



JOHN
ABBOTT
COLLEGE
FACULTY
ASSOCIATION

SYNDICAT
DES PROFESSEURS
DU COLLEGE
JOHN ABBOTT

A MEMBER OF FNEEQ AND CSN

JACFA GENERAL ASSEMBLY

WEDNESDAY, May 13, 2020

4 p.m.

Meeting held online via Zoom.

AGENDA

Ethan Mombourquette (chair) called the meeting to order at 4:12 p.m. He explained how the meeting would operate with regards to speakers' lists, points of order, voting etc. on Zoom.

1. Adoption of Agenda

The agenda was adopted as presented.

2. Announcements

Stephen Bryce made the following announcements:

- There are two upcoming deadlines faculty should take note of:
 - Sexual Violence Prevention Online Training – must be completed by June 5.
 - Strategic Plan Consultation – vote by end of May.
- Leaves: We asked the College to extend the deadlines for leaves of absence for next semester given the exceptional circumstances we are experiencing. They have refused. Their reason is they are concerned about being able to hire teachers in time. The deadlines for most leaves have past, but leaves under the Voluntary Program for Workload Reduction (5-14 leaves) can be requested up to Friday, May 15.
- The next General Assembly (also on Zoom) will be on Tuesday May 26 between noon and 2 p.m. (between the morning and afternoon exams) to discuss the scenarios for the Fall 2020 semester.

Tanya Rowell-Katzemba noted that having a general assembly online was not our first choice, but that as the crisis has continued, it became clear that we will have to move online in order to consult with our members. Please be patient as we work through this new experience for all of us!

3. Sectoral Demands

3.1. Presentation

Tanya Rowell-Katzemba outlined the state of the negotiations up to mid-March. Since then, the government has been pushing to get a rapid resolution to the negotiations. The CSN was initially resistant to this but as health sector federations pushed to negotiate, FNEEQ has joined in. The negotiation context has certainly changed.

At the central table (all public sector employees), the government has not made a new official offer on wages or pensions, but they are apparently willing to give us an inflation-level salary increase, better than their initial offer.

At the sectoral level (CEGEP teachers), the FNEEQ Negotiation committee has gone through our initial demands and identified priority items for our new situation. Some are selected because they are easy (e.g. bringing our collective agreement up-to-date with revised Labour Code provisions), others because they cannot wait. Notably, the ContEd demands are there. The logic is that this is the time to do something about the enormous inequality in working conditions between regular and continuing education. There appears to be some openness on behalf of the government to do something about ContEd this time. The other demands address different issues.

This week, local unions are consulting their members and are going back to the FNEEQ Regroupement CEGEP on Friday to vote on proposed amendments to these revised demands. The JACFA Executive has some suggestions for amendments.

3.2. Executive motion: BIRT JACFA adopts the sectoral negotiation priorities proposed by the FNEEQ negotiation committee as amended.

The Executive's first amendment is related to the demand related to distance education:

Amend demand CONS 6

- a. *Provide Work on province-wide guidelines for the specificities of distance education as it concerns working conditions, by striking a provincial parity committee, whose mandate will be to make recommendations for the next Collective Agreement.*
- b. *Require the approval of the departments concerned, the Labour Relations Committee, and the academic council or the Commission pédagogique for any existing or prospective distance education project, and by ensuring the necessary support.*
 - i. ~~*By stipulating that classroom synchronous activities be the only form of distance education offered to students, and that these be strictly complementary to face-to-face teaching.*~~

The amendment carried

The Executive's second amendment is to increase the amount of union release. In many colleges, only the minimum release given in the CA is provided (1 or even 0.5 FTE), which is clearly inadequate. This is less of an issue at John Abbott, but a major issue elsewhere.

Add demand EWLR 7

- c. *"Review the leaves for union activities provided for in article 3-1.00 to increase the minimum leave and to introduce a factor proportional to the number of teachers, including Continuing Education and accounting for the different associated establishments (such as centers for college studies or centres d'études collégiales), all while injecting the necessary resources. In clause 3-1.11, express in full-time equivalents the leaves of members of the Federal Office (Bureau federal)"*

The amendment carried

The debate moved to the main motion, to approve the amended priority demands. The following questions were asked:

- In demand 9, what does lowering the CI for a full-time workload mean and who would this affect? It means that instead of 80 units, a full workload would workload would be attained at a lower CI (to be negotiated). For nonpermanents this would mean a full contract at this level and for permanent (and nonpermanent) teachers it would mean fewer students in classes.
- What is happening at the Central Table? We have very little information, the first meeting was yesterday. Our demands (and the government's inadequate offers) remain unchanged.

There being no further debate, the chair put the motion to a vote and the **motion carried**.

The chair adjourned the meeting at 5:10 p.m.