



JOHN  
ABBOTT  
COLLEGE  
FACULTY  
ASSOCIATION

SYNDICAT  
DES PROFESSEURS  
DU COLLEGE  
JOHN ABBOTT

A MEMBER OF FNEEQ AND CSN

## JACFA GENERAL ASSEMBLY

WEDNESDAY, FEBRUARY 12, 2020

Penfield P-204, 5:30 p.m.

Ethan Mombourquette (the chair) called the meeting to order at 5:40 p.m.

### 1. Adoption of Agenda

Add Academic Calendar as item 4. For 10 minutes. It was moved by Catherine Greffard, seconded by Sorin Voinea, to adopt the agenda. **Carried.**

### 2. Adoption of Minutes of GA of December 18, 2019

As the minutes were only circulated on the day of the meeting, it was decided to delay their approval until the next general assembly.

### 3. Announcements

Tanya Rowell-Katzemba announced:

- The JACFA Soup Lunch will be on March 10 in the Agora.
- Theatre Night (Mary Poppins) will be on March 26.
- Visibility items – cell phone strap, pamphlet outlining CSN central table demands, grade sectoral table offer.
- FNEEQ has advised us that our grievances on makeup days from last round of negotiations are not strong enough to take to arbitration.

Roxanne Millette invited anyone buying a year-long EXO or STM card to contact her to organize a group reduction.

### 4. Academic Calendar

Stephen Bryce noted that the College has proposed an academic calendar for 2020-2021 that has some significant changes as compared to our practice up to now, including three “Wellness Days” in the Fall semester, which will mean an earlier start to classes, and a longer exam period.

Concerns were expressed about the impact of additional days off on lab scheduling, the effect of an earlier start on families. It was suggested that the extension to the exam period be in both semesters, not just in the Fall. Academic Council will be voting on this on Friday.

## 5. CEC Vaudreuil

### 4.1 Presentation

Roy Fu gave a presentation on what the CEC Vaudreuil project is (a joint venture with Gérald Godin and Valleyfield) where each college will offer their own programs following their own rules. In the first phase (2021-2024), John Abbott would offer Pathways, Business (Accounting option) and Social Science (Intercultural profile). In the second phase (2024-2027) it would add Nursing. There is no site yet but the proposed location is near the EXO Vaudreuil train station. JACFA's concerns include:

- The quality of working conditions, such as loss of departmental cohesion, difficulty of supporting new teachers and financing duplicate facilities and non-teaching resources, workload increases due to operating in two locations, scheduling, financing of teaching resources (more small groups), impact on nonpermanent teachers
- The lack of an adequate needs assessment for this new campus
- How will this three-headed monster work?
- Burden for union of two locations.

FNEEQ has also expressed concerns, including:

- Lack of coherent criteria and vision in Ministerial approval of CECs
- Potential impact on enrolment in surrounding CEGEPs
- Need for a moratorium on approval of CECs until criteria are established

JACFA Executive is not necessarily against expansion, or necessarily a CEC but important questions need to be answered first:

- Is there really a need for this?
- How will the funding be provided?
- How will the administration work?
- Have we considered alternatives: local expansion, full CEGEP in Vaudreuil?

JACFA Executive is proposing a motion so we can advocate alongside FNEEQ for a more thorough reflection on this project by the Ministry.

### 4.2 Executive Motion:

*BIRT JACFA opposes the opening of a centre d'études collégiales (CEC) in Vaudreuil, QC, until such a time that:*

1. *A proper needs assessment is carried out*
2. *Such an assessment demonstrates that needs cannot be met by expansion at the John Abbott campus*
3. *The proposal contains concrete details about how the CEC is to be co-administered*
4. *The proposal ensures proper working conditions and the requisite resources*
5. *The proposal is consistent with criteria set out by FNEEQ that ensure coherence in the opening of CEC in the provincial network*

*BIRFT JACFA affirm its commitment to the motions adopted by FNEEQ on the opening of CEC's*

*BIRFT JACFA work with FNEEQ and other implicated unions to advocate for its syndical concerns related to the opening of CEC Vaudreuil.*

In the discussion, the following issues were raised: What is a "proper needs assessment" and what exactly has been carried out? A survey of potential students and parents was done, but

this is inadequate. Will the students will do all of their courses there? Yes. How will all levels of GenEd courses be offered? Has an environmental impact study done? What can JACFA do for teachers forced to work there? How will space be found for for PhysEd? Will it be an additional expense for students? No, proposal is to use Multi-Sports Centre in Vaudreuil. Is this being done to attract foreign students (like Gaspé's Montreal campus)? Not that we are aware. Wouldn't Brittain Hall be a better choice?

Debate on motion: This is unhealthy competition in the CEGEP network -- the government seems to want to increase competition! It was noted that we are basically supporting the FNEEQ position here. Kevin Davis moved, seconded by Violaine Ares to call the question. Carried. The motion was carried unanimously.

## **6. Mobilization Update**

Roy Fu stated that we need to think about mobilization strategically and in a political context. We are in the heart of the mobilization period now – we are looking at action next fall. It is time to get our members engaged in supporting our demands. In the last round of negotiations five years ago, we had pretty good mobilization. This time there is no Common Front at the central table or alliance with FEC at the sectoral level and the government's offers are somewhat less harsh both tables. How do we engage our members? Concerning salary demands, meeting the cost of living is a bare minimum, we also need to defend and improve our working conditions. There needs to be good departmental communication to engage with our members. We need to put local pressure on our administrators for their demands. Tanya Rowell-Katzemba added that our local Mobilization Committee needs members from across the College to think creatively about getting our members involved.

The following points were made:

- This is our first PM from business sector – education is not a business!
- Why is there no Common Front or sectoral alliances? The different centrals have different priorities – the CSN wants to raise salaries of its lowest-paid members (hence the demand for a fixed hourly wage increase, but this rejected by other groups.
- There is zero visibility of our negotiations. We need to start posting things around campus for students, teachers, administrators to see, and to get public opinion on our side.
- It was suggested that we target specific concerns – e.g. English nonpermanent and ContEd teachers. We are looking for themes – please share ideas with us.
- Some members felt there is a growing awareness of how government is acting – we can build on this. Environment is also a concern. Need to connect our union action and teaching with broader social and environmental issues. Good food and child care also important for building solidarity during strike days. We also need to acknowledge our privilege.

## **7. Collective Agreement Negotiations**

### **7.1. Central Table Offer**

Tanya Rowell-Katzemba presented the government's offer for the Central Table.

The wage offers (7% over 5 years) are less than what they project inflation to be (10.2%), while we are demanding . The pension and parental rights sections are so vague that it difficult to understand what they are actually proposing.

## **6.2 CPNC Sectoral Table (FNEEQ CEGEP Teachers) Offer**

Tanya Rowell-Katzemba presented the CPNC's offer for the Sectoral Table. It is essentially an attack on our professional autonomy (more emphasis on advisory program committees, less on departments, less power for FPDC, etc.). They want less accountability for administrations (e.g. ability to open CECs and increase distance education, and have fewer national committees with union representation. They want to increase our workload by raising the maximum CI and take no action on special needs students, plus they want to be able to force teachers to do professional development on what they identify as priorities. All this with no additional teaching resources added. They also want to increase job insecurity by creating more obstacles to getting tenure (requiring a positive evaluation by the administration), and making it easier for them to remove a new teacher's hiring priority. They also want more transferability for permanent teachers between colleges and to introduce a delay period for salary insurance. Regarding ContEd, they want more "flexibility" and "agility" to do what they want without consultation or improving working conditions for teachers.

## **6.3 Executive Motion:**

*BIRT JACFA rejects the CPNC's offer at the sectoral table. Carried unanimously.*

## **6.4 FNEEQ Sectoral Demands, second wave**

Tanya Rowell-Katzemba presented the following highlights:

- Changes to salary scale (abolishing the first six levels and making the interechelon increase the same percentage at the top of the scale as it is lower down)
- Reimburse fees for professional orders and necessary certifications
- Disability and parental leaves should count for obtaining permanence
- Reduce the no. of CI units required to be considered teaching full time
- Improve access to Employment Insurance for non-permanent teachers
- Pay ContEd teachers by CI
- All courses should contribute to the creation of posts (e.g multidisciplinary courses).

## **6.5 Executive Motion:**

BIRT JACFA supports the demands contained in the second wave of sectoral bargaining consultations. **Carried unanimously.**

Violaine Ares moved that the general assembly adjourn.