

JACFA GENERAL ASSEMBLY

September 30, 2003

P-204 at 5:30

01. Adoption of Agenda

Moved by Violaine Arès; seconded by Viviane Silver. Passed unanimously.

02. Adoption of Minutes

Violaine Arès noted that her name should have an accent, Arès; Mike Turner noted that under **Item 4. Insurance** “pat” should read “past.” Moved by Stephen Bryce; seconded by Mike Turner. Passed unanimously.

03. Announcements

Stephen presented the new FNEEQ logo that was unveiled at its Congress last May.

1. Election of one Faculty Representative to FPDC

VOTE

Barbara De Lorenzi announced that she would replace Larry Weller, who is ill, as elections officer. Ed Holland nominated Mike Turner; seconded by Violaine Arès. Nominations were then closed.

Mike Turner was elected to the FPDC.

2. Donation to Le syndicat des travailleurs en accessoires électriques - \$250.00

VOTE

Motion: Be it resolved that JACFA donate \$250.00 to Le Syndicat des travailleurs en accessoires électriques. – Executive Motion

Peter Solonysznyj explained that they have been on strike since June. The Chair called the question.

The motion passed unanimously with one abstention.

3. Donation for Conference Fees - \$300.00

VOTE

Be it resolved that JACFA donate up to \$300.00 to cover the conference fees for 1 teacher and up to 5 students at the 2003 Sustainable Campuses Conference to be held in Montreal, October 2-4, 2003 – moved by Ryan Young

The motion was seconded from the floor by Violaine Arès. Ryan Young explained that the request for the donation is for a conference this weekend organized by the Sierra Youth Collective. It will be a proactive workshop aimed at developing tools to get campuses to be more environmentally sustainable. Young also noted that when Brittain Hall is renovated, it should be “green”. He also announced that we now have fair trade coffee in the cafeteria and it is being offered at the same price as the regular brew. The Chair called the question. **The motion passed unanimously with one abstention.**

4. LTD Renewal

VOTE

Motion: Be it resolved that JACFA change its long-term disability insurance carrier from UNUM Provident to AIG beginning October 1, 2003, with a 24 month rate of \$1.89 per \$100. benefit and the following changes:

- *the plan will be a condition of employment at permanence in the future;*
- *there will be a 30 day open enrolment period for current faculty (permanent and non-permanent with workloads over .5);*
- *there will be no employee assistance plan or spousal disability benefit included in the plan.-Executive Motion*

Stephen Bryce explained that during our last renewal, Maritime Life wasn't competitive on Long-term Disability (LTD), so we went with UNUM and split our health insurance from LTD. We added the zero-day residual in 2001, allowing a teacher to partially return to work without resetting the LTD clock. This year, UNUM's renewal offer is for an increase from \$1.83 to \$2.10 per \$100 benefit. We asked Maritime Life for a quote, but they declined. We asked AIG for a quote, as they are now seeking to expand their Canadian market share. In their offer of \$1.89 per \$100 benefit, there will be no employee assistance plan. This would require an additional increase of \$2.80 per month per employee. JACFA is recommending that we drop the employee assistance plan, as we never asked UNUM to provide one in the first place. They offer it because it keeps the cost of LTD down in the long run. In addition, the CEEC, in their response to our Institutional Evaluation, states that the College must provide one for its employees, and Henderson also mentioned this as a priority in August. We need LTD to provide for teachers who become disabled and JACFA believes that the cost should be absorbed by all faculty. Therefore, JACFA is recommending that at permanence, a teacher be obliged to take LTD. It will not be mandatory for non-permanent members and there will be a 30-day open enrollment period without a medical exam for all members starting October 1st.

Steve Orlov asked Bryce to explain the spousal disability benefit. Bryce responded that it was another feature added by UNUM which pays a disability benefit of \$1,000 per month for up to 24 months. However, the disability definition is very narrow: for example, the spouse would have to be incapable of bathing or dressing himself or herself or demonstrate considerable cognitive impairment. To date, our broker does not know of a successful claim. The chair asked if we have to pay the premium even if we had no spouse. Bryce responded it is part of the overall plan.

Joe Silverman asked if it is correct to assume that there is no benefit in having LTD coverage two years before retirement. Bryce agreed and stated that the option to opt out after age 58 will be included in the insurance contract. Silverman asked if pension benefits are more than LTD. Bryce replied that it depends, but noted that LTD benefits are not taxable.

Aniko Hill stated that her understanding of our coverage is that a teacher cannot collect LTD benefits after 65. Bryce confirmed that this statement is accurate.

The chair called the question.

The motion passed with one opposed and two abstentions.

5. Local Agreement on Composition and Mandate of Program Committees

VOTE

(<http://www.johnabbott.qc.ca/webpages/organizations/jacfa/issues.htm>, then click on “Local”)

Motion: Be it resolved that JACFA approve the Local Agreement on Composition and Mandate of Program Committees.

-Executive Motion

Jim Leeke explained that this local agreement was agreed to in principle two years ago, but we had to keep reminding the administration to produce the final draft. The mandate was already passed at the Board of Governors several years ago. Leeke received the final draft three weeks ago, but it still did not reflect the changes that we agreed to make. The agreement is basically an interpretation of the collective agreement, but it does include voluntary participation in recruitment, orientation, and pedagogical activities (see page 5). There is also a special description for the liberal arts program as all its teachers can become members of the program committee. Meetings are open. We have already been following this agreement for the past couple of years.

Violaine Arès asked how the expiration of our collective agreement affects the local agreement. Jim responded that it is automatically renewed until we sign our new collective agreement.

Roger Haughey asked if there is sufficient release time for the program committees. Leeke responded that most colleges do not give release time for program committees so we will not be getting any additional allocation.

Mike Turner pointed out that the CALL is always consulted about issues, such as program planners, but the College rarely heeds its advice. Leeke noted that program committees are like Academic Council, whose role is only advisory. He recommended that CALL bring their concerns directly to Academic Council; for instance, program planners have to go to Academic Council. Turner said that their associate dean draws up a planner and ignores the committee's suggestions. Leeke suggested that the committee members go ahead and present their own planner to Academic Council, alongside the associate dean's proposal.

The Chair called the question.

The motion passed unanimously with one abstention.

6. Faculty Evaluation

REPORT

Jim Leeke reported that various discussions about faculty evaluation have been going on for the past three years. The College has finally come up with a concrete proposal as external pressure is mounting because of the institutional evaluation and new provincial laws. Unfortunately, the first proposal was far too complicated. We are teachers and unionists; therefore we are only interested in agreeing to a formative policy that would provide assistance to our colleagues. The College would like us to be involved in providing information that could lead to the removal of a teacher's hiring priority. In reaction to this proposal, JACFA developed its own policy for professional assistance. It includes a departmental professional assistance committee that would review a teacher's assignments, etc. New teachers would be formatively evaluated by their department via student questionnaires and a review of teaching material and if they need help, they would be pointed in the right direction. The College wants a summative policy and they have the right to develop one, but we have refused to be involved. They may decide that new teachers must receive a stamp of approval. Alternatively, we have proposed a process that would provide professional assistance, for formative purposes only, for new teachers in their first, second and third semesters, which will fit with our letter of agreement on professional services rendered. For teachers with more than two years of seniority, the process would be every five years. Once JACFA has more concrete information, we will bring it back to the general assembly.

Violaine Arès asked if the employer could implement a policy of its own. Leeke responded that yes they can and noted that a new teacher needs three years of seniority before he or she has the right to grieve the lifting of hiring priority. There is a case in Continuing Education of a teacher whose hiring priority was lifted and she had taught sixteen different preparations in three years.

Aniko Hill asked how Continuing Education faculty will be evaluated. Leeke responded that JACFA will argue that the policy should be non-discriminatory and that after 2 x 525 hours, a teacher would be evaluated every five years. Hill stated that she was told that her department has no control over hiring in Continuing Education. Leeke stated that this is not true if the continuing education course has a day discipline number. He added that the AEC's are often a problem, because they have different discipline numbers than the day division. The hiring workload will be heavy for the day division French and Computer Science departments, but we should assume the responsibility.

Sandra Stephenson stated that her last recollection of the JACFA policy was that all students evaluate all teachers. Leeke answered that this was true and a response to student pressure to conduct surveys and report the results in Bandersnatch. At that time, few students reported being given the chance to provide feedback. JACFA still wants teachers to conduct their own evaluations, but now the College wants to summatively evaluate new teachers in time to lift hiring priority and then evaluate all other teachers every five years. The college will not accept our current policy as they want a summative evaluation for new teachers. Viviane Silver stated that she supports JACFA's initiative arguing on behalf of a formative rather than punitive process.

Chantal Pelletier asked why the College is not really interested in evaluating senior teachers. She stated that her main problem is the College does not have

the funds to retrain faculty. Leeke stated that we need a firewall between our formative process and their summative evaluation. A department should report retraining needs and not focus on individual teachers. He reiterated that we need an employee assistance program, as a place where teachers can go aside from the employer for problems (such as alcoholism, marital problems, etc.) that affect their jobs. He added that we need a simple policy, as everyone is already working quite hard.

Susan Regan stated that we are having a controversial business model forced on us and she cannot help but think that the purposes are nefarious. She would like to hear a more comprehensive discussion on this issue and asked if we are boycotting this process. Leeke responded that the institutional evaluation boycott is over. Regan suggested that we set up a committee. Leeke noted that JACFA is making reports as we go through the negotiation process. It is clear that Henderson is intent on accelerating the process, but JACFA is remaining consistent with its past principles. Henderson wants standardized questions, but we do not know what the questions are yet.

Dennis Anson asked if the meetings are open. Leeke responded no.

Regan stated that she suspects that the senior teachers are the target and she would like to be reassured that the process will be fair. Leeke responded that our senior teachers are well protected and that it has been unusual for the College to take action against tenured teachers. She asked Leeke to clarify what he thinks the administration has in mind. Leeke responded that the evaluative process will be crucial in the first few semesters that a teacher is here as the College wants to be able at some point to remove hiring priority if a new teacher does not receive a positive evaluation and we cannot prevent them from doing so.

Marcia Kovitz stated that we already take evaluation seriously as we hire professionals and it should go with out saying that doing so works in our interest. She advocated a corrective rather punitive model. She is suspicious of a departmental intermediary and would prefer an independent third party, if necessary. She thinks it will work well in some departments and will be "lethal" elsewhere. Leeke reminded the general assembly of a similar initiative that Paul Stubbs tried to implement several years ago; he wanted to hire someone in charge of evaluation and that idea was resoundly rejected by faculty. In the current round of talks, the administration has not suggested spending money on hiring a third party.

Peter Solonysznyj thinks that it is clear from the talks JACFA has had with the administration that they are not that interested in evaluating permanent teachers. They will be focusing on the new teachers and threatening the removal of hiring priority without grieving. JACFA would like to know if its proposal of a professional assistance plan for formative purposes is interesting enough to the CEEC, as opposed to the College's current proposal of a policy of removing hiring priority.

Sandra Stephenson expressed her concerns that the evaluation process that the administration agrees to with the union will endanger academic freedom, diversity and originality. Leeke responded that it is JACFA's responsibility to protect its member, but if we are teaching in a program, we must teach course objectives; we stuck in a system that we didn't design.

Susan Regan noted that the implementation of such policies creates a situation of fear and we are less likely to take risks in the classroom. Leeke pointed out that the College's policy is not aimed at permanent teachers and is not meant to stifle creativity. Departments should continue to encourage creative teaching methods. He also added that the provincial Liberals are talking about a professional code for teachers, but hopefully the idea will go away.

7. Negotiations

REPORT

Peter Solonysznyj reported that our sector table demands were deposited last February. The Fédération (of college administrators) is ready to counter propose, but they have been told to wait, while the Liberals figure out what they're doing. The Ministry of Education will be holding a forum next spring on college education, based on recommendations proposed in a Fédération document. The Fédération would like to decentralize and obtain more local autonomy. Pension consultation will begin in November and central table talks in December, the real negotiations will start next spring. The union work for the final settlement on pay equity is finished, but the Treasury Board is stalling. They want to negotiate the pay equity cost at the same time as the collective agreement. The unions want pay equity to be settled first. The Liberal government strategy involves a radical shakeup of how the public sector delivers its services. On October 21, three pieces of legislation will be introduced: 1) on fusing the accreditation of hospitals, these changes are comparable to what the school boards went through a couple of years ago. 2) Amendments to art. 45 designed to allow more sub-contracting in the public sector, which could have an effect on the colleges; 3) fusing health administrations .

This will be a tough round of negotiations as the government has promised big tax cuts.

Roger Haughey asked if there has been any movement on the request for the 2% pay increase that we passed last May. Marcel Gilbert politely told us to apply at the sectorial table. Only seven Cegeps in FEC-CSQ are getting the 2%; everyone else rejected the extension.

Violaine Arès asked why the job equity discussions did not involve a restructuring of the three-tier scale of paying Cegep teachers; why are some teachers paid à la leçon and others receive a full-time salary. She added that this abominable exploitation of non-permanents should end. Solonysznyj responded that FNEEQ has been slowly trying to chip away at this discriminatory practice by arguing for earlier access to permanence, but the government looks at the cost. Solonysznyj noted that the Ministry uses the same calculation of CI for permanents and non-permanents. Some of these problems will be solved as retirements give non-permanents quicker access to posts.

Aniko Hill asked about the pension negotiations. Solonysznyj said no one knows yet as it will be based on the predictions of actuaries.

8. Professional Services Rendered

REPORT

Peter reported on Letter of Agreement #14 signed in March 2003 that included our new salary scales and the annex on professional services rendered. The government required this letter to mirror primary and secondary school agreements. The translation of the letter is in JACFA News, Jan. 2003. JACFA is developing our principles and a guide to professional services rendered, so as to produce the least amount of grief. Our first meeting with the academic administration is tomorrow and implementation is slated for January 2004. There will be no increase in workload as the letter recognizes what we already do. It must respect individual teacher's talents, and we hope to simplify reporting procedures. Two local agreements have already been signed in other colleges and they recognize a single departmental report. So far, there are no reports in the system of any college trying to force its teachers to work more. We do not need a local agreement as the text of the letter is pretty clear. It is a fundamentally solid agreement with no loopholes. JACFA will meet with the departmental chairs.

Violaine Arès moved to adjourn the meeting; seconded by Aniko Hill.