

# JACFA GENERAL ASSEMBLY

## Wednesday, December 8, 2010

### MINUTES

#### 01. Adoption of Agenda

*Stephen Bryce* moved to adopt the agenda  
*David Janzen* seconded  
Passed unanimously

#### 02. Adoption of Minutes

*Stephen Bryce* moved to adopt the minutes of the General Assembly of September 14.  
*Ann Beer* seconded.  
Passed unanimously

#### 03. Announcements

*Sandra Stephenson* invited people to sign a petition to oppose the proposed new copyright law which does not adequately compensate artists.

*Jim Leeke*: December 15 is the deadline to submit receipts for reimbursement for the of the Special Individual Professional Development (SIPD) funding from the international students. We will be talking to the administration this coming semester to discuss a renewed agreement and consult with faculty about it.

*Stephen Bryce*: JACFA issued a challenge to the College community in order to raise awareness of violence against women: men walking in women's shoes on December 6, the National Day of Remembrance and Action on Violence Against Women. Next year we invite all male faculty to participate and female faculty to donate shoes.

At the last General Assembly meeting we talked about proposed changes to our insurance policies. The three changes went through: First, there will be an increase from \$30 to \$35 reimbursement for professional fees. Second, travel cancellation insurance now covers carrier bankruptcy. Third, health insurance premiums will go up by 2.9% in January. FNEEQ has agreed to participate in a study on effectiveness of the use of antidepressant drugs coupled with therapy, which, depending on the results, might encourage people to rely less on drugs in the long run. This could in turn lower insurance costs.

#### 1. Faculty Question Period - Special Invitation to New Faculty

No questions were asked.

#### 2. Financial Motions

##### a) 2011 Faculty Lecture Series / Simon Kevan Lecture - \$500.

*Motion: Be it resolved that JACFA contribute \$500 to the 2011 Faculty Lecture Series / Simon Kevan Lecture Series - Moved by S. Stephenson, seconded by L. Szigeti*

*Sandra Stephenson*: This series has been going on for 15 years. JACFA has sponsored it in the past. We have spent our remaining funds on the last lecture. The focus is on social justice and peace issues. The speaker can be a person from outside the College or from within. We are asking for funds for the winter term.

*Clea Notar*: Who selects the speakers and how do you make the decision?

*Sandra Stephenson*: Individuals recommend people and then they organize the event and organize people. Bill Russell and Roger Haughey have done this in the past.

*Motion passed with 1 opposed and 3 abstentions.*

##### b) CSN Christmas Basket Campaign - \$300.00

*Motion: Be it resolved that JACFA donate \$300.00 to the CSN Christmas Basket Campaign - Executive Motion*

*Alex Panassenko*: the CSN helps workers on strike with Christmas Baskets. We have done this

every year. The amount to the donation is fixed according to our number of union members.

*Motion passed unanimously.*

### **3. Financial Statement 2009-2010**

*Motion: Be it resolved that the 2009-2010 JACFA Financial Statement be adopted as presented.*  
- Executive Motion

*Alex Panassenko:* Most of our revenue comes from the union dues taken from our pay cheques. We collect more dues now because we have more teachers. Our reimbursement from FNEEQ for delegate expenses went up due to the contract negotiations (but so did our expenses). *Fondaction* revenues stayed about the same. Our bank interest and T-bill interest went down dramatically due to the poor economy and lower interest rates. With regard to expenditures, the two largest items are the dues we pay to CSN and FNEEQ; these amounts also go up when we have more members. The hours of JACFA's administrative assistant were increased, so our labour costs went up. We had to replace a computer, which increased our office expenses. Spending on social activities also increased quite a bit as well. The Faculty Christmas Lunch last year had a bigger attendance – it was up by about \$500. The Family Christmas Lunch last year was the first time we did it and the cost was about \$1000. Other disbursements come from donations to bursaries and scholarships. There was some confusion last year as to how many bursaries we usually gave out. We currently have about \$133,000 in equity, which is our strike fund.

*Jim Leeke:* How is this verified?

*Alex Panassenko:* The financial review committee went through it, and so did the JACFA Executive.

*Stephen Bryce:* Remember, our equity is our strike fund. One day of strike costs about \$25,000 to \$35,000. We are still not where we would need to be to go on strike for two weeks.

*Abe Sosnowicz:* It is not likely we will go on strike for this collective agreement as we have an agreement in principle.

*Motion passed with 1 abstention.*

### **4. Support for Locked-out Journal de Montréal Workers**

Whereas the 23-month lockout of the 253 members of the *Syndicat des Travailleurs de l'information du Journal de Montréal (STIJM)* is the longest in the history of the press in Quebec;

Whereas the use of outside sub contractors to continue publication of the *Journal de Montréal* during the lockout is clearly in violation of the spirit of the Quebec Labour Code provisions against the use of strikebreakers during a labour conflict;

Whereas this conflict is clearly more than a struggle around the usual issues of wages and working conditions and represents as well, a struggle for the fundamental right of all workers to negotiate changing conditions in their industry with respect and dignity;

Whereas the 'offers' of Oct. 8 by management are unacceptable, proposing the layoff of 80% of unionized personnel (253 to 53); abolition of the principle of seniority with management to determine unilaterally who will remain at work; limits on the right of laid off workers to find new work in other areas of their industry;

Whereas these 'take it or leave it offers' were rejected by a vote of 89.3% by the *STIJM* at their meeting of Oct. 12;

Whereas this conflict is a symbol of the right of journalists to maintain a minimum of control over their work and production (copyright, etc.) and the right of all Québec citizens to a diversity of information;

*Be it Resolved that:*

a) JACFA reiterates its support of the 253 members of the Syndicat des Travailleurs de l'information du Journal de Montréal, locked out by Quebecor management since January 24, 2009.

b) JACFA joins with other CSN unions in support of the intensified boycott of the Journal de Montréal announced by the CSN following the rejection of the management 'offers' of October 8, 2010.

c) JACFA invites its members to sign the online petition at [csn.qc.ca/boycottons-le-journal](http://csn.qc.ca/boycottons-le-journal).

- Executive Motion

*Paul Jones:* This is the longest strike in the history of the media in Québec. Pierre Karl Péladeau and his company Quebecor are trying to set precedents. This is about the fundamental right for workers to negotiate. He is violating the Quebec Labour Code on the right to negotiate. The ability of workers to stop production is a fundamental right of negotiation – the *rapport de force*. These people have been on the picket line for 300 days. Quebecor is a huge media conglomerate. Péladeau has a deal with QMI which feeds information to the *Journal de Montréal*, so that he is not technically breaking the strike because these sources are on contract. The labour code says the scabs have to be inside the building. This is probably what they will argue. It is a struggle about *rapport de force*. The majority of the people on strike are not journalists but support staff. He has proposed to hire 17 journalists in his offer, and 253 are on strike. The paper is selling very well right now. The convergence of media is a new issue facing journalists, also digital copy and who has the right to it. The union is will to negotiate as it realizes that things have changed in the digital age. They are ready to settle – they did with *La Presse* over digital copies. Péladeau is a right-wing voice.

*Clea Notar:* What does intensified boycott mean?

*Paul Jones:* We have to get the message to the advertisers that we don't read their ads.

*Clea Notar:* So what am I not buying?

*Paul Jones:* You can complain in stores about the *Journal de Montréal*.

*Daniel Gosselin:* What it means is to not read it at all and to spread the word. They have all these journalists sending in their articles from home so they can argue that they are not scabs. The law needs to be changed. It is going against these scabs. And as Paul said, e-learning is just around the corner.

*Faye Trecartin:* I received an e-mail from a professional who has a cousin who is locked out – she said thank you to the general assembly.

*Paul Jones:* I went on their website that lists unions who support it -- we have to sympathize with those 253 people on strike.

*Stephen Bryce:* The offers made on October 8 were the first, after locking the workers out for one and a half years. This is a very important strike.

*Daniel Gosselin:* I will invite some of the workers to come to the College in the coming semester.

*Motion passed unanimously with one abstention.*

## **5. New job application system**

*Jim Leeke:* For the first time this year the college has introduced this new system. I have two questions: Has anyone been the member of a selection committee that had to use this new system and what it was like? If you were an internal candidate how did the system work? This system is more complicated than the one in the past but hopefully it will be improved. The monster.ca system is too complicated and they adapted this system to our purposes.

*Faye Trecartin:* I went to information training session but the information was incorrect! I was told that applicants to postings would receive a confirmation number and a confirmation e-mail and they don't.

*Jim Leeke:* The problem is that you don't get a specific personalized confirmation.

*Gordon Spicer:* I was working with Annie Tam on figuring out what I actually applied for. I had to do a batch of cover letters for several postings. It eats up a lot of time. I am worried that something will fall through the cracks. When they do the postings it happens so quickly. Who is supposed to be responsible? You have to have a cover letter for every job you apply for.

*Jim Leeke:* You should send a letter to HR confirming that you applied to the list of jobs.

*Christine Jacobs:* All of the five non-perms in our department have had problems and I have been sending letters to Annie Tam.

*Ed Holland:* My department had lots of trouble applying. I think that we are being subverted by monster.ca. You can't look at a job unless you open account. This is not a good recruitment tool. This system was created to solve problems of external candidates and the internal candidates have been taken along with it. This is a serious CRT issue because internal priority candidates are having trouble applying. It is against the spirit of the collective agreement that internal candidates have difficulties.

*Jim Leeke:* We were not consulted when they were creating this system. The double employment form has to be walked over after filling it out. Now they changed it. You have to fill it out only if your status changed since you applied last. I like Ed's suggestion that internal candidates should just have to send an e-mail. We should press for this.

*Debbie Lunny:* What you are suggesting to the non-perms in my department is that they should send an e-mail to Annie Tam, Mary (HR), and cc it to the union, registering that they have applied to the specific posting.

*Jim Vanstone:* No applications are available to departments unless the people on the selection committees have accounts with Monster.ca.

*Michela Belmonte:* It was very difficult for me to access the CVs and it doesn't include accents in French which are important when applying for jobs in languages.

*Daniel Gosselin:* All formatting is out the window. Be sure to tell your candidates to do it as soon as possible. It is important that if you had some difficulties to send them a confirmation before the deadlines.

*Christine Jacobs:* It is absolutely unacceptable that a résumé has no accents – It has to handle English and French.

*Karen Hickey:* Thank you very much to JACFA for sending out the reminders about applying with the new system.

*Alain André moved to adjourn the meeting.*

*Violaine Arès seconded. Motion carried.*

## **FPDC By-Election -- 11:30 A.M.**

Faculty Professional Development Committee - 1 representative

*Michela Belmonte served as the Elections Officer.*

*Michela Belmonte:* I received two nominations: Richard Masters in Math and Gregory Mulcair in Physics. The candidate present (Richard Masters) was given the opportunity to address the assembly.

*Alex Panassenko and Frank Lo Vasco acted as scrutineers.*

*Michela Belmonte:* Richard Masters has been elected as our representative.

*Paul Jones moved to destroy the ballots.*

*Daniel Gosselin seconded.*

*Stephen Bryce moved to adjourn.*