



JOHN  
ABBOTT  
COLLEGE  
FACULTY  
ASSOCIATION

SYNDICAT  
DES PROFESSEURS  
DU COLLEGE  
JOHN ABBOTT

A MEMBER OF FNEEQ AND CSN

**JACFA GENERAL ASSEMBLY**

**Thursday, October 1, 2020**

5:30 p.m.

Meeting held online via Zoom.

**MINUTES OF GENERAL ASSEMBLY**

**1. Adoption of Agenda**

Moved by Alain Richer, seconded by Sara Villa  
Agenda adopted.

**2. Adoption of Minutes of GA of May 29, 2020**

Moved by Mark McGuire, seconded by Kevin Davis  
Minutes from May 29, 2020 approved.

**3. Announcements**

- Update on teacher evaluations: 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> semester evaluation will continue as usual but the College has agreed to pause 5-year evaluations. If you were due for an evaluation it is postponed and will be re-scheduled once we have returned to in-person classes.

**4. Negotiation Update**

- Recap: since last general assembly there has been no development at the central table.
- Sectoral table: Cégep teachers have pared down list of demands.
- Things are stalled at the negotiating table. FNEEQ has entered mediation, but FNEEQ is the only union federation to have applied for mediation
- The government has promised to inject 4 million dollars to the CEGEP systems (not just for teaching across the whole CEGEP system)
- Looking for potential for mobilisation because we are at an impasse. However it is difficult to mobilise in these times, but it will need to happen to move things forward.
- Broader context – government pushed to settle in the spring, but now the government is taking different tune. FNEEQ is uncertain about amount of mobilisation possible – however the JACFA Executive does not share that perspective.

**5. Group Insurance Renewal with La Capitale for 2020-2021**

5.1. Presentation

Please see Appendix A for information on the RSA recommendations to change the group insurance plan.

Question from member: In terms of the premium increase: let's say our premium is \$100, we will pay \$107.5 this year, but in reality we are paying \$115 (since we are increase by 15% with an off-set of 7.5% percent this year). When we calculate next year's increase, will it be from \$115 or \$107.5?

Answer: next year's premium will be calculated from \$115 since that is the actual amount it is increasing.

Question from member: How do we propose to changes to what is covered by our plan?

Answer: Anytime you want to propose a change you need to inform the JACFA Executive and they will bring it to the RSA. The plan gets renewed every January and we vote in the fall. The deadline to bring any modifications is usually May. Then it goes to the RSA to examine the recommendations.

## **5.2. Motion: BIRT JACFA Accepts the RSA Recommendations**

Moved by JACFA Executive.

Motion carries.

Tanya Rowell-Katzemba moves to table 6 to a future General assembly, seconded by Catherine Greffard  
Motion carries.

*Agenda item 6: Approval of CRT Agreement tabled to a future General Assembly*

## **6. Approval of CRT Agreement (Item 6 is tabled to a future General Assembly)**

### **6.1. Presentation**

**6.2. Motion:** BIRT JACFA approves the Agreement on Cont.Ed. Course Acceptance Delay

## **7. Working conditions during pandemic and Resources for 2020-2021**

### **7.1. Presentation of results of JACFA Workload Survey**

Please see Appendix B for survey results

### **7.2. Presentation of S119/S120 budget annexes and criteria**

Quebec government has released money to new budget annexes and where that money is to be spent. John Abbott has receive just over 1 million dollars for extra spending.

Criteria for spending is "encadrement pedagogique" (academic support). They should be used for teaching or other resources. Which is the problem with these envelopes. It's up to local unions to negotiate how they are spent.

### **7.3. Presentation of College proposal on disbursement of S119/S120 resources**

S119 is spent. It was spent before we knew what it was for back in Spring 2020.

S120 will be dispersed with some money going to departments for release based on needs

### **7.4. Presentation of potential solutions from JACFA Executive**

Question from member: Any discussion about asking college for a clear protocol about how funding is being used? More transparency of how money is being spent is needed.

Answer: JACFA Exec has asked regarding S119 about transparency. College has promised to show us.

7.5. Discussion of current teaching conditions due to COVID-19 and online teaching.

#### 7.6. **Motion:**

BIRT JACFA demands that the College prioritize teaching needs over other needs when disbursing monies from the S119/S120 budgets.

BIFRT JACFA mandates its representatives on the JACFA Executive and Academic Council to support the shortening of the Winter 2021 semester to 12-14 weeks worth of classes, held over 13-15 weeks, to reduce the concentration of work for teachers and students during the COVID-19 pandemic.

**7.6.1 Member proposes amendment** “to support the voluntary departmental shortening of the Winter 2021 semester of the Winter 2021”

Proposed by Debbie Lunny seconded by Alain Richer

**Amendment passes.**

New wording

BIFRT JACFA mandates its representatives on the JACFA Executive and Academic Council to support the voluntary departmental shortening of the Winter 2021 semester to 12-14 weeks worth of classes, held over 13-15 weeks, to reduce the concentration of work for teachers and students during the COVID-19 pandemic.

#### **7.6.2 Member moves to divide the question**

Geoffrey Cook proposes, Alain Richer seconds

Moves to divide 7.6 into two parts.

Division of Motions as follow:

Motion 1: BIRT JACFA demands that the College prioritize teaching needs over other needs when disbursing monies from the S119/S120 budgets.

Motion 2 BIRT JACFA mandates its representatives on the JACFA Executive and Academic Council to support the voluntary departmental shortening of the Winter 2021 semester to 12-14 weeks worth of classes, held over 13-15 weeks, to reduce the concentration of work for teachers and students during the COVID-19 pandemic.

**7.6.3 Member proposes amendment** to Motion 1: add “BIFRT JACFA mandates is representatives to support flexibility in faculty CI values in the Winter semester”

Rhoda Salazar proposes, Ed Hudson seconds

Question on the meaning of flexibility of CI

Answer: In some situations, there is possibility of only one course preparation, but all courses still get taught without hiring new teachers.

**7.6.3.1 Member proposes sub-amendment** “such as reducing preparations in teachers’ workload in teachers’ workload where possible.”

Roy fu proposes, Alain Richer seconds

**Sub-amendment carries**

**Amendment 7.6.3 carries**

Motion 1 now reads:

BIRT JACFA demands that the College prioritize teaching needs over other needs when disbursing monies from the S119/S120 budgets.

BIFRT JACFA mandates is representatives to support flexibility in faculty CI values in the Winter semester such as reducing preparations in teachers’ workload where possible.

**7.6.4 Member proposes amendment** to strike “over other needs” in Motion 1.

Moved by Stephanie Trepanier, Stephen Bryce seconds

**Amendment carries**

**7.6.5 Member proposes amendment** “and consult JACFA before

Roxane Millette, second mark McGuire

**Amendment carries**

Final wording of Motion 1 and 2:

Motion 1:

BIRT JACFA demands that the College prioritize teaching needs and consults JACFA before disbursing monies from the S119/S120 budgets.

BIFRT JACFA mandates is representatives to support flexibility in faculty CI values in the Winter semester such as reducing preparations in teachers workload where possible.

Motion 2 BIRT JACFA mandates its representatives on the JACFA Executive and Academic Council to support the voluntary departmental shortening of the Winter 2021 semester to 12-14 weeks worth of classes, held over 13-15 weeks, to reduce the concentration of work for teachers and students during the COVID-19 pandemic

**7.6 Motion 1 carries**

**7.6 Motion 2 carries**

**8. By-Election for the following positions:**

- Academic Council Permanent Substitutes

Beth Acton nominates herself.

Debbie Lunny nominates Jenny Cockburn, Jenny Cockburn accepts nomination

Abe Sosnowicz moves to close nomination, Rhoda Sollazzo seconds.

Nominations closed

Congratulations to our new substitutes to Academic Council Beth Acton and Jenny Cockburn

- Sustainability Committee

Roxane Millette nominates Abe Sosnowicz. Abe Sosnowicz accepts  
Sean Hughes moves to close nominations, Geoffrey Cook seconds  
Congratulations to the new member of the Sustainability Committee Abe Sosnowicz!

- JACFA Financial Review Committee Member

Claire Russell nominates herself  
Caroline Viger nominates herself  
Rhoda Sollazzo nominates herself  
Ed Hudson moves to close nominations, Geoffrey Cook seconds  
Congratulations to Claire Russell, Caroline Viger, and Rhoda Sollazzo.

**Meeting adjourned at 9:26 pm.**

**APPENDIX A – Insurance Renewal Recommendations [can be found here](#)**

**APPENDIX B – Covid Workload Survey Results [can be found here](#)**