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General Assembly  
Tuesday, September 26, 2017  
5:30 PM, P-204  
MINUTES  
(subject to approval)

1. ADOPTION OF AGENDA

The agenda was as follows:

1. ADOPTION OF AGENDA
2. APPROVAL OF MINUTES OF GA OF MAY 17, 2017
3. ANNOUNCEMENTS
4. FINANCIAL MOTION (10 minutes)
  - 4.1. **Motion:** *BIRT JACFA supports the struggle of the Stanislas College Support Staff Union (CSN), and give them a \$500 donation.*
5. INSURANCE MOTION (20 minutes)
  - 5.1. **Motion:** *BIRT JACFA accepts the recommendations of the RSA for insurance renewal for 2018.*
6. POLICY 12 RENEGOTIATION
  - 6.1. Presentation
  - 6.2. Consultations
  - 6.3. **Motion:** *BIRT JACFA mandates its Executive to negotiate an agreement on the evaluation of teaching, to be returned and presented to the General Assembly for review and approval.*  
(7:00p.m. latest)
7. LABOUR RELATIONS UPDATES
  - 7.1. Update on S-051 (formerly S-024)
  - 7.2. Emergency Preparedness Training MIOs

**Motion:** *To adopt the agenda (Moved: Alex Panassenko)*  
Passed.

2. APPROVAL OF MINUTES OF GA OF MAY 17, 2017: It was pointed out that a notice of financial motion was given at the May 17 General Assembly. The member who gave the notice of motion was unable to attend the current GA, and so the motion was withdrawn.

**Motion:** *To adopt the minutes of May 17, 2017 General Assembly (Moved: Alice McLeod)* Passed.

3. ANNOUNCEMENTS:

- The JACFA soup lunch for World Teachers' Day will be held on October 5.
- In celebration of the 50 year anniversary of the inception of CÉGEPs in Québec, FNEEQ is commission a work of art. FNEEQ is requesting that members come

forward and participate in the project by submitting images. Members can send submissions to JACFA, which will forward them to FNEEQ.

- A member announced from the floor that a petition is being circulated to demand that the College reclassify the tutor position for the Student Resource Centre as a professional position, so that the tutor can be required to have knowledge of the indigenous communities whose members the centre serves.
4. FINANCIAL MOTION: The situation at Collège Stanislas was explained: The College's support workers had been negotiating a new contract. The Administration appears to have been negotiating in bad faith, threatening that the College could simply subcontract their work if their union failed to agree to the College's terms. Their contract was set to expire on June 30. On June 28, all members of the support workers' union were dismissed and replaced by subcontractors. In solidarity, and to offer some help, the following motion was brought forward:

- 4.1. **Motion:** *BIRT JACFA supports the struggle of the Stanislas College Support Staff Union (CSN), and give them a \$500 donation.*

Questions/Comments:

- There are 18 members of the Support Workers' Union.
- FNEEQ also made a donation, and invited other unions to do so.
- The donation is largely symbolic, showing solidarity and support. The money is not being targeted at a particular project.
- A member noted that a traditional solidarity donation is roughly \$1 per member of the union giving the donation, so \$500 seems an appropriate amount.
- The entire donation would go to the union.
- A member noted that this seems like a case of union busting.

Passed Unanimously

5. INSURANCE MOTION: The following recommendations from the RSA were presented:

- I. That the RSA (meeting of participating unions) recommend to the unions the rates shown for the 2018 renewal: a freeze in premiums (0%) for all coverages, subject to any amendments in the contract.
- II. That the RSA recommend to the unions that the insurance contract be amended so that it covers the elected officials of the FNEEQ who used to be covered by a group insurance policy that was terminated because of their union activities.
- III. That the RSA recommend that the unions make the following additions to the contract:
  - Reimbursement of \$1000 for each hearing aid or reimbursement up to a maximum of \$2000 per 36-month period (with no increase in premiums);
  - Reimbursement of medical certificates at the percentage for the module involving an increase of 0.1% for each module for a reimbursement of \$40 per certificate up to a maximum of \$500 per year;
  - Delete coverage for homeopathy (reimbursement for appointments with homeopaths and for homeopathic medications).

It was also noted that the RSA had considered recommending the addition of coverage for medical marijuana and eye glasses, but ultimately decided against doing so.

5.1. Motion: *To split the motion 5.1 into two motions - one to accept I and II, and another to accept III.* (Moved: Andy Brock) Passed.

Motion: *BIRT JACFA accepts recommendations I and II of the RSA for insurance renewal in 2018.*

Comments/Clarifications:

- A % increase is presented and approved every year. In this case, that number happens to be 0%. This will not always be the case.
- A rejection of III does *not* entail a rejection of I and II.

Passed.

Motion: *BIRT JACFA accepts recommendation III of the RSA for insurance renewal in 2018.*

Comments/Clarifications:

- The recommendations in III must be either accepted or rejected as a package; these cannot be split. Rejection of one point is equivalent to a rejection of all points.
- The savings from the proposed additions/reductions in coverage are sufficiently small that they do not generate a change in of premiums.
- A member expressed regret that coverages for alternative medicine has been reduced in recent years, and suggests that it is important to hold on to the coverage that remains.
- Several members suggested that the increased coverage for hearing aids is sufficiently important that the motion should be accepted. Also questioned

the validity of homeopathy, as there is little scientific support for its claims. The question of validity was contested by several other members.

- The recommendations were lumped together at the RSA table. It is unclear exactly why.
- A member pointed out that homeopathy is a registered discipline in Québec, speaking to its validity, and expressed support for the rejection of the motion.

Passed.

Motion: *BIRT JACFA requests any future recommendations from the RSA regarding changes in group insurance coverage be presented separately.* (Moved: Debbie Lunny)

Amendment: *BIRT JACFA requests any future recommendations from the RSA regarding changes in group insurance coverage, that have no impact on premiums, be presented separately, for individual votes.* (Moved: Rhoda Sollazzo) Withdrawn

Motion: *To table.* (Moved: Bruce Tracy) Passed

6. POLICY 12 UPDATE:

6.1. Presentation: The background for the renegotiation of Policy 12 (on the evaluation of teaching) was presented, beginning with a motion from the Board of Governors mandating its renegotiation. In preparation for those negotiations, JACFA has administered several rounds of consultations:

- A Policy 12 Consultation Committee was struck, consisting of members of the JACFA Executive and the membership at large.
- That committee attended meetings of six departments and presented questions about the current policy, and ways to improve it.
- The Quality Education Committee (the parity committee responsible for recommending changes to policy 12) was struck, and met for a preliminary meeting on Sept. 15. Also attending this meeting were the Academic Dean and Director General. The committee discussed general goals and ideas, but no specifics.
- A trial of holding student surveys online was conducted in the Nursing department. JACFA has not yet received the results of that trial.
- JACFA ran an online survey, asking its members detailed quantitative and qualitative questions about various issues related to Policy 12.

The Board of Governors motion outlines three primary goals of the Administration in the renegotiation:

- To allow the Program Deans access to the evaluations of first-semester teachers.
- To “facilitate” the student surveys (which is taken to mean a shift to online evaluations available over a longer period).
- To create a stronger link between evaluation of teaching and professional development.

Based on the consultations already completed, JACFA has also identified potential areas of improvement for the evaluations of teaching. Namely:

- The reduction of potential bias in evaluations by introducing other methods of evaluation complementary to student input to give context (such as adding self- or peer-evaluations).
- Making the student survey a cascading model, rather than universal, so that it could include program- and/or department- and/or instructor-specific questions.
- Clarification of the “Administrative Evaluation” section of Policy 12.

The results of the survey were presented, and context given for the results.

#### 6.2. Consultations:

- Several members expressed concerns about the Dean seeing first semester evaluations. The consensus seems to be that someone should see them, but that it should be someone qualified to offer assistance. On that note, it was suggested that the evaluator should *not* be the department chair, as the College is already pushing them into more of an administrative role than we might like.
- Several members suggest that the Administration be asked to put real resources into teaching evaluations, such as by hiring a professional to conduct the evaluations and offer/coordinate additional resources.
- Several members expressed concerns about directly linking the evaluation of teaching to professional development. These members were concerned about teachers being forced to participate in unwanted PD.
- Several members suggested that the models from other colleges be studied and considered, but it was noted that several other English colleges have a summative evaluation system for new teachers.
- Several members suggested that the student evaluations needs to be supplemented by something, but that this supplement should not necessarily be universally defined - rather, it might be handled case-by-case or department-by-department.
- It was suggested that the title of the questionnaire be changed to “Student Feedback Survey”.
- Several members expressed support for the cascaded model (department- and/or teacher-specific questions).
- Several members suggested that department-appointed mentors should be made available to new teachers.

#### 7. LABOUR RELATIONS UPDATES:

7.1. Update on S-051 (formerly S-024): Currently, there is not sufficient demand for S-051 students for projects directly related to students with special needs. In practice, this will mean that projects directly related to students with special needs will be given priority for funding. But once all such projects have been considered, the committee will consider projects that meet some of the other listed criteria, but are not necessarily directly related to students with special needs.

7.2. Emergency Preparedness Training MIOs: The Administration was not sufficiently clear in their initial call to teachers about their expectations, and about the consequences for non-compliance. So the MIO sent to teachers

who had not attended was extremely premature. The organizational problems had been being dealt with, but the College’s point person suddenly went on sick leave. At this point, an order to investigate teachers for non-attendance came down from the Director’s table, but it appears that the threatening tone of the MIO was a mistake. The Administration immediately backed down from these threats, and offered extra training sessions instead. However, at the CRT the Administration was clear that the next round of sessions would be the “last chance” for teachers who were available to be on campus during the first round. For those who weren’t, there will be more sessions given in the Winter. The Administration also agreed that the college must communicate more effectively in the future.

As quorum was lost, the meeting was adjourned.

Minutes submitted by:

Ethan Mombourquette, JACFA Secretary