. Why don't we give JACFA half of the cost of our lunch today?

*Larry Weller:* I think that this is a great idea. If we could collect for next year and ask for personal donations, I am sure that people will volunteer and we can do some excellent fundraising.

*Daniel Gosselin* called the question.

Moved by Ed Holland; seconded by Daniel Gosselin.

The motion passed with 4 abstentions and 2 opposed.

#### 4. Evaluation of Teaching

#### REPORT

*Jim Leeke:* The Board of Governors has adopted the policy on the Evaluation of Teaching. The policy calls for a standardized student questionnaire. The first meeting of the Quality of Education Committee took place in November. The members of the committee are Cathy Sidorenko, Tom McKendy, Diane McGee, Faye Trecartin, Clea Notar and Jim Leeke. We plan extensive testing and consultation and we will be asking you to test it for us in order to have a working questionnaire ready for the fall semester. For new teachers, the first two semesters are strictly formative followed by a summative evaluation. For other faculty, the evaluation will take place every 5 years and will be purely formative.

Our intention is to try to help new teachers – before new teachers have their job priority removed. The College has to go through a process to verify the teaching of new faculty, but we want to ensure that the policy is fair for everyone.

*Jessica Burpee:* If someone is part-time for the 5 years and it takes them 5 years to build the 1.5 years experience – what happens?

*Jim Leeke:* the threshold is 1.5 years.

*Roxanne Millette:*

For new teachers, the first semester is formative between a colleague in the department and the teacher. Is the next semester also purely formative?

*Jim Leeke:* Yes.

*Mary Hiles:* The technologies will have the same questionnaire?

*Jim Leeke:* It will be a generic questionnaire – and there is a challenge there, of course. We must make sure that it works for all departments

*Mary Hiles:* As we team teach, it will make it very challenging.

*Mark McGuire:*

Will drafts of possible questionnaires be available to us?

*Jim Leeke:* Absolutely.

*Jessica Burpee:* Will it provide protection from students who are upset about failing the course?

*Jim Leeke:* If you have a small amount of people that do not give you a good evaluation it should not affect the overall results.

*David Bourgeois:*

I taught at Dawson for a few terms and was evaluated by the students every term and twice by the College. The terrible students really actually stand out – it shows in the results so I would not worry too much about that.

*Paul Jones:* My experience is that you will receive very rich information. I understand the trade off is necessary and new teachers here can bank on this – throughout the years we have had very few teachers who have failed on the issue of competence.

*John Serrati:* How will they be distributed and collected? To what extent will the teacher be able to view these comments?

*Jim Leeke:* Except for the first semester, the College will be obligated to take care of this – the teacher will be able to see the comments – there are guidelines in evaluation.

## 5. JACFA Survey Results

## REPORT

*Stephen Bryce:* The complete results are available on the JACFA website.

*Jim Katz:* Clearly the results are telling you that you should be going towards electronic files.

*Paul Jones:* I think that our union does a relatively good job of circulating information and think that we should move electronically, but also keep some printed stuff.

*Stephen Bryce:* There were a lot of questions and interest in the JACFA News. Rebuilding the strike fund was not a great priority amongst teachers; however, it is clear that in the next round of negotiations in 2010, we will have less resources. We also asked about union dues in the survey and most respondents claimed the current percentage is “about right.”

### [Survey Results](#) [Qualitative responses](#)

*Faye Trecartin:*

Is there a motion to adjourn the meeting?

Moved by Alain André, seconded by Ed Palumbo.

The majority voted for ending the meeting at 11.50.

/jh / “Dec13\_06\_GA\_minutes” / December 13, 2006 at 11:50