



General Assembly
Tuesday, April 10, 2018
5:30 PM, P-204
MINUTES
(subject to approval)

1. ADOPTION OF AGENDA

Motion: *To adopt the agenda (1: Rhoda Sollazzo)*

Amendment: *To move the motion regarding JACFA release ahead of the discussion of payment of non-permanent teachers. (1: Ed Hudson; 2: Rhoda Sollazzo) Passed.*

The agenda was adopted as follows:

1. ADOPTION OF AGENDA
2. APPROVAL OF MINUTES OF GA OF DEC. 13, 2017
3. ANNOUNCEMENTS
4. JACFA RELEASE
 - 4.1 Motion: *BIRT JACFA reaffirm its request that the College fund the JACFA release from the allocation project, at a minimum rate of 2.75 FTE's.*
5. PAYMENT OF NON-PERMANENT TEACHERS BY HOURS VS CI
 - 5.1 Presentations
 - 5.2 College's Final Offer on Payment of Non-Permanent Teachers 2018 - 2019 (Vote)
 - 5.3 Follow-up & mobilization (if needed)

2. APPROVAL OF MINUTES OF GA OF DEC. 13, 2017:
Motion: *To approve the minutes (1: Anna Woodrow; 2: Stephen Bryce) Passed*

3. ANNOUNCEMENTS:

- The Vice-President External reminded the Assembly of the labour strife being experienced by the tutors of the TELUQ, and invited teachers to sing a postcard to deliver to their Administration, as part of a mobilization campaign.
- The Vice-President Internal gave a brief update on the state of the Allocation Project: the bulk of Volets I and II are agreed on, and Column D/Volet III will be added to the project soon. All that remains is JACFA release.

4. JACFA RELEASE:

4.1 Motion: *BIRT JACFA reaffirm its request that the College fund the JACFA release from the allocation project, at a minimum rate of 2.75 FTE's.*

Discussion:

- The President gave some background and context on the issue, explaining what the Collective Agreement guarantees, and how other Colleges fund their union release.
- A member asked about the previous time this issue had been discussed, when the suggestion had been made to fund the release entirely out of union dues. The President showed the actual motion passed at that GA, which instead supported JACFA release being funded out of the allocation project.
- A member suggested insisting that the administration discuss JACFA release at the beginning of the project, rather than at the end.
- A member called for unanimity on the motion.

Passed unanimously.

5. PAYMENT OF NON-PERMANENT TEACHERS BY HOURS VS CI

7.1 Presentations

- The Vice-President Internal and the Secretary explained the what CI is and how it is calculated, gave some of the long history surrounding this issue at John Abbott, and explained the current and evolving context in which negotiations are happening.
- The Vice-President External detailed a number of strategic considerations, such as what saying no to the College's offer might mean, possible mobilization strategies and the reasonable expectation of their success. She went on to discuss the College's apparent shift away from negotiation and partnership toward unilateral, top-down decision-making.

7.2 College's Final Offer on Payment of Non-Permanent Teachers 2018 - 2019

Discussion:

- The President explained that the Executive had brought the issue to the General Assembly because it could not make this decision on its own, and the the Assembly would have to decide. He went on to

emphasize that, if the current offer is rejected, there is no guarantee that we will be able to do better.

- A members asked whether the Collective Agreement protects teachers teaching low-enrolment courses. The Executive answered in the negative.
- Several members expressed strongly their feeling that the offer should be rejected on moral grounds, and because of the potential slippery slope. They expressed their views that this move constitutes an attack on non-permanent teachers (whom they characterized as the Faculty's most vulnerable members) and emphasized the needs for permanent teachers to stand with them.
- Several members asked about leveraging our agreeing to teach the Non-Credit International Students (IN-CAs) as a possibly pressure tactic. The Vice-President Internal responded that, while it's possible that we could grieve the College's requiring us to teach those students, that we cannot simply refuse to teach students put in our classrooms. As such, this would come into play in a year's time at the earliest. He went on to explain that, while we used the INCA agreement as leverage to reach a favourable agreement 10 years ago, the context throughout the CEGEP network has changed. More or less every College has something similar now, so the threat of exposing the program is now largely empty.
- A member suggested that we find a way to hold the administration accountable in the form of evaluations of their performance, as they do with our evaluations of teaching.
- Several members suggested that under the current proposed agreement, it is often possible to protect non-permanent teachers from the dangers of low-enrolment courses by assigning them workloads either without those courses, or with other heavier courses to compensate. They also expressed support for accepting the College's proposal.
- A member expressed the need for solidarity of permanent teachers and non-permanent teachers in the form of eliminating the practice of scheduling by seniority, and protecting non-perms in that way.

Motion: *BIRT JACFA accepts the final offer, and will continue to take individual cases to the Associate Dean (1: Suzanne Black; 2: Violaine Arès)*

Discussion:

- Several members shared experiences at another Colleges, where in their first years they worked full course loads, but received less than full pay. They expressed support for the motion.
- Several members expressed that, in their views, the broader issue is departments mishandling schedules, and that this issue is a symptom of a broader one.
- Several members pointed out that, in refusing the deal, we will lose some of our competitive edge in hiring and retaining the best teachers.
- A member suggested taking the deal for now and waiting until the new Academic Dean comes up for review

with the Board of Governors, and expressing our concerns via that medium.

Motion: *To call the question.* Passed.

Defeated Yea: 24; Nay: 27

Discussion (cont.):

- A member asked what would happen if we don't come to any agreement with the College. The Vice-President Internal replied that at the end of April when the agreement expires, the College will proceed.
- A member expressed that she often feels at General Assemblies that she doesn't fully understand the motion on which she is asked to vote, and requested that future motions be clarified before the vote is called.

Motion: *BIRT JACFA would accept the final offer if the paragraph that makes provisions for low-enrolment courses is restored.*

BIFRT JACFA is prepared to take action if the Administration adopts payment by CI. (1: Rhoda Sollazzo; 2: Derek Masionville)

Amendment: *To rephrase: BIRT JACFA make a counter offer, accepting the provisions of the administration's offer, but maintaining protection for teachers in reduced enrolment courses.*

BIFRT JACFA is prepared to undertake legal job actions, not precluding work to rule. (1: Stephen Bryce; 2: Alex Panassenko) Passed.

Discussion:

- A member asked why the decision had to be made tonight, and why we couldn't simply say nothing. The Vice-President Internal replied that, if no motion is passed, the Executive's mandate from 2016 remains in force, and the Executive therefore cannot act.
- Several members spoke in favour of the motion.

Motion: *To call the question. (1: Patricia Foam; 2: Derek Maisonville)* Passed.

Passed unanimously.

The Vice-President Internal reminded members that the CRT meeting was tomorrow at 2:00, and encouraged members to attend.

Having reached the end of the agenda, the Chair adjourned the meeting.

Minutes submitted by:

Ethan Mombourquette, JACFA Secretary