



General Assembly
Monday March 25, 2019
5:30 PM, Cafeteria
MINUTES
(approved)

1. ADOPTION OF AGENDA

Motion: *To adopt the agenda* Passed.

The agenda was adopted as follows:

1. ADOPTION OF AGENDA
2. APPROVAL OF MINUTES OF DECEMBER 19, 2018
3. ANNOUNCEMENTS
4. LABOUR RELATIONS REPORTS
5. COLLECTIVE AGREEMENT CONSULTATIONS
 - 5.1 Presentations
 - 5.2 Round Table Discussions
 - 5.3 Plenary/Motions

2. APPROVAL OF MINUTES OF GA OF DECEMBER 19, 2018:

Motion: *To approve the minutes (1: Andy Cuk; 2: Stephen Bryce)* Passed.

3. ANNOUNCEMENTS:

- The end-of-term General Assembly and Barbecue will be held on May 15.

4. LABOUR RELATIONS REPORTS:

- The Treasurer reviewed some recent changes to the labour code with the assembly, including:
 - The types of family members for whose care one can take unpaid leaves has been greatly expanded.
 - Employees in Continuing Education are now guaranteed two paid sick days per year. The College has yet to explain how this change will be implemented.
- The Director gave an update on the current state of e-Budget surplus, and the allocation project for the 2019-2020 academic year. Of particular note is that the College had, until recently, neglected to add the remaining funds from the INCA surplus to the e-Budget surplus. With this addition, the e-Budget surplus is now around 10 FTEs, though it will likely decrease to around 5 FTEs after this year. The College has been unwilling to make major changes this year to curtail spending, but has indicated that larger-scale changes will be brought by the College in the Fall to avoid the e-Budget going into debt.

5. COLLECTIVE AGREEMENT CONSULTATIONS

5.1 Presentations:

- The Vice-President External thanked the Mobilization Committee for their hard work getting members to attend the General Assembly to discuss our working conditions.
- The Vice-President External introduced two guest speakers: Philip Lagogiannis, our liaison to the FNEEQ negotiation committee, and Josée Déziel.
- Philip gave a presentation to the Assembly explaining the process within FNEEQ to choose a format for our negotiations this time around, and gave an overview of the various possible alliances with other federations.
- The President explained the rationale behind the format of the General Assembly.
- The Chair explained the proposed procedure for debate within the General Assembly, namely:
 - The round table discussions would last 20 minutes.
 - After the round table discussions, the chair will call on a table, and one member of that table should present to the Assembly either one of the motion produced by the table or, if no motion was produced, the key ideas/concerns discussed at that table.
 - If a motion was presented, the chair will allow four speakers total: two to speak in favour, and two to speak against.
 - After the four speakers have spoken, the chair will ask the Assembly if it is ready to call the question.
 - If the Assembly decides that it would like further debate, another four speakers will be allowed, etc.
 - Once the Assembly pronounces on a motion, a new table will be called and the process will repeat.

The assembly did not object to the proposed procedure.

5.2 Round Table Discussions: The Assembly broke into groups for round table discussions.

5.3 Plenary/Motions:

- Motion: *BIRT the JACFA membership supports the Physical Education discipline across Quebec in its efforts to have its CI workload calculation re-evaluated as part of the upcoming contract negotiations. This includes taking into consideration the NES (total number of students taught per week) for teachers who currently deliver courses with a ponderation of less than 3 (as is the case for the 30-hour courses taught in Physical Education)*

BIFRT the multiple preparations involved in teaching different courses in Physical Education courses be factored in when calculating HP (preparation hours)

Amendment: *To divide the question, to replace “physical” with “genera” in the second part, and to replace “different course” with “different course subtitles with the same course number” (1: Stephen Bryce; 2: Catherine Greffard)* Passed

The final forms of the motions were as follows:

Motion: *BIRT the JACFA membership supports the Physical Education discipline across Quebec in its efforts to have its CI workload calculation re-evaluated as part of the upcoming contract negotiations. This includes taking into consideration the NES (total number of students taught per week) for teachers who currently deliver courses with a ponderation of less than 3 (as is the case for the 30-hour courses taught in Physical Education)* Passed unanimously

Motion: *BIRT the multiple preparations involved in teaching different course subtitles with the same course number in General Education courses be factored in when calculating HP (preparation hours)* Passed unanimously.

- Motion: *BIRT FNEEQ should advocate on behalf of continuing education teachers during the next round of collective agreement negotiations to ensure that they be paid the same as regular teachers so that they can meet the expectations of students, John Abbott College, and the Ministry.*

Amendment: *To replace “permanent” with “regular”* Passed

Discussion:

- A member asked whether such a change could disadvantage part-time teachers. The President responded that it could not.

Passed

- The Pension/Divestment table presented a number of concerns about the current trend of pension negotiations, including an increase in penalties for early retirement, an increase of the retirement age, etc.
- Motion: *BIRT for the next round of negotiations, FNEEQ demand that the Caisse de dépôt et placement du Québec (CDPQ) completely divest our pension funds from fossil fuels within two years.*
 - Several members expressed their support for the

motion citing concerns about climate change.

- A member suggested that putting forward such a motion might be tactically unsound, as it would be a demand that would be relatively easy for the employer to meet, perhaps at the expense of other demands.

Passed

- Motion: *BIRT for the next round of negotiations, FNEEQ demands that job security measures be extended to non-permanent teachers in order to give access to jobs in other colleges, and bring seniority with them from college to college.*

Discussion:

- Several members spoke against the motion, citing concern over a much larger number of MEDs in the system preventing individual departments from choosing their colleagues.
- A member spoke in favour of the motion, citing the double-standard between the public and private sector standards of job security.

Motion: *To table* Passed

- Motion: *BIRT FNEEQ Negotiate an employer-funded health benefit package.*

Amendment: *to add “that applies to all teachers.”*

Passed unanimously

Motion: *To table.* Defeated

Motion: *To call the question.* Passed

Passed unanimously

- The Workload II table, which had discussed the issue of the CI as a basis for the calculation of workload had not come up with a motion, but expressed the following:

- CI doesn't adequately represent what departments need and creates scheduling problems,
- In recent years, non-permanent teachers have been having difficulty with administration calculating CI that didn't exist in the past. It used to be that there was buffer built in and all teachers would be considered having a correct CI so long as they fell within a $\pm 15\%$ range. As a result of this practice being discontinued, non-permanent teachers are more at risk of not having a full workload and don't find out until the drop deadline.
- There are specific situations where teachers don't have control over class size, such as when a teacher is assigned courses with only a single section/cohort. Other examples including teaching specialized classes where the class size is limited by physical space, the availability of equipment, or health & safety concerns. The table suggested that there should be a factor attached to different course types adjusting CI based on situations such as those listed above.
- For specific disciplines, a full time workload should be able to be determined strictly by number of hours taught.

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