



JOHN
ABBOTT
COLLEGE
FACULTY
ASSOCIATION

SYNDICAT
DES PROFESSEURS
DU COLLEGE
JOHN ABBOTT
A MEMBER OF FNEEQ AND CSN

**JACFA GENERAL ASSEMBLY
(Pending) MINUTES
WEDNESDAY OCTOBER 9, 2013 - 17:30
P-204**

Presiding: Ute Beffert

Minute Taker: Roy Fu

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| 01. Adoption of Agenda | |
| Moved by Jeff Brown, seconded by Ed Holland - | Approved. |
| 02. Adoption of Minutes (May 15, 2013) | |
| Moved by Andy Cuk, seconded by Ryan Young- | Approved. |

03. Announcements

Ute Beffert: Sabrina Gloux is resigning from JACFA executive due to personal reasons, effective immediately. By-elections will be held at the December general assembly. All members are encouraged to think about submitting their candidacy

The Quebec Order of Nurses have asked the government to make a Bachelor's degree the minimum requirement for practicing registered nurses, thereby potentially disqualifying those with only a nursing DEC. Currently the government decision is still pending as the education and health ministers do not agree. FNEEQ is currently sponsoring a campaign to convince the government to maintain the eligibility of nursing DEC's. A petition is available to be signed at the JACFA office, along with campaign buttons that are being handed out.

Julien Charest: "Disturbance 21" is a campaign recently waged by FNEEQ in response to the Treasury Board position on salary relativity. A preliminary report from the latter body placed our level at 21 on the Quebec public service scale, below our current 22, and below those of primary and secondary school teachers. While it would not have resulted in an immediate salary cut, placement on level 21 would have meant potentially lower salaries in the next collective agreement.

The campaign, ongoing since early September, has been effective in crashing the Ministry's email. It also got the Treasury Board to be more conciliatory in the negotiations when they returned to the table. The campaign JACFA members are encouraged to continue to send in the email, using the form found at the FNEEQ website. The link is contained in the recent "JACFA Update".

Ute: The issue was recently registered in the Academic council minutes.

Andy Cuk: Co-op in St-Anne village is moving to 153 St-Anne.

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- | | |
|---|-------------|
| i. Collective Agreement Negotiation Priority | Vote |
| Regroupement Motion : | |
| <i>"Que les syndicats se prononcent sur le cadre général de négociation présenté dans le document Les services publics : une vision pour le Québec à l'effet que la rémunération constitue la revendication principale des prochaines négociations du secteur public.</i> | |
| <i>Que le retour de consultation se fasse au moment de la réunion du regroupement cégep des 17 et 18 octobre 2013."</i> | |

Julien: this motion was passed at the Sept 4-5 FNEEQ Regroupement meetings. We are to take a position and communicate it at the next Regroupement on October 17-18 . The exact wording of the motion resulted from serious modifications to the original motion tabled by the FNEEQ executive. It was originally five parts. The other four parts were separated and tabled for consideration at future Regroupement meetings.

Julien gives a brief outline of the negotiation timetable. See appendix A discussion ensued with the following questions and comments.

- What is the difference between remuneration and salary? (Julien will get more details and get back to members.)
- It is difficult to make a decision when the larger picture is missing
- What were the parts of the original motion that were tabled? (Roy: The other parts of the motion dealt with process related issues such as the establishment of the Common Front amongst 500 000 public sector employees, and the types of things that are to be negotiated at the central table for all public service employees, and those destined to the sectorial tables ,such as cegep teachers.)
- During the negotiations for the last collective agreement, remuneration was not central to all unions. An assessment of that process done the public sector unions afterwards concluded that it ought to be this time around
- This position may be in response to treasury plan to drop our salary.
- Historically, the PQ government have always been harsher when it comes to negotiating our salaries

20 for, 4 opposed, 15 abstentions

Approved

ii. **RSA Motion:**

Vote

RECOMMANDATIONS SOUMISES À LA RÉUNION DES SYNDICATS ADHÉRANT (RSA) À LA POLICE D'ASSURANCE 1008-1010 DU 4 OCTOBRE 2013 4. CONDITIONS DE RENOUVELLEMENT	
Proposition 1	
Il est proposé :	
«Que la réunion des syndicats adhérant à la police d'assurances collective 1008-1010 recommande aux syndicats d'accepter les conditions de renouvellement des polices d'assurances définies ci-dessous au 1 ^{er} janvier 2014:»	
TARIFICATION AU 1^{ER} JANVIER 2014	
PROTECTION	TAUX
Assurance maladie (moins de 65 ans ainsi que 65 ans et + inscrits à la RAMQ)	+8,75%
Assurance maladie (65 ans et + non-inscrits à la RAMQ) (surprime)	+20%
Assurance dentaire	+25%
Assurance vie de base	+6,1%
Assurance vie des personnes à charge, assurance vie additionnelle et assurance maladies graves	0%
Assurance invalidité courte durée	0%
Assurance invalidité longue durée	0%

Ute: Our insurance is up for renewal. The rate increases are indicated in the table. If we vote to accept the increases, we will stay in the plan, provided that the majority of unions vote the same. If we vote against, and the majority of unions do likewise, we would trigger a new tendering process which would take 6-12 months. In the meantime, we would still be with La Capitale.

Ute gives a breakdown of the various increases. "Ratio d'Experience" table (Appendix B, p. 2) is a breakdown of the various figures used to calculate the rates for next year. They include past premiums received and benefits paid out. They also include projections such as the rate of inflation the increase of use based on age of insured.

For the health insurance the table produced a figure of 11% increase. FNEEQ disagreed with rate of inflation, and talked them down to a 8.5% increase. The last big increase was seen in 2001, at 45%. Recent years has seen 2-8% increase. 78% of our claims go to medication. Next most claimed group: psychologist and chiropractors.

Dental insurance - Since this is the first time available, there has been an apparent rush to get services. This accounts for large number of claims. Original ratio calculation was at 44%. La Capitale finally agreed on 25%. Projection will be that claims will level off in about 3 years. Then, we will have a better view of the longer term rate tendencies.

Long term disability – Rates are not changing. Life insurance going up. Tableaux 2 and 4 , 5.1 gives estimates of increases per pay (see Appendix c for details). For members who wish to go for a lower rate of coverage you can only go down a level after 3 years in your current level.

Various members caution against leaving the FNEEQ plan, as was once done in the past. We are owners of la Capitale plan, not the company.

Suggestions are made to ask FNEEQ to get quotes and compare with other insurance companies, and not limiting ourselves to Quebec-based companies. Questions arise as to whether it can be done prior to rejection/termination notice with La Capitale.

Question arises about La Capitale profits /fee structure with our plan, whether there are hidden charges beyond the administrative fee. It is pointed out that the latter includes the actuary fees. Members express frustration over the apparent double standard of not being able to opt out of more expensive plan for three years, and yet the company can change rates on a yearly basis.

Question raised as to projections considered expiration of patents for many drugs? (Ute: yes.)

Eric Laferiere, calls question. Bill Russell seconds.

24 for, 3 opposed, 6 abstentions.

Approved

iii. **Quebec Charter of Values**

Discussion & Vote

Whereas:

1. The proposed changes to the working conditions of all CEGEP teachers would ban the wearing of articles of clothing and symbols related to religious observances;
2. The wearing of a kippa, cross, hijab, turban or other article of religious observance does not affect a teacher's ability to teach effectively, nor does it inhibit a student from learning;
3. The *Quebec Charter of Human Rights and Freedoms* expressly protects religious freedom and prohibits employment discrimination related to religious practices. Article 16 states: "No one may practise discrimination in respect of the hiring, ... or conditions of employment of a person." (Articles 3, 10, 13, & 16 specifically apply to freedom of religion and employment protection);
4. Prohibiting teachers from practicing their constitutionally guaranteed rights of religious observance would drive some from the profession and discourage applications from the full range of Quebec society;
5. John Abbott commits to "Cultivating for its students a safe, caring ... environment that bolsters self-esteem and promotes a sense of belonging and purpose, mutual respect, ..." ; while valuing " diverse world views and international perspectives, openness, respect and collaboration in work and study" (*Strategic Plan 2010-2015*. p. 5, 6);
6. Excluding teachers from observant religious groups would deprive students of contact with scholars and role models who reflect Quebec's diverse society;

Christine Jacobs gives an overview of the motion, while citing the government’s proposal text from web site, and the Universal declaration of human rights, the Canadian Charter of Rights, and the Quebec charter of rights. Emphasis is placed on the potential effects on our working conditions.

The following points and questions were raised in the ensuing discussion:

By ‘waving’ the Charter of Rights we take a predictably ‘Anglo’ position, which might not be so well received by French-dominated FNEEQ. The motion should ask for FNEEQ’s commitment to protect all its members should they face discrimination as result of the Charter. CPE union example, we support our individual members.

Some members say that while they don’t support the discriminatory aspects of the current proposal, on religious symbols, they agree with some of its provisions, such as the secularism of state, or the neutrality of public service. They even agree with the idea of a charter values

Others point to the context of this proposed law, which is identity politics, and a public discourse of ‘reasonable accommodations’, which often blamed minorities for conflict that arose from the racism that they faced; it is clearly meant to target minorities.

Should we be even debating actions towards a Charter that is not even a government bill yet? Some answer ‘yes’, because when the bill is tabled, the government will do so based on the public positions and discussions.

Some believe that the motion should only address the discriminatory aspects of the Charter.

In terms of shaping of the eventual FNEEQ position, JACFA’s representatives will represent our position at the FNEEQ’s ‘Conseil Fédéral’ on Nov13, 14, 15. While we can forward our motion directly to the executive, our role in shaping the federation’s position will occur through our participation in the Conseil discussions and decision process.

M. McGuire proposes amendment, seconded by Ed. Holland

Jacfa informs FNEEQ that its membership opposes the possible enactment of a “Quebec Charter of Values.” and JACFA call upon FNEEQ to

1. Oppose the enactment of a Charter of Values and
2. Be committed to supporting any of its members in any grievance, defense appeals and other administrative tribunals and other courts that may arise as a result of such enactment.

Doris Miller, “all charter of values is an imposition of values”

32 for, 1 opposed, 2 abstentions.

Vote

Elections

Academic Council Permanent Substitutes (Elections officer: David Desjardins)

Vote

David Desjardins has received two nominations: Marie Claire Rioux and Alex Limoges

The floor opens to nominations for other two positions

Jeff Brown is nominated by Ute Beffert

Doug Brown is nominated by Mark McGuire

P. Jones proposes to close nominations, seconded by Debbie Lunny.

Approved

Motion to adjourn Michael Nafi, seconded by Ed Holland.

Approved at 8:15

Appendix A**PROVISIONAL TIMETABLE**

June to September 2013: development of a plan for consultations regarding the analysis of the current situation and preparation of various consultation tools

Fall 2013: consultations with the Unions regarding the recommendations stemming from the analysis of the current situation; formulation of the sector-based and central bargaining table bargaining orientations; preparation of various consultation tools

February and March 2014: consultations with the Unions regarding the sector-based and central bargaining table bargaining orientations

April and May 2014: formulation of the sector-based and central bargaining table bargaining proposals

June 2014: preparation of the material needed to present the sector-based and central bargaining table bargaining proposals

July 4 to August 4, 2014: period for changing union allegiance

September and October 2014: ratification of the sector-based and central bargaining table bargaining proposals by the General Meetings

End of October 2014: tabling of our bargaining proposals¹ (other than salary)

End of November 2014: ISQ report on remuneration

December 2014: tabling of our salary demands

End of December 2014: management's response to the bargaining proposals (other than salary)

March 31, 2015: expiry of our collective agreements

¹ These time frames are stipulated by law. However, the foregoing is silent with regard to our intention to simultaneously table the bargaining proposals and demand that the Government table its proposals at the same time.

Appendix B

(See JACFA website for complete document)



FÉDÉRATION NATIONALE
DES ENSEIGNANTES
ET DES ENSEIGNANTS
DU QUÉBEC

*Réunion du 4 octobre 2013 des syndicats
adhérant à la police d'assurance 1003-1010*

CAHIER 1

EXTRAITS DES DOCUMENTS

DE LA CAPITALE



Appendix C

(See JACFA website for complete document)



FÉDÉRATION NATIONALE
DES ENSEIGNANTES
ET DES ENSEIGNANTS
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CAHIER 2

TABLEAUX DES PRIMES

