

**AGREEMENT ON FACULTY ASSOCIATION RELEASE**

**Between:**

**CEGEP John Abbott College ("The College") and  
John Abbott College Faculty Association ("JACFA")**

Whereas:

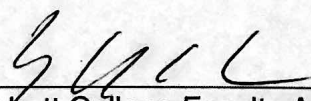
- The College and JACFA wish to ensure that JACFA can adequately plan for the level of resources available to perform its role under the Collective Agreement;
- The College and JACFA wish to ensure that both parties can contribute fully to collaboration on dossiers that affect their responsibilities for faculty;

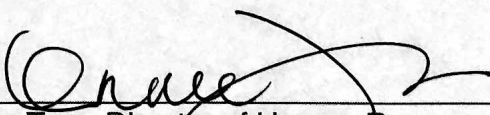
the following agreement has been reached:


1. The College shall grant JACFA leave for union duties using the following formula:
  - 0.01 full-time-equivalent (FTE) professors for each of first 100 FTE professors in the annual allocation project;
  - 0.005 FTE professors for each of the remaining FTE professors in the annual allocation project.
2. The College and JACFA shall endeavor to use their available resources to continue to take a collaborative approach on dossiers affecting faculty, in areas including but not limited to the following:
  - ensuring quality programs of study;
  - evaluating teaching;
  - ensuring appropriate working conditions for all faculty;
  - preventing disputes and grievances.
3. This agreement shall affect release starting in the Winter 2019 semester, pro-rated for half a year in 2018-19, and remain in force until the next Collective Agreement takes effect, at which time it must be renewed by the parties if they wish it to continue.

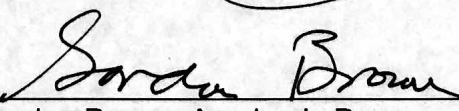
This agreement has been drawn up in English at the express wish of the parties.

This agreement has been signed September 5, 2018

  
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John Abbott College Faculty Association

  
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Annie Tam, Director of Human Resources

  
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John Abbott College Faculty Association

  
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Gordon Brown, Academic Dean