

02. Adoption of the Minutes

Moved by Jim Vanston;
Seconded by Pierre Gauthier;
Adopted with majority, 15 abstentions.

03. Announcements

None.

1.0 Financial Motions

VOTE

a) Executive Motion – SAQ Solidarity \$500.00

VOTE

*Motion: Be it resolved that JACFA contribute \$500.00 to the SEMB-SAQ.
— Executive Motion.*

Peter Solonysznyj

Peter gave a brief overview of the situation.

Question: does this money go into Union funds?

PS: yes

Adopted with majority, 2 opposed, 26 abstentions.

b) Executive Motion – SUJAC Club Day : \$200.00

VOTE

Motion: Be it resolved that JACFA donate \$200.00 to SUJAC Club Day to help raise funds for the Tsunami Relief Effort. — Executive motion.

The motion was adopted with majority, 1 opposed, 2 abstentions.

c) Executive Motion – Strike Pay:

VOTE

Motion: Be it resolved, that during the year 2005, JACFA pay an amount of \$100. per strike day to all members who have contracts greater than half time and

Question period:

Daniel Erban, Roger Haughey, Francine Gervais asked various questions on this subject.

Question called:

The question was called by Frank LoVasco

The question was adopted with majority, 1 opposed, 0 abstentions.

Motion called:

The motion was adopted with majority, 1 opposed, 3 abstentions.

**2.0 FNEEQ Motion – Strike Vote
VOTE**

Peter Solonysznyj

Strike Mandate

Feb. 18, Regroupement Cegep (FNEEQ) decided to consult general assemblies on a strike mandate of three half-days to be used this semester.

FNEEQ Regroupement Cegep has 35 cegep faculty unions, representing about 65% of all cegep teachers. Affiliated to CSN. JACFA one of the 35.

WHERE ARE WE NOW???

Salary

Our collective agreement expired in June 2002. Contracts normally run three years. We received a “regular” pay increase in Aug 2002, and then a 2% increase that was subsequently agreed to for 2003-2004. More than half of our members also received “pay relativity” increases, but this is not directly linked to contract negotiations.

The Treasury Board has indicated that it intends to give NO salary increases for 2004-2005 (current year) and 2005-2006 (next year). Their offer is 12.6% over six years, all included. Obviously, we strongly disagree, we want 14.5% over three years.... AND cegep teacher pay increases put back to March 1.

control. This spring, we have the field to ourselves to bring forward our demands and progress at sector table. FAC-FEC Cartel is also going for a strike mandate (3 x 1/2 days). FSE-CSQ prim/sec in pressure tactics, strike mandate in April. Students mobilized over loans/bursaries issue. New Education Minister in a rather confused & weak government. Yesterday JACASPA voted in favour of a two-day strike (CSQ). Now we can put on the pressure.

No local negotiations

Government wants to force local negotiations as belated response to local admin. Desire for decentralization, but without any extra funding. GOVERNMENT PRECONDITIONS ARE “FLEXIBILITY” & “ZERO COST”. So, they will try to dump problems on local administration, through “local negotiations” We do not want this. We want one collective agreement with the same conditions. Also, Law 37 says no right to strike on “local issues”.

What is the point of the strike mandate?

- Limited measure: three half days, could be used as a half day + a full day. If passed, will be used this spring. This is NOT a general strike.
- Back the govt. off changes that would threaten the integrity of the college system (Reid Orientations).
- Provide visible support for our negotiation team at sectoral table.
- Act in some harmony with other teachers and education personnel.
- Send a message to local management that we have a strong, mobilized union representing faculty.

This will NOT get us a new collective agreement on its own. Final contract at the end of 2005, if all goes well. This is objective of both CSN-FTQ, and stated objective of the govt.

Legal strike under the Labour Code, no sanctions, no “sign-ins”, no pay.

Cost: one and a half days salary (+vacation), compensated in part by JACFA strike pay. No pension cost in terms of credited service, this is covered by the 90 days. IF 2005 one of your “best five years” for calculating pension amount, loss is about \$4. per month, gross. BUT, if strike helps us get pay increase for 2005, you will come out ahead.

public services for which it is collecting taxes. It is in effect failing in one of its fundamental roles. The alternative for the government is simple: bargain in good faith with the unions representing its employees.

“MAKE-UP DAYS”

FNEEQ will go to court if colleges try to force obligatory “make up days” at the end of the semester, we believe this is illegal if the strike is recognized under the Labour Code.

WHY STRIKES???

Last FNEEQ strike in cegeps was in 1995, (against PQ govt.) two days. We only rarely use strike weapon. We must first judge whether it is appropriate and effective. JACFA Executive unanimous in favour of this limited strike action. This proposed action makes sense to us. A strike is still an effective means to communicate our discontent to our employer and our desire for better pay and better working conditions. Employers take strikes as a serious indicator of intent. “Talk is cheap”. Union negotiators get paid to talk. What about the actual membership?? We believe that three half days will send a message to a vulnerable government that they must come across with additional funds to get an agreement with cegep teachers.

Question Period:

Pierre-Normand Vaillancourt:

Did someone do the math for the 12.6% concerning the pay increase?

PS: How will the government be dividing up the 12,6% and let’s not forget that this includes the pay equity plus it’s for 6 years plus improvements to pensions. We’re talking very small amounts in salary increase as everything has been regrouped.

Roger Haughey:

Are the normative clauses and our pay increase always on the table at the same time?

PS: The way it works it’s on parallel tracks. The salary increase is always a % and one size fits all, negotiated at the central table. How much does the sector cost? How much does the salary cost? That’s why our strategy is to push the sector now and at the end we’ll talk about the salaries. This is what happened in the last negotiations.

Jim Anderson:

If the strike is during final exams, what happens, do we just scrap them?

PS: The 3 half days will be during class time not during final exams.

paid. If it's a morning strike, and you're a Cont. Ed. Teacher teaching during those hours, you're on strike.

John Serrati:

Will that affect the strike pay at all? If you're teaching during the day and at night.

PS: I'll bring it up to the executive and get back to you.

Steve Orlov:

Does the government have any desire to negotiate?

PS: The government is saying end of 2005. CSN and FTQ are saying the same thing. The primary and secondary schools are bringing in a new reform this autumn, therefore they want to negotiate this spring as there is an education momentum this spring.

Ute Beffert:

I teach in a Stage format, therefore what do I do with my students if I am teaching from 7:00 to 3:00 p.m.?

PS: We'll sit down with the Nursing department and to figure out how we should do this.

Renée Lallier:

What will happen in the Fall, any speculations?

PS: The action is planned for the Spring. Right now there is no clear indication of what will happen in the Fall per say, if there will be strike action or not. It's too early to say.

Wendi Hadd:

Can you clarify these half days?

PS: If you're a fulltime teacher, no matter what your schedule, you will lose a half day pay. You are not working during that half day.

Francine Gervais:

I have a problem with the 3 half days and I don't see any effect on the students.

PS: We have done many demonstrations during the last 3 or 4 years. The strike is not for public opinion. It is not the major issue. The importance is how much you disturb the government. It's not the public support that matters, it is directed towards the government. The 3 half days is a limited action which will have an impact on the government. This is what seems to make sense at this point.

Richard Gilbert:

Is there another creative way of making pressure instead of going on strike?

The idea of closing down extracurricular activities, hockey games, student activities?

PS: in 1999 we closed down Academic Councils, Program Committees, and it is pretty hard to do and it puts pressure on a lot of people. This is happening in elementary schools, and closing down Open Houses have a limited impact.

Roger Haughey:

The other unions are voting for a strike mandate? Will it be the entire network at the same time?

PS: If we get the strike mandate, we will try to harmonize with the other cegeps and support staff.

Alain André:

Is it the same motion in all of the cegeps?

PS: Yes, all the FNEEQ Cegeps.

Debate:

Steve Orlov:

They will watch very carefully what is the mandate of the union and I think that is important. If we go ahead with a very weak mandate, there is no reason at all to accommodate any of our demands? It has an impact on the government and that is why I would support it.

Ed Holland:

We feel coerced by FNEEQ because somebody else has told us to vote for it.

Daniel Gosselin:

I hate this government. I'll do anything to give them a hard time.

Roger Haughey:

It is an excellent point and I think that spring is an excellent time for education and will build more momentum and visibility for us.

Question called:

The question is called by Christine Tellier.

Seconded by Peter Henbury.

Adopted with majority, 8 opposed, 2 abstentions.

Faye Trecartin:

We need a motion to close the voting.

Moved by Minko Sotiron;

Seconded by Pierre-Normand Vaillancourt.

The scrutineers were:

- John Sheshko;
- Michela Belmonte;
- Wendi Hadd;
- Geoff Cook.

We have the results of the vote.

There were no spoiled ballots, 83 for and 64 against.

Faye Trecartin:

We need a motion to destroy the ballots?

Moved by Barbara De Lorenzi;

Seconded by Pierre-Normand Vaillancourt.

The motion was passed unanimously.

Faye Trecartin:

We need to close the meeting?

Moved by Renée Lallier

Seconded by Wendi Hadd.

The Rally Vote was not required.

The meeting was adjourned at 7:15 p.m.

/jh

/March 15, 2005

/Revised March 30, 2005