



JOHN
ABBOTT
COLLEGE
FACULTY
ASSOCIATION

SYNDICAT
DES PROFESSEURS
DU COLLEGE
JOHN ABBOTT

A MEMBER OF FNEEQ AND CSN

JACFA GENERAL ASSEMBLY

Wednesday, December 14, 2016

P-204, 9:30 a.m. (09:35)

A light breakfast will be served in the faculty lounge at 9:00.

<http://www2.johnabbott.qc.ca/~jacfa/generalAssembly/generalAssembly.htm>

APPROVED MINUTES

1. Adoption of Agenda

Moved by Alex Panassenko, seconded by Julien Charest

Bill Russell – Addition of 3.5 – Biology Grievance and Hiring Priorities

AGENDA ADOPTED

2. Adoption of Minutes of the GA of May 18, 2016 and GA of September 12, 2016

Minutes of the General Assembly of May 18, 2016

Adoption moved by Paul Chablo, seconded by Martin Poirier

MINUTES ADOPTED

Minutes of the General Assembly of September 12, 2016

Adoption moved by Andy Cuk, seconded by Paul Chablo

MINUTES ADOPTED

3. Announcements

3.1. REB – Gender parity – missing one woman for the 4th position, please come forward (Sabrina)

3.2. New communications The Advocate

3.3. Donation to Levis-Lauzon teachers union – Extend their thanks to our union for the donation. Since the outpouring of support, the administration has been to mediation, and the work climate is improving (reinstating union release, etc.)

3.4. Ed Hudson, Chemistry – Announcement – Mark McGuire organized a soup lunch on behalf of Standing Rock Activists, and raised \$600.

4. Labour Relations Updates

3.1. John Abbott Nunavik Sivunatsivut Initiative

3.1.1. Initiative for a stand-alone institution for higher learning for Inuit students. Tremplin-DEC course, with only general education courses. Issues are hiring, seniority, payment. Hiring through Cont. Ed. but we may need a local agreement on hiring. Payment may need to be looked at, as remuneration is a national level. Course outlines being drawn up by consultants. Please send questions to JACFA, attention Debbie Lunny.

3.2. Teachers Evaluations

3.2.1. Revise teacher evaluation process. Objective of College appears to fine tune the system to “vet” unsuitable teachers in their first 3 semesters of teaching. We have been asked how we would like to be consulted. We have asked for a parity committee, using the negotiation rather than consultation model. The latter was used for the student complaint procedure, to JACFA’s dissatisfaction.

3.3. JACFA office

3.3.1. College recently informed JACFA of possibility of moving the JACFA office space, citing renovation needs of English department, the possibility of streamlining of all unions in same area, and moving to a less “Main Street” location. Confirmed that there has not been a new request from English to expand to JACFA office. JACFA expressed concerns but is open to proposals. JACFA will do its own follow-up in preparation for response. Similarities drawn to the attempt to move the JACFA lounge a few years ago for College’s Communications office.

3.4. Local Agreements

3.4.1. Not many new local agreements on the table. General offer of service, so that you don’t have to reapply to every posting. Pros and cons. Hiring committees where day and cont. ed. Grievance prevention committee – to work out labour relations issues before they go to grievance. Cont. Ed. 3.8 ETC to convert teachers to Charge position. Almost all is going into Nursing, but may be change in coming years.

3.5. Biology Grievance and Hiring Priorities

3.5.1. Grievance filed locally based on Outaouais decision, teacher who was in Cont. Ed. “should have been automatically transferred to the Day division after 3 years of seniority.” Many colleges made adaptations, both Fédé and FNEEQ. John Abbott – Cont. Ed. teacher not selected after an interview, did not transfer to Day division, grievance and arbitration – the union lost. New ruling is that you must successfully pass through a day division hiring committee to get a transfer to a Day division post. We are awaiting clarification from FNEEQ.

Question about distribution of full-time charge in Continuing Education, how and if JACFA was involved: Charges were distributed to Day-time Nursing DEC courses, in Cont. Ed. JACFA was not consulted, but merely informed.

4. Follow-up from September 12 GA

Roy Fu presented a report on the Executives reflection on the September 12 GA, the lessons learned the improved practices instituted since.

Tanya Rowell presented a report on a complaint filed by JACFA at TAT¹ for Article 12 violation, on union interference. Mediation at the TAT, and we have now an agreement with the employer, including the lead up events related to the September 12 GA, an explanation of Union interference as embodied in the Article 12 of the Quebec Labour Code, the actions that constituted union interference, and actions by JACFA that attempted to resolve the issue with the College before filing the complaint

¹ TAT – Tribunal administratif du travail (formerly Labour Relations Board)

Debbie Lunny presented a report on the actual settlement between JACFA and the College that was the outcome of mediation at the TAT, including the rationale, and the practical implications for moving forward.

Goal is to avoid divide and conquer strategies, to remind management that we are the ones to negotiate collectively, not individually. If something is perceived to be false by management, they will contact the union to discuss the situation, and to call a CRT.

EXTENSION OF THE ITEM BY 15 minutes – No objection

Ensuing discussion addressed issues of, lack of information to member, access to CRT by teachers, the role of CRT as defined by the Collective Agreement, and the status of allocation to Nursing and PHEC. Discussion also covered the historical use of CRT by previous College and union administrations and the kinds of Labour Relations that were practised.

5. S024 (10:30 a.m.) (10:50)

5.1. BIRT JACFA requests the College seeks agreement from JACFA on all future allocation of S024 teaching resources related to Students with Disabilities/Special Needs students

BIFRT JACFA requests the College respect the funding guidelines prescribed by the government for these resources, and consult teachers and departments in the development of related projects.

Roy Fu presents report on the funding– Background information. \$333,000 is allocated for JAC for the current academic year.

A discussion ensued on the proper designation the funds according various interpretations: the S024 government directive, the CNR joint study of 2013; the definition of Special Needs Students and Students with disabilities; the changing pedagogical needs of SNS and SWD, who and how the funds should be allocated (i.e. Column model, or approval by GA); confusion caused by the FNEEQ guide; and the inclusion of students who don't have an official disability code.

The chair puts the question.

MOTION CARRIES

PAUL JONES TRIBUTE by Debbie Lunny, Candice Steenbergen

6. JACFA executive by-elections at 11:30 a.m.

It was announced by the Elections Officer, Alex Panassenko, that there is only one candidate, elected by acclamation, **Tracy Heramchuk** (Nursing).

Meeting adjourned 11:55

Minutes approved at the General Assembly of May 17, 2017.