



JOHN
ABBOTT
COLLEGE
FACULTY
ASSOCIATION

SYNDICAT
DES PROFESSEURS
DU COLLEGE
JOHN ABBOTT

A MEMBER OF FNEEQ AND CSN

JACFA GENERAL ASSEMBLY

FRIDAY, May 29, 2020

10 a.m.

Meeting was held online via Zoom.

AGENDA

Assembly Chair Ethan Mombourquette called the meeting to order at 10:02 am

1. Adoption of Agenda

JACFA Executive moves to adopt agenda.

Motion carries

2. Adoption of Minutes of GA of February 5, May 13, 2020

JACFA Executive moves to adopt agenda.

Member brings up typo in February 12th minutes. Typo corrected.

Motion carries, minutes adopted with correction

3. Announcements

Tanya Rowell Katzamba negotiations announcement. There is a more detail announcement coming via email to member. Central table negotiations moving forward. An offer from the government has been announced with the CSN responding with a counter offer. Details of offer available in the email being sent out. There may be a need for a GA during the summer vacation to ratify an offer in principal.

Suzanne Black invites everyone to the 2020 virtual convocation on June 23rd. She encourages people to participate with a PPT slide with a few words of congratulations. More details will be sent via different channels.

4. Approval of JACFA Financial Statements 2018-2019

JACFA financial statement sent out via email. Statement from is for last year – 2018-2019 academic year. It shows that JACFA is in good shape financially. Almost all our revenues come from Union dues. Our expenses are up a little bit, but so are our revenues. Local expenses are mostly for social events. Delegate expenses have increased because of the negotiations taking

place along with a meeting held in Baie Comeau (instead of Montreal/Quebec City). Net overall we did not spend more. Our bursaries and scholarship returned to normal from the previous year. All excess of revenues over expenditures goes into our strike fund. As of now we have approximately 8 ½ days of strike pay. We are prepared for a general strike financially (as planned).

Motion to approve 2018-2019 financial statement moved by Andrew Cuk seconded by Ed Hudson.

Motion carries.

5. College's plan for Fall 2020

5.1. Presentation

The college has 4 plans with varying degrees of in person/online instruction. Plan B has been the main focus of the college with different department identifying what parts of their courses can be online vs which parts need to be in person. A new schedule will be done taking into account on campus presence from the college. The idea is that a Plan B schedule will be done by June 5th so that we can prepare for the new reality

Ministry threw a curve with 3 scenarios this week to complicate matters. However the college is continuing with Plan B as reported by the Academic Dean in an email to the college community.

A new health and safety manager presented a draft protocol. We were asked not to circulate it because the draft is not well organized. It has a lot of good ideas in terms of access to the campus. It identifies the issues that we have brought up. The departments will have to come up with a specific protocol for on-site teaching activities based on the general protocol from the college.

The plan is before the directors right now. It was planned to be released next week, but that will be probably be delayed since it needs to be modified to be relevant to our context (education vs industry). Hopefully we will be getting it soon.

5.2. Motion:

Whereas the safety and security of our members, and that of our students and non-faculty colleagues must be paramount in any plan to partially reopen the College;

Whereas the WHO and the Government of Québec have and continue to release guidelines for the safe reopening of educational institutions which must be respected;

BIRT in the event that the College partially restarts on-campus operations for the Fall 2020 semester, JACFA demands that the following conditions are met:

- **That the College puts in place a mechanism by which those with particular vulnerability to the virus (for example, those over 60 years of age and those who themselves have, or live with someone who has a medical condition which**

increases their susceptibility to complications due to the virus) may be exempted from any duties requiring on-campus presence;

- That the College greatly increases the frequency and quality of cleaning services on campus, and in particular that all classroom and laboratory spaces be cleaned thoroughly between uses;
- That the College provides adequate space and personal protective equipment to observe the requirements from local and international health authorities while on campus;
- That any required presence of teachers on campus be limited to essential activities that cannot be carried out virtually, and that the College clearly communicates to all faculty the criteria for determining whether an activity is essential;
- That the College put in place clear, effective and transparent protocols for
 - screening for all on-campus personnel,
 - communicating essential information about any confirmed on-campus cases (including self-isolation and shut-down criteria) to all members of the College community;
- That any solutions to health and safety concerns proposed by the College should, wherever possible:
 - Maintain equity between teachers in similar health and family situations, both in terms of risk of infection and in terms of workload,
 - Take into account work-family balance,
 - Maintain the regular practice of scheduling day division courses between 8am and 6pm, Monday to Friday;
- That the College communicate its plans to all teachers by Monday, June 8, to allow some time for preparation before the end of availability

This motion is a work in progress. We want to be able to hedge a certain position as much that JACFA can to address health and safety to the best of our abilities. JACFA would like the college to address these health and safety issues and if they do not, we want to be able to rally and show dissidence if they are not met.

5.2.1 Member proposes amendment to BIRT section “at minimum ... and that any changes to the Fall 2020 plan are implemented in discussion with all affected unions”

Derek Maisonneuve proposes amendment, Sarah Villa seconds.

Amendment 5.2.1 carries

Member points out that for the section regarding members living with people with health conditions that health professionals are not exempt. To put it in the resolution that it is demanded, it will not be backed at a professional level, since healthcare workers do not receive this exemption. Roy Fu brings up Q and A from MEES that allows for this exemption.

5.2.2 Member proposes amendment that the June 8th deadline be changed to June 15th.

Ed Hudson proposes, Caroline Viger seconds.

Amendment 5.2.2 fails.

5.2.3 Member proposes amendment that the first bullet be changed to strike the parentheses “for example, those over 60 years of age and those who themselves have, or live with someone who has a medical condition which increases their susceptibility to complications due to the virus)”

Manijeh Ali proposes, Caroline Viger seconds.

Amendment 5.2.3 fails.

5.2.4 Member proposes amendment to first bullet point to “may choose to be exempted”

Andrew Cuk proposes, Michelle Trepanier seconds

Amendment 5.2.4 fails

5.2.5 Member proposes amendment add a bullet below the bullet point about space and PPE “the wearing of masks be required on campus, except under conditions where doing so would be unsafe or impossible”.

Alice McLeod proposes, Marie Claire Rioux seconds

5.2.5.1 Member proposes subamendment to remove “except under conditions where doing so would be unsafe or impossible” Ivo Pendez proposes subamendment, seconded by Michael Nafi

Member moves to call the question – motion passes to call the question for subamendment

5.2.5.1

Subamendment 5.2.5.1 fails

Amendment 5.2.5 carries

5.2.6 Member proposes amendment add “and face shields” after mask for the most recent admendment. Proposed by Rhoda Sollazzo seconded by Suzanne Black

5.2.6.1 Member proposes subamendment to add “and/.”

Proposed by Abe Sosnowich, seconded by Sara Villa

Member moves to call the question – motion passes to call the question for subamendment

5.2.6.1

Subamendment 5.2.6.1 carries

Amendment 5.2.6 carries

5.2.7 Member proposes amendment add to PPE bullet “with consideration for environmental sustainability and need in other sectors”.

Proposed by David Hill, seconded by Andy Cuk

Member moves to call the question – motion passes to call the question for amendment 5.2.7

Amendment 5.2.7 carries

5.2.8 Member proposes amendment to add “college provides washable and reusable face shields for all staff who are required to be on campus and that the college explore options to provide them to students. Proposed by Derek Maisonneuve, seconded by Sara Villa

Amendment 5.2.8 fails

Member moves to call the question on Motion 5.2 as amended – motion to call the question passes

Motion 5.2 as amended carries.

The final motion reads:

Whereas the safety and security of our members, and that of our students and non-faculty colleagues must be paramount in any plan to partially reopen the College;

Whereas the WHO and the Government of Québec have and continue to release guidelines for the safe reopening of educational institutions which must be respected;

BIRT in the event that the College partially restarts on-campus operations for the Fall 2020 semester, JACFA demands, at minimum, that the following conditions are met, and that any changes to the Fall 2020 plan are implemented in discussion with all affected unions:

- **That the College put in place a mechanism by which those with particular vulnerability to the virus (for example, those over 60 years of age and those who themselves have, or live with someone who has a medical condition which increases their susceptibility to complications due to the virus) may be exempted from any duties requiring on-campus presence;**
- **That the College greatly increase the frequency and quality of cleaning services on campus, and in particular that all classroom and laboratory spaces be cleaned thoroughly between uses;**
- **That the College provide adequate space and personal protective equipment to observe the requirements from local and international health authorities while on campus, with consideration for environmental sustainability and need in other sectors;**
- **That the wearing of masks and/or face shields be required on campus, except under conditions where doing so would be unsafe or impossible**
- **That any required presence of teachers on campus be limited to essential activities that cannot be carried out virtually, and that the College clearly communicates to all faculty the criteria for determining whether an activity is essential;**
- **That the College put in place clear, effective and transparent protocols for**
 - **screening for all on-campus personnel,**
 - **communicating essential information about any confirmed on-campus cases (including self-isolation and shut-down criteria) to all members of the College community;**
- **That any solutions to health and safety concerns proposed by the College should, wherever possible:**
 - **Maintain equity between teachers in similar health and family situations, both in terms of risk of infection and in terms of workload,**
 - **Take into account work-family balance,**
 - **Maintain the regular practice of scheduling day division courses between 8am and 6pm, Monday to Friday;**
- **That the College communicate its plans to all teachers by Monday, June 8 2020 to allow some time for preparation before the end of availability.**

The JACFA president thanked our assembly chair Ethan Mombourquette and all participants for attending the meeting.

Meeting adjourned by Assembly Chair Ethan Mombourquette at 1:34 pm.