

John Abbott College Faculty Association Newsletter



May 2022



Photo credit : Richard Leveille

September 2019 Climate March in Montreal

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Du bon bord

Du bord des
services sociaux



Négo 2023: Back into the Fray

Nick Tosaj, Vice-President, External, History

With the ink barely dry on the 2020-2023 collective agreement it seems almost unbelievable that another round of negotiations is once again upon us. Sluggish responses from the *Comité Patronal de Négociation des Collèges*, a pandemic, and a whirlwind of online/in-person teaching has left many of us dazed and tired, hardly chomping at the bit to dive into yet another cycle of consultation, negotiation and bargaining. However, if pandemic working conditions have taught us anything, it is that negotiations are crucially important in our present context. As we head into a world where inflation is soaring and the Canadian middle class seems to be eroding before our eyes, it is crucial for us to remain active participants in the negotiations process, to remain involved and to remain focused on our objec-

tives in order to guarantee our quality of life.

Planning for mobilization at the CSN and FNEEQ levels began before we even signed our current collective agreement. Attempts to hammer out common ground at both central and sectoral tables have, as ever, been top priorities as we close ranks against a government that obviously prioritizes some sectors over others and negotiates pell-mell in a manner that runs counter to traditional conventions. Our current government is anti-syndicalist, prone to using divide-and-conquer tactics, and all too happy to brandish the pandemic and austerity measures as a club with which to beat unionized public and para-public sectors down.

As of yet, it remains uncertain if this is the government that we will be ne-

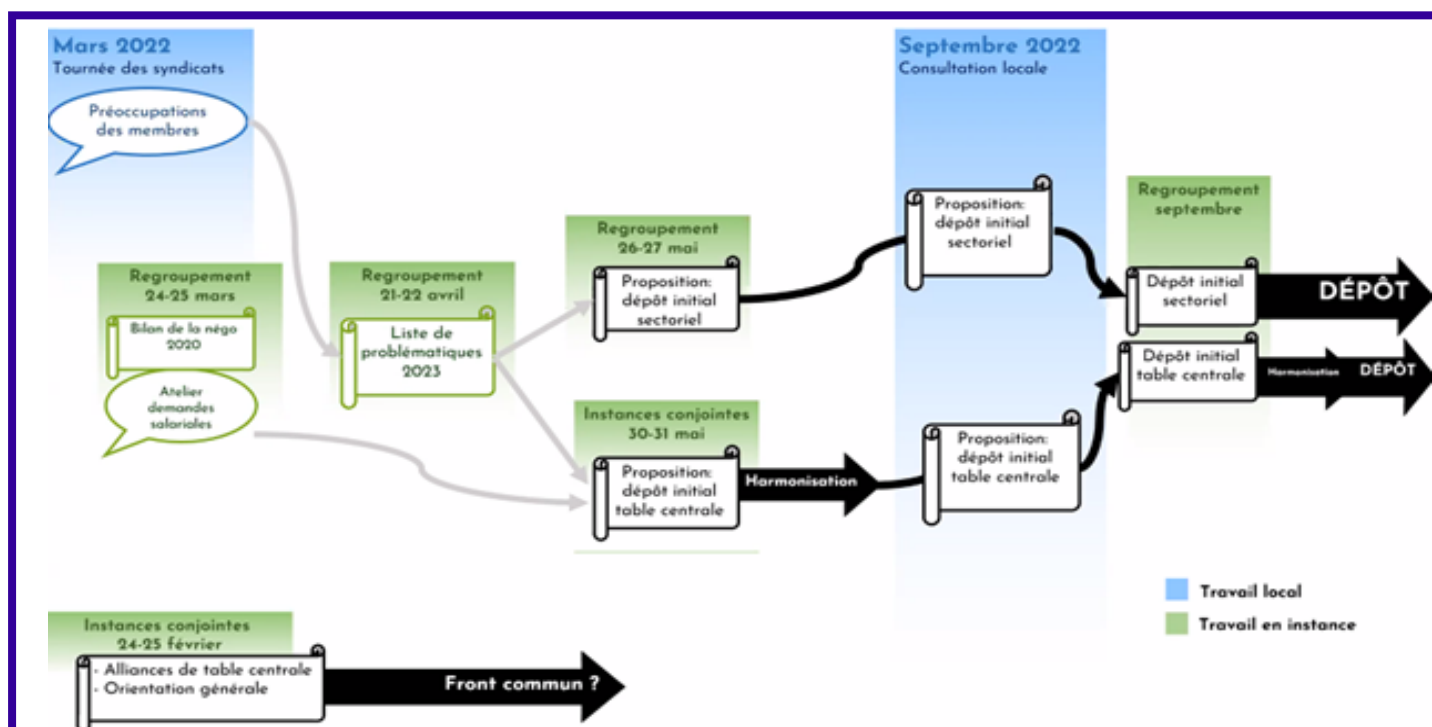
gotiating with during the entire process moving towards our new Collective Agreement as we will be submitting our syndical demands in the same month in which the provincial election will take place. This timing should be interesting when it comes to government promises on the labour front. No matter who sits across the table from us, the negotiations are bound to be fierce, shaped both by the election and the pandemic; be it concerns over inflation, Continuing Education, our pensions or our job security, it will be essential for us to be highly mobilized and ready to participate, despite the exhaustion that we are all experiencing.

Based on the results of the CSN survey circulated a few months ago, members of the FNEEQ have so far prioritized salaries, professional autonomy, employment precarity, and

retirement benefits as the top four issues that most concern them as we gear up for the newest round of negotiation. In the same survey, 6% of FNEEQ respondents claimed that their current salary was not sufficient to allow them to meet their basic needs. At JAC, many of our members continue to have precarious workloads and are concerned about their ability to pay the bills especially as prices for goods, food and shelter continue to skyrocket. Our recent workshops at March 10 General Assembly have helped us to outline our priorities as a union, including but not limited to; salary, working conditions (including online teaching), precarity, equity and climate action. Negotiations are moving forward quickly and our demands will need to be formalized by October when we submit our *Cahiers de demandes*. The consultation timeline is outlined below:

“No matter who sits across the table from us, the negotiations are bound to be fierce, shaped both by election and the pandemic and it will be essential for us to be highly mobilized and ready to participate in the process despite the exhaustion that we are all experiencing.

In closing, while everyone on the executive recognizes that these have been exceptionally difficult years, we would like to call on everyone to keep fighting so that we can make our voices heard. Despite the long slog, we must continue to work together and make sure not to lose the momentum that we saw in our last round of negotiations. We have already made important gains, increasing wages for our colleagues in Continuing Education, securing paid sick leave for them, and acquiring more funding for us to work to support our students with disabilities. But so much work remains to be done. Thank you as ever for your support and bon courage everyone■



Négo 2023 Timeline

OPINION:

Unions Across Quebec Are Mobilizing to Demand an Emergency Level Response to the Climate and Ecological Crisis-

A Call for JACFA to Join Forces with the Travailleuses et travailleurs pour la justice climatique (TJC)

Shannon Ikebe & Kelly McKinney in scientific consultation with Heather Short

“Work¹ as we know it will become irrelevant on a planet that cannot sustain human life– CO₂ emissions must radically decrease NOW ”

Recently in Canada we have witnessed frightening warming and droughts in the Prairies; devastating fires and flooding in BC; deadly heat waves in Montreal; and rapid permafrost and ice melts along with staggering declines in animal populations in Inuit and other Indigenous communities. This is just the beginning.

The climate and ecological crisis (CEC) is exactly that, a crisis, yet our federal and provincial governments have failed to take the bold and necessary steps that the biophysical limits of the planet dictate if we want to maintain organized human society in the coming decades. The current rate of change needed to meet the Paris Agreement’s 2050 carbon-neutrality target falls short of the drastic reductions needed immediately to meet that goal according to the IPCC– and all but guarantees the unleashing of unprecedented suffering, death and destruction far beyond the CEC–driven crisis already happening. Even the IPCC CO₂ emissions reduction targets are the *absolute bare minimum* of what humanity should aim for, because they:

- 1) Still only give us a 66% chance of staying at a ‘safe’ level of heating,



- 2) Do not take into account the onset of near-term positive feedbacks in the climate system that accelerate and exacerbate the heating caused by human activity (Lenton et al., 2019, Hansen et al., 2008),
- 3) Do not account for climate justice, and
- 4) Rely heavily on carbon-capture technologies that barely exist and are totally unproven.

Presently, carbon capture and storage (CCS) removes *40 million tonnes of CO₂ globally, annually* (IEA, 2021). By comparison, Canada’s annual emissions in 2019 were 730 million tonnes, and global emissions in 2018 reached **41.5 billion tonnes of CO₂** (Envir. Canada, 2021). BECCS (bio-energy CCS), what the IPCC recommends, is even less developed and has serious implications for biodiversity and ecosystem maintenance. If humanity is to really avoid catastrophe, we must give all of these uncertainties in CO₂ targets a very wide berth, which means dramatic reductions now.

As an affluent country, Canada has historically emitted vastly more CO₂ than the global average and contin-

ues to do so, while our mean national temperature has already increased by 1.7°C and in northern regions, by 2.3°C (Government of Canada, 2019). Globally we should not exceed a 1.5°C increase to avoid multiple systems collapse. We thus have both a moral and practical responsibility to reduce our emissions much faster than the rate at which we are pursuing the net-zero 2050 deadline.

Currently, the Climate Action Tracker rates Canada’s climate response as highly insufficient. If we teachers were grading Canada, Canada would get a D. To stay within our carbon budget, we should reduce our CO₂ emissions more than we did during the first part of pandemic, when our emissions dropped by 7-8% mostly due to decreases in transport and flying. Each year we delay, an increase in yearly reductions will be needed.

¹ This is a good paper exploring how work will change with climate breakdown: Burke, Hsiang, and Miguel, (2015) Global non-linear effect of temperature on economic production; Nature volume 527, pages 235-239

It CAN be done



Ugh. A François Legault COVID update.

For those who might say rapid, systemic transformation cannot be done, consider the following. First, if the government decides something is an emergency, as it did with the COVID pandemic, it can respond swiftly and dramatically, and came up with the necessary money. In fact, Canada spent close to **500 billion** dollars in responding to the pandemic. We also saw that when an emergency response is marked by incoherence, delay and political and economic interests rather than scientifically-driven policy measures, serious consequences on life and wellbeing will follow.

Secondly, As Seth Klein brilliantly shows us, the Canadian government was able to mobilize nearly the entire country during WWII. Entering into the war was not a popular idea with politicians or citizens alike and conscription was rejected as an option until 1944. Yet Canada managed to convince one million out of total population of 11 million Canadians to enlist, and in addition mobilized almost every aspect of Canadian society— from arts and culture to manufacturing— around the war effort. Imagine: fuel and other goods and services were rationed, automobile manufacturing was suspended, there were 28 rather than 2 crown corporations, corporations were taxed 100% if they exceeded certain profit thresholds and social programs proliferated to ensure social solidarity by reducing inequalities and guaranteeing income insecurity.

“ If the government decides something is an emergency, as it did with COVID pandemic, it can respond swiftly and dramatically



WWII poster and climate mobilization poster (Photo credit: Seth Klein)

WWII provides a historical case study of what Canada can do to respond to an emergency, if the government and society actually treat it as such. Many other really smart policy experts, economists, engineers, academics, and organizers besides Seth Klein have already worked out blueprints for a just climate and ecological transition (e.g., People's Green New Deal, décroissance, circular economics, etc.). Action plans exist and are ready to be launched— what is missing is the will of our leaders.

How can we push to get where we need to be? Labour!

So how we do get to where we need to be? Obviously, we need to push harder, much harder, from the bottom. Luckily, we can share some really exciting news: we already possess an extraordinary untapped resource to put the necessary pressure on the QC government to responsibly address the climate and eco



JAC Teachers on Strike— Fall 2015

logical emergency— 1.39 million unionized workers!

In order to achieve the fundamental social and economic transformation that rapid decarbonization requires, we need nothing less than an unprecedented scale of militant mobilization across the entire society. The ecological movement has for many years protested, marched, occupied buildings, bridges and power plants; this organizing has been indispensable in advancing our cause, without which the climate crisis would have been far more dire. But these mobilizations have not been sufficient to stop the crisis; it is becoming worse by the year. Now is the time for the entire working-class to step up and defend our collective future.

Strike

The best tool we have is a strike— a mass strike. Striking is effective for the simple reason that the ruling class needs our labour to keep functioning. A mass strike of workers demanding rapid decarbonization may be the tipping



A women's rights activist with a poster of the Women's Strike action protests in Warsaw, Poland, on Oct. 28, 2020 (Czarek Sokolowski/AP)

point toward climate justice and a true transition

Today, we are most familiar with striking as a means to advance our demands in the collective bargaining process, usually after a long period of negotiation. Indeed, the legal system seeks to constrain the use of a strike to these particular, limited circumstances. But the labor movement has long organized strikes for broader causes, for democracy, social justice and common good. In recent years, the social strike has seen a global resurgence; in particular, women workers have been fighting against attacks on reproductive rights and gendered violence through feminist social strikes in Poland, Spain, Argentina and other countries. Also, in Québec, on May Day 2015, 30 cégep faculty unions (JACFA participated in the mobilization events but did not go on strike)) went on strike against the massive austerity cuts to public services.

The Convergence of Struggles

Indeed, in Québec, we are familiar with the idea of the labour movement as a broad social movement, based on a critique of capitalism as a whole. During the time of Quiet Revolution, our very own CSN developed the concept of “Second Front”- that all issues that workers face in our lives in capitalist society are union issues, and we cannot limit ourselves to narrower struggles around bargaining. The climate crisis is a quintessential Second Front struggle; since there are no jobs on a dead planet, there will be no more First Front without the Second Front! As CSN members, we are following the best of our own traditions when we fight for climate justice as *workers and union members*.

In 1972, all three major Québec unions went on a General Strike. But since the 1980s, leaders of organized labour have unfortunately lost much of their more radical and social-justice driven

edge and internalized neoliberal norms, preferring collaboration with manage-



1972 General Strike, Québec

ment in exchange for concessions. Students have taken up the more effective *syndicalisme de combat*, striking regularly against tuition hikes and austerity, often with great success.

On the climate and ecological crisis too, students have led the way; millions of students across the world have taken part in the “Fridays for Future” global student strike over the past several years. Refusing “normal” activities in



Carré rouge—symbol of Printemps érable unlimited student strike (Canadian Encyclopedia)

Pour le future—Montréal’s Fridays for the Future Strike Movement (ENvironment JEU-nesse)

the face of impending calamity has captured our collective imagination.

As we celebrate the tenth anniversary of the spectacular “maple Spring” student strike of 2012, now is the time to take inspiration from students and rise up with imagination and courage. Let us



September 2019 Climate March and Social Strike



Printemps érable student strike

move beyond the pandemic fatigue and inertia. With the future of our children and students, and the lives of those least responsible and most affected by the climate and ecological crisis (human and non-humans alike) in peril, we need to join students, indigenous land and water defenders and other activists across many struggles and fight now just as our comrades have done in the past. What we are facing here is **unprecedented**. Let us finally act like we are in the middle of an existential emergency, because we are. No more soft denialism. Very few things we might do as a union would be too audacious or bold considering what is at stake.

Enter the TJC



In 2019, several individuals including cégep teachers joined together to form *La Planète s’invite au parlement*. *La planète* helped lead the massive September 2019 climate strike in Montreal in coordination with the global movement. Fourteen local unions in Québec, (including 10 faculty unions— but not JAC) representing around 7,500 workers went on strike that day and were amongst the 500,000 people who took to the Montreal streets.

Out of *La planète*, *Travailleuses et travailleurs pour la justice climatique* (TJC) formed to mobilize unions to unite across all different sectors in society to demand a just transition. We, the authors of this article, are working closely with TJC to build a Québec-wide movement of workers fighting for climate justice!

Presently, the TJC is organizing towards another climate strike in the fall of 2022, with two core demands to the governments of Québec and Canada:

- 1) abolition of production, transformation and import/export of fossil fuels by 2030, and
- 2) Massive investment in public services and social programs through taxing the rich. This is a popular idea for intervention— Thomas Piketty, for example, recommends this to mitigate some of the most extreme harms of capitalism.

The TJC is aiming to organize at least 20 local unions with 10,000 members to commit to strike for one day; the strike will not take place if this threshold is not met in order to ensure that the movement is sufficiently well-supported. The date of strike will be determined in cooperation with the student movement for climate.

Alongside mobilizing for a climate strike, the TJC is also working to advance climate and ecological crisis demand within unions. TJC is developing climate demands for the upcoming round of contract negotiations across the public sector and seeking to influence our unions (at the FNEEQ and CSN levels) to commit to fighting for these demands. As you are probably aware, climate demands were dropped in the last round of collective bargaining.

Many union bodies have expressed support for the movement in 2019, including FNEEQ and CSN's Montreal Metropolitan Council.

A climate strike does involve legal risks, since Québec labour law prohibits any strike except those occurring after contract expiration and according to the specific procedures set in the Labour Code. However, we have our strength in numbers, broad public support and moral and practical urgency to act against the impending climate catastrophe. In 2019, no climate strike

er faced any repression or punishment for their participation in the strike, as their employers didn't dare to pursue a legal complaint against the unions for participation in the strike. TJC is committed to strengthening our legal defense as much as possible, in case of a strike.

TJC, JACFA and the Spring Mobilization— COME JOIN US!

At the last JACFA meeting, the General Assembly passed two motions: that

- 1) the JACFA General Assembly mandates the Climate Change Committee to explore the possibilities of a social strike in September 2022 in solidarity with *Travailleuses et travailleurs pour la justice climatique* (TJC), in order to build



2015 Social Strike— Students demonstrate against austerity changes proposed by the provincial government March 2015 in Montreal (Ryan Remiorz/Canadian Press)

a movement for climate justice among workers across Québec, and

- 2) The Climate Change Committee shall report back to a General Assembly regarding the ongoing collaboration with TJC.

In the next several weeks, the Climate Change Committee will be in contact with the TJC, while education and mobilizing JACFA teachers around a possible strike vote. We invite teachers to join up and begin crafting climate demands for the next round of collective agreement negotiations which begin next fall. Any and all teachers are invited to get involved and help— handing out leaflets, talking to colleagues, attending Climate Change Committee meetings, planning

and organizing a festive mobilization day as the weather gets nicer, and putting together other actions. You do not have to be on the committee to attend (boring?) meetings to implicate yourself— you can volunteer for tasks that are already outlined by organizers or come up with your own projects and actions.



The goal is to hold a strike vote by the end of the term, and in getting there, we are committed to conviviality and FUN! Warning: this might involve spending more time drinking beers, being irreverent and singing resistance songs together rather than following Robert's Rules and zoning out on ZOOM.

To get involved, please contact Comrades Shannon Ikebe and Kelly McKinney■

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A Guide to Social Strikes

Roy Fu, President, Humanities/Philosophy/Religion

In light of March 10, 2022, general assembly mandate to explore the possibility a climate strike for fall 2022, with a possible strike vote in spring or early fall of 2022, please find below a Q and A covering some basic considerations should a strike vote/strike be held.

What is a social strike?

Under the Quebec Labour Code, a “strike” is defined as “the concerted cessation of work by a group of employees”. Since a “social strike” is not legally recognized under the Code, there is no official legal definition. The term is normally used to refer to a strike that seeks to address broader social and political issues, instead of conventional labour issues related to bargaining collective agreements and working conditions.

If a climate strike were to be proposed for JACFA, would it qualify as a social strike?

Yes.

What is the legal status of social strikes?

Social strikes are not recognized or permitted in the Quebec Labour Code.

It is important to note that even when strikes deal with bargaining issues, there are strict parameters that a union must follow in order for a strike to be deemed legal. For example, strike votes must be carried out with a secret ballot; they are legally permitted only after a certain period following the expiry of a collective agreement.

Moreover, even when all the rules are followed, a strike can be deemed illegal by the government (who also happens to be our employer!) at any time by cabinet decree or legislation.

Recent Supreme Court of Canada decisions (Saskatchewan Federation of Labour vs. Saskatchewan) have circumscribed a government’s ability to arbitrarily and unreasonably render a strike illegal. While the Saskatchewan ruling acknowledged strikes as a Charter right and overturned unreasonable government restrictions, its legal implications for the right of unions to hold social strikes is unclear, due to differing circumstances and lack of similar legal precedence.

What would a social strike entail, practically speaking? How would a social strike differ from a regular strike, in its decision process, and in its execution?

Since a social strike involves the organized withdrawal of labour, it would still follow regular strike conventions and rules that govern a union.

- It would be decided by a strike vote using secret ballot.
- The implication of the strike vote would be that if it succeeds all members would withhold their labour on the determined strike day.
- A strike mandate would include the number of days, and possibly, details on the general timing of the strike.
- A union may decide to use its strike fund to pay striking workers,

according to the rules set by the general assembly.

The operationalization of a social strike:

- Pickets would be organized
- There would be attempts to disrupt the normal functioning of the college on strike day
- The union would also attempt to come to an understanding with other unions and the college on the parameters of picketing, protocol for non-striking employees, etc.

What are the legal implications of an illegal social strike?

There are fines prescribed in the Labour Code (Section 142) for those who instigate and participate in illegal strikes. They separately target individual employees, officers of the union and the union itself to varying degrees. (For details, see [link](#)).

Historically, are the fines and other penalties always levied in cases when illegal strikes happen?

No. While governments have pursued fines and penalties for illegal strikers and their unions, they do not always do so. Even though the reason behind such decisions are particular to each case, one important factor that influences such a decision is the degree of mobilization behind the strike. Because strikes (both conventional and social) are intrinsically political in nature, any attempts to repress a strike requires a political calculation on the government’s part. If there is massive support

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and mobilization behind the strike, a government will think twice before they enact heavy handed repressive measures, lest they lose popular and political support.

What are the political implications of an illegal strike?

Legal consequences and the possibility of penalties obviously add an extra element of consideration and possible obstacle when a union considers an illegal strike. But such legal obstacles do not necessarily translate into a political one. In fact, if properly orchestrated, the opposite can happen: in a case when a union votes *en masse* to go on strike in spite of the legal risks, the message of political resolve is greatly amplified; the message becomes, “our resolve is such that we are willing to defy the law.”

What are the practical considerations that are particular to an illegal strike?

All strikes should seek strong mobilization of union members, so that their decision and execution demonstrates the requisite collective resolve. The need for strong mobilization is even greater for illegal strikes, for the political reasons outlined earlier. In a similar vein, social strikes should seek syndical and community solidarity to a degree equal or greater than conventional strikes.

What are some basic strategic considerations of a strike?

Strikes constitute the most powerful and consequential political tool that a union wields. The potential of social disruption of strikes gives unions a considerable amount of bargaining and/or political leverage. When exercised properly, strikes can help extract important bargaining/ political concessions. In order for strikes to be effective though, certain conditions need to be in place. For instance.

- Strikes should be exercised as part of a larger mobilization exercise

where support for the issue/demands is gradually built, and strikes are used at key moments to extract the necessary concessions. It is usually reserved towards the end of the negotiation process, in part so that the organizers can build the necessary mobilization, but also because after playing the strike card, workers have few other cards that they can play to further dial up the intensity. They want to play it at the most opportune moment.

- The demands associated with the strike need to be reasonable, concrete and deliverable, so that strikers can measure when their demands have been met, and they can relent. Otherwise, they would not relent until the demands have been resolved. “Reasonable demands” does not necessarily mean low or easily delivered demands. It simply means concrete ones that can be justified in the political sphere■



JACFA Executive meet and greet new teachers at the union orientation sessions this term:

Top (from left): Alexandre Panassenko (JACFA Treasurer), Robyn Graham (Nursing), Carousel Calvo (English), Roy Fu (JACFA President)

Bottom: Roy Fu (JACFA President), Angelo Dos Santos (Geosciences), Elie Mambou (Computer Science)

Charting a Course for Better Supporting Students with Disabilities

Sarwat Viqar, JACFA Director, Humanities/Philosophy/Religion

According to a FNEEQ report on students with disabilities (SWD)¹, the number of SWD's has been growing steadily in CEGEPs. This raises important questions on two levels: How can we meet the growing needs of students in terms of reasonable accommodation? And, how can we better equip and support teachers to be able to handle these needs in the classroom?

More support needed in the classroom

So far, support at John Abbott for students with disabilities has been largely delivered outside the classroom, through the Student Access Center and various release projects for teachers. While such support can be valuable, it is not enough since managing the needs of SWDs requires significant adjustments in teaching methods and evaluations strategies, as well as increased support and supervision of the student by teacher, both inside and outside the classroom. For this reason, we need more direct resources channeled towards teachers in the classroom. Ultimately, responding well to the needs of SWD's requires a balance between the imperatives of reasonable accommodation while respecting the workload and working conditions of faculty.

Accommodation is about leveling the playing field for students with disabili-

ties so they can have the same opportunity to succeed. When overworked and overstretched teachers struggle to adequately meet the needs of SWD's, it is the students who suffer. In a large-scale survey of college teachers, a provincial parity committee (CNR) report concluded that in about 40% of classes with a SWD presence, teachers reported that this had either a significant or very significant impact on outside-class supervision and learning assessment, even when there was only one SWD in class.²

In our own JACFA faculty survey³ conducted in 2018, 36% of our faculty reported significant effects on teaching, including extra supervision both inside and outside the classroom, preparation of additional teaching materials, and extra time required to communicate with Access Center for providing materials before tests and assignments. Overall, teachers reported increased demands on their time and energy in accommodating the needs of SWD's. While it is understood that such accommodation is important and necessary in order to ensure an equitable learning environment, the increasing workload for teachers is not really helping us achieve the goal. For that reason, teachers need resources that would go towards freeing up their time and labour so that they can respond adequately to SWD needs.

Additional institutional support needed from the College

While teachers have a role to play in accommodating students with disabilities, their work in this regard happens within the confines of their responsibilities as defined in our collective agreement. Beyond that, the College needs to step up and provide the necessary support. In particular, it needs to take the realities of students with disabilities into consideration in their decision-making and intervention. For example the College must ensure that, among other things, the physical layout of their facilities meets the various needs of SWD's and "given that our colleges are the ones legally responsible to ensuring equality of opportunity, it is up to them to give us the means we need to carry out these accommodations when what is being asked of us largely exceed the bounds of our labour contract."⁴

¹ FNEEQ-CSN. *Helping overcome discrimination to the best of our means! Guide for teaching students with disabilities (SWDs)*. May 2016.

² Comité National de Rencontre. *La présence de la population étudiante ayant des besoins particuliers (PEBP) et son impact sur la charge d'enseignement*. 2013.

³ JACFA Survey of Teachers Experiences with SWD, Feb 2018.

⁴ FNEEQ-CSN. *Helping overcome discrimination to the best of our means!*

(Continued from page 10)

More departmental collaboration needed

In order to ensure equitable outcome for both teachers and students with disabilities, the department also plays an important role. For instance, it could help teachers in their respective disciplines develop and implement accommodation activities; it could also implement mechanisms that adjust teachers' workloads according to the number of SWD's they have; in addition, the department could establish protocols with the College so that the teachers

are made better aware of the specific needs of their students. Too often, teachers are advised late in the game that there will be students with disabilities in their classes. It is not uncommon for a professor to be given this information only after he or she has completed the long-term preparation for the course and planned out the teaching strategies and assessment exercises— sometimes even after the course outline has been presented to the class. Therefore, where the special needs of a student require that a professor review this preparation, the college must provide the necessary resources to that end. More generally, colleges need to

inform professors at the earliest possible stage whenever SWD's are registered in any of their courses so they can plan the lessons accordingly to ensure these students can benefit.

Editor's note: Sarwat is a member of the JACFA– College parity committee that is working on the allocation of teaching resources for SWD's, specified in the new collective agreement ■

Congratulations! Thank You!

The JACFA Executive would like to welcome all of our new colleagues who joined the faculty this winter and to thanks retirees for their many years of service. We look forward to raising a glass and spending some time with you at the May 19 JACFA Annual Lunch.

Newly Hired:

- Jacquelyn Christopher, Nursing
- Angelo Dos Santos Jr. Geosciences
- Robyn Graham, Nursing
- Elzahraa Hasan, Computer Science
- Irina Izgagina, Dental Hygiene
- Dylan Jones, Police Technology
- Ekaterina Kirillova, Dental Hygiene
- Étienne Lacelle, Media Arts
- Geneviève Lamarre, Pharmacy Techniques
- Elie Mambou, Computer Science
- Carolyn Peters, Nursing

- Sarah Pupo, Visual Arts
- Sara Uppal, Nursing
- Vasilios Vergiris, Nursing

Retirees:

- Christine Jacobs, ILT
- Pauline Langlois, Business
- Nancy Graham, Dental Hygiene
- Lesley Macaulay, Theatre
- Noelle Palmer, Economics
- Jane Pearsall, Nursing
- Maria Perron, Nursing

Meet JACFA's New Executive: Sarwat Viqar and Nick Tosaj



Three months of being on the JACFA Executive has been a serious learning experience. It has been humbling as well and has given me a new appreciation of the challenges of managing and representing collective concerns.

I have been teaching in the Humanities/Philosophy/Religion department for the past 18 years. I came to teaching via an unconventional route— I had originally studied and worked in architecture and urbanism in Pakistan and then in Canada where I immigrated in 1995. Since then it has been a slow, and very fulfilling shift towards academia and the social sciences, facilitated in no small part by my teaching experience in the Humanities department. I have worn many hats and juggled different academic and activist interests and roles over the course of my career. They include an

interdisciplinary doctorate in Anthropology and History, writing and researching on urban marginalization, community and advocacy work with women's organizations, refugee and immigrant rights, fact-finding human rights missions to Pakistan and Philippines and anti-war organizing. I try to incorporate this experience in my classes in the Humanities department that focus mainly on contemporary social and ethical concerns ranging from over-consumption, technological over-reach, to social inequality and the need for responsible citizenship.

Being on the JACFA Executive has given me the opportunity to be more active and present for the daunting challenges we are currently facing: Ensuring equity in our learning and teaching environment, facing the climate crisis, language reforms that has serious consequences for both students and teachers. Currently, as an executive member I serve on various local committees to represent our union's concerns: Equity, diversity and inclusion, climate change, and funding for accommodations for students with disabilities■

Hello everyone,

For those of you whom I have not yet had the pleasure of meeting, please allow me to introduce myself. I'm Nick Tošaj, one of this semester's new additions to the JACFA executive.

Having studied History at Concordia University for my BA and MA, and completed my PhD at the University of Toronto, I am a proud member of JAC's History and Classics Department nestled within HEPS. My academic work focuses primarily on food and the role which it plays in shaping identity, particularly in the context of imperialism and colonialism. My PhD focused specifically on the place of bread and staple carbohydrates in the modern French colonial empire and my more recent research has been oriented towards the use of food and cooking as pedagogical tools. The latter has been put into practice at JAC in my *Food: History and Practice* course taught as a complementary with Cont.-Ed.

With food and inequality looming so large in my academic work it seems a natural fit that I gravitated towards social and external roles within JACFA. So far this semester I have been working alongside the rest of the JACFA executive to liaise with our peers within FNEEQ. With one Collective Agreement negotiation period ending just as the next begins and with the panoply of issues emerging regarding Bill 96, I will be working hard to make sure that our voices are heard. On a lighter note (here's where the food comes in) I have also had the pleasure to work alongside other members of the executive to plan our Spring social where good food and good drink will certainly abound.

I have been fortunate to be welcomed into JACFA by a warm and hardworking group of executives both new and old and I look forward to continuing to fight to defend the rights of all of our JACFA members■

