

**JACFA General Assembly
Minutes of the Meeting of
Wednesday, October 7, 2009
5:30 pm in Penfield 204**

The meeting was called to order at 6:00 p.m.

01. Adoption of Agenda

Alain André moved to adopt the agenda. *Claude Benoît* seconded. Agenda adopted unanimously.

02. Adoption of Minutes

The minutes from the meeting of May 13, 2009 were distributed. *Jim Vanstone* moved to adopt them and *Claude Benoît* seconded. Agenda adopted unanimously.

03. Announcements

Daniel Gosselin announced an upcoming colloquium in Quebec City on sustainability, and a Common Front rally at Université de Montréal on October 29. He also announced that we would be presenting our sectoral demands to the administration on October 29.

1. Financial Statement 2008-2009

Vote

Motion: Be it resolved that the [2008-2009 JACFA Financial Statement](#) be adopted as presented. - Executive Motion

Alex Panassenko, our union treasurer, presented this year's financial statement and asked us to compare the two years recorded on the JACFA Financial Statement. This year we have more teachers at the college and as a result the increased dues have increased receipts. However, the amount of dues owed to CSN and FNEEQ increased because they are calculated as a percentage of membership. Alex commented that it was overall a good year with roughly \$ 30,000 added to our equity (strike fund). Compared to last year, there was an increase in equity of about \$ 9,000 due to the increased revenues and also to increased investment in t-bills.

David Desjardins: I am on the JACFA Financial Review Committee and agree that everything looks good. Note that the JACFA scholarships are better or equal to what the school gives.

David Hill: What are the criteria for the scholarships?

Daniel Gosselin: Student need and academic performance.

Steve Luxton: How many applicants are there per semester?

Daniel Gosselin: There are usually between 40 and 50 but they have increased this year to 148.

David Desjardins: That is because there is now more awareness that they exist.

MOTION PASSED unanimously.

2. H1N1 Pandemic

Report

Ute Beffert, who serves on the college's Health and Safety committee, gave us a report on the school's preparedness for the pandemic. She directed members' attention to the information available to faculty on the JAC website. Ute said that we are currently at the peak of the first wave, but there will also be a second wave. 35% of the population are predicted to become sick. Ute stressed the importance of good hygiene in preventing the spread of the infection. Compared to other colleges, JAC is, in fact, preparing well. However, the college has not clarified what its policy is on teachers taking sick days as a preventative measure. The college has requested that

any teacher with flu-like symptoms stay home from work for 7 days even if asymptomatic. Jim Leeke is currently seeking clarification from the college on this matter.

Marcia Kovitz : The position of the college regarding computer keyboards in labs is that the teachers have to clean them, which is not pro-active enough.

Ute Beffert: The college doesn't want us to buy cleaning fluids, but departments should purchase cleaners instead. In a pandemic situation we are called on to work together and we can get the students to help us.

Marcia Kovitz: But we are getting contradictory information like not to use wipes but we are then held responsible.

Paul Jones: The second wave has already hit the southern hemisphere and it is not that virulent as they thought it might be. Second question: How are we as teachers to respond to students who want an excuse for late work? Academic Council says to leave it up to the departments. This is not good enough. The union should raise this question.

Ute Beffert: There is still no clear response from the administration.

David Desjardins: I agree with Paul. Are we to accept a student's excuse who has taken 8 to 10 days without any kind of doctors' note? What if a teacher has to take a long time off from work?

Jim Leeke: The college can't demand medical proof, just like the students; at least that is our recommendation. Take the preventative days off, but if you are well enough before the 8 days, call the college. If they say they want you to stay longer then, they are effectively quarantining you – the college should not take these days out of sick days.

David Desjardins: I am not concerned with the sick days but, instead, the regular days if you use the sick days up.

Susan Young: There is a grey area here especially having to do with caregivers. In Nursing we have lots of single moms. They have to be home with a sick kid. Flexibility is important.

3. Sectoral Negotiations Demands

Vote

Motion: Be it resolved that JACFA endorse the proposed sectoral negotiation Demands as proposed, and mandate its representatives to do so at the Regroupement Cegep meeting. – FNEEQ motion.

Stephen Bryce did a PowerPoint presentation on the sectoral demands:

On March 31, 2010 our forced collective contract signed in 2005 will expire. The public sector unions (CSN, FTQ, SISP) have formed a common front with a common set of central table demands. The goal is that when the contract expires we want to have a new contract in place. We need to deposit our demands by the end of October to be in a position to do so under the provincial law governing public sector contract negotiations. Instead of a whole "Christmas wish-list", this time we have six targeted areas for the sectoral demands (Refer to the FNEEQ-CSN booklet "[Proposed Sectoral Demands](#)" for details):

1. **Workload:** FNEEQ believes that the main need is for an increase in teaching resources to reduce workloads. There has been no increase in resources since the 1980s. A new formula is needed that links individual workloads and financing in a more logical manner. It proposes to increase the preparation factor in the CI for those with more than two preps, and to increase the PES factor (for marking and student support) for those with large student numbers. These demands would require about a 10% increase in teaching resources. 10% of CIs are now over 88 across the system.

David Desjardins: The administration can hold nonpermanent teachers hostage to CI; if your numbers fall, you lose money. Permanent teachers can have extra sections added. We have an incentive to keep bodies in seats.

Stephen Bryce: This is why we want to change the formula. They do this because it is cheaper to load CIs than hiring new teachers.

2. **Remuneration:** There are problems in our salary scale that need to be fixed, especially at the bottom and top of the scales. The bottom salaries are too low, therefore we are proposing to eliminate the two lowest levels. The salary levels for those with MA and PhD degrees (levels 18-20) should have a progression of 4.29%, just like the levels below them. These are not considered “salary increases” (central table issues), but a solution to fixing past problems in the salary scale.
3. **Continuing Education:** We have always asked them to be integrated into the day division, but this demand has always been rejected. This time, a more incremental approach is being taken. Teachers in ContEd should be paid to go to department meetings, have sick days, be treated like day division teachers if they are full-time, and have the same hiring committees.

David Hill: What about hiring priority for ContEd teachers in Phys Ed?

Stephen Bryce: ContEd teachers have the right to be considered in the day division, but they don't have a hiring priority.

4. **Job Security:** We have the unacceptable situation of people working for up to 20 years with full-time workloads but never getting tenure. We also are demanding improved recourse to appeal the removal of a hiring priority. There is also the problem of teachers who are on medical leave having their hiring priority removed.

David Desjardins: Don't we have many cases where we manoeuvre around teachers who won't be teaching for medical reasons?

Jim Leeke: The collective agreement doesn't give people recourse if they are sick and the college removes their hiring priority.

(Stephen Bryce continued talking about job security): The collective agreement needs to be clarified. People should not feel that they have to take little scraps of work so that they don't lose their seniority. There is a big problem with people jumping the seniority list.

5. **Work Organization:** Some teachers have to pay substantial dues to professional organizations which are conditions of their employment, for example, nurses. The college should pay for these.

Susan Young: Nurses professional dues are about \$300 per year.

6. **Work and family balance:** Right now we have 6 paid days for family care, but we want it expanded to 10 days. There is also unpaid compassionate leave.

Paul Jones: What is federal compassionate leave?

Faye Trecartin: It is for caring for a really sick person. You can take six weeks at 50% salary.

Stephen Bryce concluded that the demands will go to the FNEEQ regroupement meeting next week where amendments from local unions will be considered and then the demands will be deposited with the government on October 30.

David Hill: In Phys. Ed. there are courses which are considered equal in their workloads but, in reality, they require different amounts of time and effort.

Stephen Bryce: In general, the number of students in each class needs to be brought down to a more reasonable level in our CI calculations.

Peter Solonysznyj: I would like to add a demand (to no. 2). If a recognized college has granted your PhD, you should automatically get access to salary scale level 19. Currently the college makes you document your course credits from graduate school; in some cases they don't recognize foreign degrees that go by seminars rather than courses (e.g. U.K. universities).

Daniel Gosselin: I second Peter's motion to amend.

Motion: Be it resolved that the demands be amended by the addition of a demand in section 2 to remove the reference to 19 years scholarship when referring to the recognition of doctoral degrees on the salary scale.

MOTION PASSED with one abstention.

On the FNEEQ motion to approve the demands as a whole as amended, the motion **PASSED UNANIMOUSLY**.

4. Faculty Question Period – Special invitation to New Faculty

David Hill: In the two-year financial statement there was no commitment to sustainability. Will there be any money put into such a project?

Faye Trecartin: We are taking sustainability initiatives inside JACFA, such as using more electronic communications and eliminating the paper version of the *JACFA News*. We are always ready to hear more suggestions from our members.

Paul Jones: Has there been a total amount for just how much our demands would cost?

Stephen Bryce: No, only for the workload demands and changes to the salary scales.

Alain André moved to adjourn the meeting.

Mike Turner seconded.

Meeting adjourned at 7:45 p.m.