



JOHN
ABBOTT
COLLEGE
FACULTY
ASSOCIATION

SYNDICAT
DES PROFESSEURS
DU COLLEGE
JOHN ABBOTT

A MEMBER OF FNEEQ AND CSN

JACFA GENERAL ASSEMBLY
Tuesday, September 10, 2019
Penfield 204, 5:30 p.m.

AGENDA

- 1. Adoption of Agenda**
- 2. Adoption of Minutes of the GA of May 15, 2019**
- 3. Announcements**
- 4. Labor Relation Updates**
- 5. Financial Motion**
BIRT JACFA Donate \$500 to the Red Cross for disaster relief in the Bahamas following Hurricane Dorian
- 6. Collective Agreement Negotiation Demands (max 1 hour)**
6.1 Motion:
BIRT JACFA approves FNEEQ's sectoral and central table demands as amended.
- 7. JACFA's Climate Change Action Plan (max 1 hour)**

1. BIRT JACFA recognize that we are in a climate emergency and asks the college to do the same.
BIFRT JACFA create a Climate Change Committee to propose and plan JACFA's involvement in climate change action, composed of 3 JACFA members elected by the General Assembly and one executive member. These meetings shall be open to all JACFA members.

2.1 BIRT JACFA demand the college to carry out a carbon footprint audit by a paid professional within the next 6 months to have a baseline for future actions.

2.2 BIRT JACFA call upon the college to adopt a comprehensive and effective action plan within the next 6 months to reduce the college's carbon footprint by a minimum of 45% by 2029.

3- BIRT JACFA stand in solidarity with students and teachers who decide to join the Global Climate / Earth Strike on September 27th 2019 to demand an end to the age of fossil fuels, and encourage the college and teachers to accommodate students and teachers who wish to participate on that day.

4- BIRT JACFA call upon the college directors to support faculty to develop climate literacy and pedagogy, through the development of a climate change orientation video for staff welcome back breakfast and student orientation, as well as by making climate change a central theme of college-wide, ongoing pedagogical training.

5- BIRT JACFA contribute \$500 to Imagine Change's climate change mobilization and education events.

6- BIRT that JACFA call upon the college to actively lobby for improved public transit service to John Abbott College.

7- BIRT JACFA not purchase meat-based items for nor serve meat-based items at JACFA sponsored events.

8. Election for Climate Change Committee (if necessary, pending approval of relevant motion.)

1. Adoption of Agenda

Motion: To adopt the agenda (1: Antoine Herlin, Eric Laferrière)
Passed.

Roy Fu moves to limit items six and seven to one hour. Seconded by Tom Young. Passed.
Eric Laferrière moves to add motion to 7 -7. Seconded by Adil De Sousa. Passed.

2. Adoption of Minutes of the GA of May 15, 2019

Motion: To approve the minutes (1: Stephen Bryce, Julien Charest)
Correction to minutes Anila Hasko nominated Mila Peskir for academic council.
Minutes adopted.

3. Announcements

Roy Fu announced that the teacher appreciation day soup lunch will be held October 8th, 2019 in the Agora. Also the annual JACFA Christmas lunch will again be held at Chateau Vaudreuil this year on December 18th, 2019.

Tom Young announced that Makers week will be held from the 23rd to the 26th of September 2019. This week provides an opportunity to staff, teachers and students as an alternative to consumerism. Multiple activities are planned. Activities are scheduled to take place in the AME atrium between 10-3. Please contact Tom Young if you would like to volunteer.

Mark McGuire announced that various members of the faculty are taking the initiative to create a food studies certificate. If you are interested and your course might be relevant you can take the survey which was sent via MIO, also paper copies available.

4. Labor Relation Updates

Roy Fu highlighted that one case within JACFA is in arbitration. This case involves the removal of hiring priority via clause 5-18. JACFA is confident in our ability to win this case.

Ethan Mombourquette discussed the social science method agreement that was previously brought to the general assembly in April where it was approved. The administration then proposed changes following our April general Assembly. While they are minor changes this means they have not signed off on the agreement. JACFA is waiting a written copy of their proposed changes.

Stephen Bryce highlighted how Policy 24 came into force on September 1st, 2019. JACFA encourages all members to familiarize themselves with the new policy as it has added elements from the previous harassment policy.

5. Financial Motion

- **BIRT JACFA Donate \$500 to the Red Cross for disaster relief in the Bahamas following**

Hurricane Dorian

Roy Fu discussed how climate change impacts areas like the Bahamas and the Caribbean. Stephen Bryce did point out however that this donation does not fit with JACFA's financial policy. A Member spoke in favor of voting against, stated that JACFA should support union issues and impact would be greater independently. A Member asked if FNEEQ supported this motion and it was clarified that there is no official donation motion by FNEEQ.

Motion carries.

6. Collective Agreement Negotiation Demands

Negotiation timeline was reviewed. Process started with consultation with local unions. Central table demands includes salary, retirement, parental leaves. Sectoral relates to our working conditions as Cegep teachers. Feedback from our members has been relayed to FNEEQ and CSN. If approved demands are then presented the government on October 30th 2019 and the government then has 60 days to respond. Our current collective agreement expires April 2020.

Tanya Rowell Katzamba highlighted how sectoral demands were formulated differently for this round of negotiations. There are two sectoral cahiers- the first is concerns presented thematically. The second cahier is a more specific list of problems that we want to be fixed. The plan for using this method is to present our overall global concerns to government and as negotiations move forward, we will reveal specific demands. This also allow for as much consultation as possible with unions during the negotiation period. Tanya Rowell Katzamba also highlighted the demands that were formulated by JACFA members at our General Assembly in March 2019 and what is actually in the negotiation cahiers. Questions to think about: 1- Do our

salary demands. See central table demands. 2. Divestment. 3. Health insurance. 4. What are the priorities.

Discussion ensued regarding need to focus on divestment. Jessica Burpee proposed a motion: BIRT that JACFA ask FNEEQ to change the timeline for divestment from five years to two years. Seconded by mark McGuire. Motion carries.

Liliya Nikolova proposed a motion to change salary demands from 0.5% to 1% and removed other demands. Seconded by Violaine Ares. Friendly amendment by Catherine Greffard to raise yearly increase to 5% and keep the OR clause. Seconded by Ed Hudson.

Motion to divide question proposed by Roy Fu, seconded by Geoff Cook. Passed.

1st sub amendment – To keep the “or”. Carries. 2nd sub amendment- change the 3% to 5%. Carries.

Catherine Greffard proposed a further amendment- No lump sum payment added onto our salary. Seconded by Stephen Bryce. Carries.

Back to main motion. Carries unanimously.

Karen Oljemark stated the starting salary is too low and would like to see it prioritized. Proposed a motion: BIRT that JACFA recommend a minimum starting salary for teachers at 50,000\$. Seconded Adil De Sousa. Motion defeated.

7. JACFA’s Climate Change Action Plan

1. BIRT JACFA recognize that we are in a climate emergency and asks the college to do the same.

BIFRT JACFA create a Climate Change Committee to propose and plan JACFA’s involvement in climate change action, composed of 3 JACFA members elected by the General Assembly and one executive member. These meetings shall be open to all JACFA members.

Heather Short presented on climate change urgency and impact. Moved by Heather Short, Seconded by Kelly McKinney. Ed moves to call the question. Seconded by Violaine Ares. 2/3 majority. Motion carries unanimously.

2. BIRT JACFA urge the college to carry out a carbon footprint audit within the next 12 months to have a baseline for future actions.

BIFRT JACFA call upon the college to adopt a comprehensive and effective action

plan to reduce the college's carbon footprint.

Magdy Meimari presented. Moved by Magdy Meimari, seconded by Geoff Cook. Mark McGuire proposed an amendment to urge the College to have the carbon footprint audit be carried out by a paid professional. Seconded by Violaine Ares. amendment carries.

Heather Short proposed an amendment to add by 45% in the next 10 years. Seconded by Rhoda Sollazzo. Sub amendment to change 10 years to 2029 moved by Rhoda Sollazzo seconded by Alberto Sanchez. Sub amendment carries. Amendment carries.

Tom Young motion to divide in two proposals. Carries.

2.1 BIRT JACFA urge the college to carry out a carbon footprint audit within the next 12 months to have a baseline for future actions.

Debbie Lunny proposed an amendment to change 12 months to 6 months. Seconded by David Hill. Amendment carries.

Ragnė Racevičiūtė proposed an amendment to change the word to urges to demands. Carried by Magda Meimari . Rhoda Sollazzo calls question. Seconded by Roy Fu. Carries.

Adil De Sousa calls the question. Seconded by Violaine Ares. The motion to call question is defeated.

Karen Oljemark proposed an amendment to adopt an action plan within 6 months. Seconded by Jessica Burpee.

Ed Hudson proposed a sub amendment of within 6 months after the audit is complete. Seconded by Ed Lyon. Motion to withdraw sub amendment, defeated. Tom young calls question on sub amendment. Sub amendment does not carry.

Stephen calls the question. Seconded by Violaine Ares. Carries.

Violaine call the question seconded by ed Hudson. Carries.

Motion Kelly McKinney to amend agenda to switch 4-3 seconded by Andrew Cuk. Carries.

4- BIRT JACFA stand in solidarity with students and teachers who decide to join the Global Climate / Earth Strike on September 27th, 2019 to demand an end to the age of fossil fuels and encourage the college and teachers to accommodate students and teachers who wish to participate on that day.

Kelly McKinney presented. Asked teachers that their student's involvement/absence during the Earth Strike not be penalized and asks administration to not penalize teachers. Moved by Kelly McKinney, seconded by Roxane Millette.

Karen Oljemary calls the question. Seconded by Violane Ares. Carries.

Motion to extend timeframe for agenda item by 10 minutes by Geoff Cook. Seconded by Ragnė Racevičiūtė. Carries.

3- BIRT JACFA call upon the college directors to support faculty to develop climate literacy and pedagogy, through the development of a climate change orientation video for staff welcome back breakfast and student orientation, as well as by making climate change a central theme of college-wide, ongoing pedagogical training.

Alexa Leblanc presented. Moved by Alexa Leblanc. Seconded by David Hill. Carries.

5- BIRT JACFA contribute \$300 to Imagine Change's climate change mobilization and education events.

Ed Hudson presented. Moved by Ed Hudson. Seconded by Andrew Cuk.

Mark McGuire proposes a motion to amend to 500\$ Seconded by Adil De Sousa. Carries.

Main motion carries.

6- BIRT that JACFA call upon the college to actively lobby for improved public transit service to John Abbott College.

Roxanne Millette presented. Moved by Roxanne Millette. Seconded by Adil De Sousa, Adil De Sousa calls the question. Violaine Ares seconded. Carries. Main Motion carries.

7- BIRT JACFA not purchase meat-based items for nor serve meat-based items at JACFA sponsored events.

Motion to extend by 2 minutes by Eric Laferrière, seconded by Violane Ares. Rhoda Sallazzo moves to table motion to next GA. Seconded by Ed Lyon. Carries.

Meeting adjourned.