

JACFA GENERAL ASSEMBLY MINUTES

May 16, 2012

9:30 a.m.

01. Adoption of Agenda

Motion to adopt the agenda by Frank Lo Vasco, Mathematics

Seconded by Peter Solonysznyj, H.E.P.S

Passed unanimously

02. Adoption of Minutes

Motion to adopt the minutes of March 14, 2012 by Alex Panassenko, Mathematics

Seconded by Ute Beffert, Nursing

Passed with 4 abstentions

03. Announcements

Faye Trecartin, JACFA President, invited everyone to the staff lounge this afternoon for Jim Leeke's retirement party. She announced that the BBQ was cancelled because of two other college events which conflicted with it.

Paul Jones, HPR, announced that there is a CSN summer camp for kids with leukemia which is financed by charity donations. Paul is selling tickets, \$5 per ticket, to raise money and there are prizes.

Roy Fu, HPR, announced a pedagogical day, which he organized, on May 20, at 9:30, about the issue of emotions in the classroom.

Sergio Fratarcangeli, Mathematics, gave a brief report as a faculty representative on the Board of Governors. The Director General has expressed a greater interest in making the JAC foundation grow more by seeking alumni donations, but the problem is that it will initially cost money and the Board has not demonstrated it has a plan.

1. Financial Motion - JAC Golf Tournament - \$150.

VOTE

Motion: Be it resolved that JAFCA donate \$150.00 towards the 2012 Annual JAC Golf Tournament

- Moved by Frank Lo Vasco, seconded by Neil Duffy

Frank Lo Vasco invited us to the Golf Tournament, which will take place on June 14 at the Falcon Golf Club, in Hudson, which is a change of venue from previous years. If you don't like to golf you can just join them for supper at 18:30.

Ed Holland, Anthropology spoke against the motion on the grounds that golf courses are ecologically destructive. This even goes against the sustainability movement on campus.

Motion carried with 4 opposed and 15 abstentions.

2. Local Agreements on Program Committee and Academic Council

VOTE

Motions:

a) Be it resolved that the General Assembly mandates the JACFA Executive to negotiate and sign a local agreement establishing the composition and mandate of program committees and the General Education Committee based on the draft text that was circulated for consultation by email to JACFA members on February 13, 2012.

b) Be it resolved that the JACFA General Assembly mandates the JACFA Executive to modify the local arrangement with the College on the Academic Council by adding one academic administrator to the membership of the Academic Council and by adding a structure for Council committees.

- Executive Motions

Jim Leeke, JACFA Executive, explained the two local agreements that had to be updated to conform to the new collective agreement. [Refer to Local Agreement circulated by the JACFA Executive distributed at this meeting and via John Abbot College e-mail.] The previous agreements have expired. These modifications were necessary because of the creation of two new programs, Arts and Sciences and the Double DEC. The JACFA Executive circulated the new agreements in advance of the last general assembly, but the discussion was tabled.

Roy Fu, HPR, asked what was meant by “expired.”

Jim Leeke said that all local agreements expire when there is a new collective agreement.

A discussion of motion a) ensued.

Roy asked if there was change for Liberal Arts and Jim replied no. Roy asked if item number 6 regarding the Mandate of Program Committees (1.03) was always there.

Jim Leeke said yes. The purpose of program committees is to make recommendations to the deans and they have little or no decision-making powers.

Kevin Davis, Mathematics, asked what the rationale was of having deans as chairs of program committees.

Jim Leeke said that the faculty had requested this. The faculty wanted the people who are administratively responsible to programs to be on the committees.

Suzanne Black, Chemistry, asked to make a correction on the draft of the local agreement: Science, in Arts and Sciences is plural, not singular.

Stephen Bryce, Geosciences, remembered that when the decision to make deans chair was made, the administration had just stopped boycotting the Academic Council committee meetings and so the faculty had compel them to be responsible and attend.

Paul Jones, HPR asked why membership is so open in the Liberal Arts Program.

Jim Leeke confirmed that it is wide open and that anyone who comes can vote. Liberal arts wanted a faculty-driven committee as it is more participatory.

Sharon Rozen-Aspler, Sociology registered her objection to the structure of the Arts and Sciences committee because participation is limited to people who teach in Arts and Sciences. She asked if faculty members who do not teach in Arts and Sciences faculty have a right to sit on it.

Jim Leeke said that they can attend, but they can't vote. This is the structure that the Arts and Sciences Committee told him they wanted. They wanted the same structure as Liberal Arts.

Sharon objected that there will be a lot of inconsistencies when the new people who join don't understand what has been going on in this program, which has major problems.

Jim replied that this was the structure Arts and Sciences told him they wanted at a well-attended meeting.

Sharon said that he was making this program-at-risk weaker with this structure. This is why she came to this meeting to object.

Jim said he could only follow what the committee has requested.

Ed Holland, Anthropology, noted that because of a fluke in scheduling one of the disciplines will not be represented – sociology – but decisions will be made that will affect them thereafter. There should a proviso that they will be allowed to attend for that year.

Motion a) was carried with 29 in favor, 5 opposed and 16 abstentions.

Discussion of local agreement motion b) regarding adding one more dean to Academic Council

Jim Leeke explained that there is a difference between a local agreement and local arrangement – a local arrangement is something that is referred to in the new collective agreement. Jim said that we favor this because the addition of a dean means more participation of the administration on Academic Council. It makes them more responsible. The number of members will increase from 19 to 20 people, but we will still have a faculty majority. This agreement also specifies in writing how the Council functions. These things have been practices, but were never formalized. We are gaining something. The administration has to change the local arrangement so that it conforms to College bylaws.

Stephen Bryce, Geosciences, agreed that it is always good to have an academic dean to put his or her feet to the fire if need be. Since the majority will be smaller, he recommended that the chair has a vote. This is already in Roberts rules. He also didn't think that deans should choose faculty representatives to fill vacancies.

Jim accepted Stephen's suggestion as a friendly amendment: “vacancies for faculty representatives are to be filled by academic council”

Caroline Viger, Physics, wanted clarification of what “adding a structure” meant.

Jim said that right now there are no clear written rules. There are just practices. This clarifies it. This is not an extra structure.

Motion b) passed unanimously with 5 abstentions

3. Work/Family Balance Recommendations

VOTE

Whereas many of our faculty members experience difficulty reconciling work/family/study balance issues,

Whereas clause 8-3.03 in our collective agreement states that, "When the available resources and the organization of teaching allow, the College shall foster schedules that facilitate work-family balance,"

Be it resolved that the JACFA Executive be given the mandate to work in conjunction with Human Resources and departmental schedulers to increase scheduling flexibility such as working from home for those experiencing work-family balance issues by:

- a. *Giving three-day teaching schedules for up to one year to faculty returning from maternity, paternity or parental leave;*
- b. *Giving three-day teaching schedules for up to one year for faculty caring for seriously ill family members.*

- Executive Motion

Faye Trecartin, JACFA President, said that the report, sent out electronically last week, originated in a survey the JACFA Executive conducted last Fall. What is really important to note is that what we are voting on today is above and beyond the collective agreement. A work/family balance initiative is needed at the College because many employees are part of the "sandwich generation" – squeezed between childcare and care of elderly family members – and only 27% of these people feel satisfied at work. Lack of work/family balance is the cause of many medical problems which causes rising health care costs to Canadians. We need full institutional support that is spread equitably throughout the college. Faye noted some of the highlights of the survey: the majority (60%) of respondents were women and 42% of respondents used their sick days for their kids. Some of the major problems of balance were people having no time for themselves and schedules that don't work with childcare duties. The survey showed popular support for the parental rights and leaves in the collective agreement but a substantial number of people were not aware of these benefits. There were some complaints about the administration unevenly applying people's benefits, and also that in some departments, there is more flexibility than in others about making schedules that help work/family balance. There was desire for a compressed work week and dissatisfaction with the Campus Daycare's very limited space. Finally, Faye noted that the three-day teaching scheduling flexibility item is not in the collective agreement.

Ed Holland, Anthropology, rejected that motion on the grounds that "this is clearly a motherhood issue" because of the gender imbalance shown by the survey. Is this saying that we do not have to come in when we are not teaching – aren't we supposed to be available at the college? This will amount to giving people five-day schedules to accommodate three-day schedules. Grandparents also have childcare duties. This creates a class of people with special privileges at the expense of others who would have to support them. He does not support special categories of workers.

Jim Leeke clarified that our Collective Agreement requires us to be on campus when our "work requires it" but you can be absent from the College, while remaining available, when working on things like preparing for classes or going to meetings.

Faye disagreed with Ed Holland that these schedules would not be detrimental to the other teachers.

Ed Holland said that it is not possible to give people three-day schedules without big scheduling problems.

Eric Laferrière, HPR, said that as a department scheduler he supported this and did not think it will cause difficulties. He asked how it will be documented that people have to take care of an aging parent.

Faye said she imagined people having to present documentation as they do when they go on a maternity leave or if they apply for compassionate benefits through Employment Insurance.

Kevin Davis, Mathematics, shared Ed Holland's concern that it might mean scheduling unfairness for people without these issues. He disagrees with Jim Leeke on his interpretation of availability – "when work requires it."

Roy Fu, HPR, spoke in favor of this motion and thought that a one-year limit might not be enough for someone with aging parents. He thought that three years would be better.

Peter Solonysznyj, HEPS, noted that this is just a mandate. If there is an agreement it will be taken back here for a vote. He thought that item a) time limit made sense but thought that item b) is problematic. If there is a question of several people asking, then it is not fair for the department scheduler to have to decide who would get a special schedule.

Faye said that she envisioned that HR would look at the documentation and they would make the decision.

Peter said he would vote for this motion but advised treading carefully because of the possibility of people working the system.

Stephen Bryce, Geosciences, said he would vote in favor of it. We will have to accommodate people in departments, but he thought it was reasonable.

William Russell, HEPS, asked if seniority would trump this policy. We don't want administration to control our schedules.

Faye replied that the motion says "work in conjunction with department schedulers and Human Resources." We have to work with the administration and departments.

Christine Jacobs, ILT, said that they already do this in her department. Sometimes it is for the common good for some people to occasionally take five-day schedules to help out someone for one year.

Robbyn Seller, Sociology, agreed with Christine Jacobs, but added that if you are at home with kids you are not available to the college. Faye clarified this is not an accommodation to be at home with kids, rather it is a chance to work from home and cut down on commute time. It is assumed that children are in daycare.

Paul Jones, HEPS, encouraged people to look at the big picture. He strongly supports it because women are second class citizens in this society – women have a double work day.

Tia Nymark, Nursing, applauded JACFA for this initiative and noted that to not fill out the survey is a kind of vote. This reflects the current direction of provincial policy that recently included parents. This allows us to solidify flexibility that some departments already have.

Ed Holland, Anthropology, said that he supported work/family balance and is familiar with the problem and the stress. He just didn't think that two classes of people was the right place to start.

Daniel Gosselin, JACFA Executive, said that when he started at JAC, people with the most seniority received three-day schedules but they changed this within the department when the four-day scheduling rule was introduced. Departments can vote for their own guidelines. This does not always work out if you are scheduler. There is always wheeling and dealing.

Motion carried with 1 against and 2 abstentions.

4. Group Insurance

REPORT

Ute Beffert, JACFA Executive reported that the JACFA Executive was caught by surprise. Only seven unions like us voted against the modular plan. It is going to pass. Not many modifications were passed, for instance the addition of glasses and naturopathy was not accepted, though maintaining the current life insurance was passed. On June 24, we will receive a pamphlet about the modular plan. Then participants will have to make the choice sometime in October. If you don't make a choice, you will be automatically registered for module B. The new plan starts in January.

5. Strike Fund: Union Dues Increase? (see article in [JACFA News](#))

DISCUSSION

Faye reported that the JACFA Executive is divided on this issue. We will move to a vote on this issue in the Fall.

Daniel Gosselin reported that the whole discussion of an increase was prompted by dissatisfaction with the new collective agreement. It was signed quickly in the summer -- almost behind our back. Many other unions in FNEEQ were upset with the small raises we received. One of the reasons it went wrong, as FNEEQ agreed, was that we had no real bargaining force. Next time around, some would like to go on strike for an extended period of time, so we need a strike fund. Our union dues are currently 1.6 % of our salaries and only a small amount goes to the strike fund. As it stands we would have enough money in our strike fund to cover six strike days in 2015. FNEEQ is aiming for ten days. Some on the JACFA Executive thought that we should raise our dues to 1.7%, which would give us eight days, and then return to 1.6 %. Daniel believes that we need strike action to push the government if we want raises and there is no other way as this is the only thing that seems to work with the government.

On the other hand, Jim Leeke pointed out that strikes have not worked in the past and another option is that we could reduce the amount of strike pay from \$100 to \$ 75 dollars a day.

William Russell, HEPS, believes that we need some good negotiation tactics but he wouldn't make the decision of going on strike to make money. He doesn't think we need strike fund to go on strike. If it is worthwhile, we will strike not because there is cash in the bank.

Daniel agrees but he also thought that some people would be deterred from going on strike.

Ed Holland, Anthropology, said he would be delighted with a raise in dues if it would work but the last strike was ineffective. The College can order us to do other duties.

Daniel said we are currently winning arbitrations on this issue.

Caroline Viger also said that she doesn't think an increase is necessary. She would rather put the money in the bank.

Peter Solonysznyj, HEPS, said that in this time and context he is definitely against this. We already have enough days. The last time we went on strike, the strike days were spread out. When FNEEQ comes to us with a strike they don't come for salary increases but for better working conditions. There are various ways to maximize the current strike fund – after three or four days of striking, we could start receiving strike pay. FNEEQ could look at reducing our dues or cutting their budget, take less from the local unions, so that we could increase our funds locally.

Ute Beffert clarified that FNEEQ did not ask the JACFA Executive to ask for a vote on a union due increase, but to consult to determine if an increase would encourage us to go on strike or not.

Roy Fu, HPR, said that this speaks to the issue of how we prepare for the next round of negotiations and how we can maximize our strike days. What would convince him is a concise strategic argument from FNEEQ.

Stephen Bryce, Geoscience, said that we voted a while back to increase our strike fund already -- 3 or 4 years ago. He said he is not in favour of an increase. We also get money from the CSN defense fund after the local strike fund runs out. So the question is if we are comfortable with the status quo for a short-term strike, he doesn't think that there is a collective will to go on strike in FNEEQ. Unless he sees a realistic prospect of going on strike, he would not vote for this.

Roxane Millette, Biology, spoke in favour of this because at a previous job, they had a truck load of money behind them to negotiate and it worked.

Daniel Gosselin said that this move came from people at FNEEQ who wanted salary raises but FNEEQ came back and said that the only way to increase salaries is to go on strike.

Paul Jones, HPR, said that what bothered us about the last negotiation was that we had little input in the negotiations – we learned in the media that we had a new contract. Is this the time within the context? Yes. We are in the same world as truck drivers – we have to go on strike if it shows the determination of the membership.

Violaine Arès, HPR, said she was unwilling to go on strike. We lose every single time. It does not pay. Last time we went on strike we first increased the dues.

Christine Jacobs, ILT, said that last time we were legislated back to work with enormous penalties. The chances of going on strike for a long time are small.

Daniel replied that it is obvious that we have to go on strike to get something decent. There will be a strike. From what he was hearing he concluded that we could change the way the current strike fund would be distributed and that we do not necessarily want to increase union dues.

David Desjardins, HEPS made a motion to adjourn;

Violaine Arès, HPR, seconded.

Passed unanimously.

ELECTIONS at 11:30 a.m.

Election Results

JACFA President

Faye Trecartin, English

JACFA Executive - 6 representatives

Stephen Bryce, Geosciences

Alexandre Panassenko, Mathematics

Ute Beffert, Nursing

Richard Masters, Mathematics

Daniel Gosselin, French

Julien Charest, HEPS

Academic Council - 11 representatives plus 4 permanent substitutes

Lawrence Szigeti, English
Violaine Arès, HPR
Abe Sosnowicz, English
Karl Raudsepp, Music
Ute Beffert, Nursing
Alex Panassenko, Mathematics
James Vanstone, HEPS
Roger Haughey, HPR
Dan Gosselin, French
William Russell, HEPS

Academic Council Permanent substitutes:

Robyn Seller, Sociology
Suzanne Black, Chemistry
Jessica Vandervort, HEPS
Foy Fu, HPR

Faculty Professional Development Committee - 5 representatives

John Serrati, HEPS
Pierre Dussol, Theatre
Alice Macleod, Mathematics
Richard Masters, Mathematics
Jim Vanstone, HEPS

JACFA Financial Review Committee - 3 representatives

Roy Fu, HPR
Christine Jacobs, ILT
Caroline Viger, Physics

College Sustainability Committee - 3 representatives

Ryan Young, Physical Education
Matt Hill, Business Administration
Paul di Stefano, HPR