

INSIDE THIS ISSUE:

| | |
|------------------------------|----|
| JACFA Department Guide | 2 |
| Family/Work/Study Balance | 2 |
| FNEEQ: Regroupement Report | 3 |
| JACFA Action E-mail List | 4 |
| Strike Fund | 5 |
| Study Break(s) | 6 |
| The \$892,376 Question! | 7 |
| News from College Committees | 9 |
| Health & Safety Report | 12 |
| JACFA Social Report | 13 |

From Faye's Desk

Despite frigid temperatures, I wish you a warm welcome back. Highlighted below are the major tasks we have been working on, but please dip into this issue for much more.

You recently received an electronic copy of the **JACFA Guide for Departmental Rules, Policies and Procedures**, which we prepared to aid departments apply the 2010-2015 collective agreement. This semester, all departments will have to work towards preparing a set of written rules that outline how departmental elections are held, how scheduling of courses works, etc. These procedures need to be adopted at a departmental meeting and should help to reinvigorate and democratize collegial life. If you need assistance steering this debate, members of the JACFA Executive are ready to help grab the wheel, so drop by the office, send us an email, or give us a call.

One question we are often asked about is the state of negotiations of the SIPD funding (Special Individual Professional Development), which provided full-time faculty with \$1,200 in 2009 to spend on computers, study trips, or books, among other items. The JACFA Executive has met several times with the administration and we reported our progress to the general assembly on December 14, where a very lively dialogue ensued. For a full report on SIPD, take a peek inside.

Our cegep federation, FNEEQ, has asked us to consult our members about raising union dues to ensure that we have a solid strike fund for our next round of negotiations.

FNEEQ believes that our ability to seriously negotiate our salaries lies in our ability to engage in a lengthy strike. Much heated debate around this issue arose on the JACFA Executive and we plan to devote a major portion of our next general assembly to discussing the possibility of such a hike in dues. It is extremely important that you attend this meeting, which should take place in March, so that we can hear your views. For a full breakdown of how much the possibility of raising dues will cost on your pay cheque, please read on.

You'll have time to chat about these topics informally at our Faculty Soup of Love Lunch on February 14. We also hope to see you on Thursday, February 23 for our Second Annual Ceilidh Open Mic Night. I was amazed and bemused by last year's talent and encourage one and all to participate. It's a college-wide event, so it's a great opportunity to meet other staff members. Our Director General, Ginette Sheehy, will be buying us a welcome drink and the JACFA Executive, in its rock'n roll incarnation as *The Union Doos*, will start off the evening with its rendition of some popular toe-tapping, waist-wiggling numbers. I hope to join you on stage or in the audience.



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A New JACFA Department Guide for the New Year

In addition to snow, freezing rain and a new semester, January 2012 was notable for the launching of a new JACFA Guide for Departmental Rules, Policies and Procedures. The guide was emailed to all faculty on January 23. The purpose of this guide is to help academic departments fulfill their responsibilities and exercise their rights under the new collective agreement and the revised Institutional Policy on the Evaluation of Student Achievement (IPESA).

Few departments in the College have a comprehensive set of written rules, policies and procedures which have been adopted in department meetings. As part of their responsibility to define their internal rules of operation, all departments must establish clear written rules, policies and procedures. The JACFA Executive hopes the guide will make the job easier.

For advice about this guide and changes in the collective agreement, please call upon any member of the JACFA Executive. We can also attend department meetings to assist in the discussion. We anticipate a successful completion of this challenging task by the end of the winter semester.



Family/Work/Study Balance



Our survey has been completed and the report, along with several recommendations, is days away from completion. Once finished, we will send it to all faculty members and we will vote on the recommendations at our next General Assembly. Once approved, we will approach the administration with the aim of adopting a policy to improve family/work/study balance.

It turns out that many of our members do feel that they are part of the “sandwich generation,” responsible for both their children and aging parents. Therefore, the JACFA Executive is recommending that we improve scheduling flexibility in accordance with article 8-3.03c in our collective agreement which states, “When the available resources and the organization of teaching allow, the College shall foster schedules that facilitate work-family balance.” We also need to ensure that all our members are aware of the current provisions in our collective agreement, such as parental days and leaves. Access to the Campus Daycare was also a recurring theme and we will need to revisit that issue as well.

FNEEQ *Regroupement* Report: Bullets from the Trenches

Here is some noteworthy information about what has been going on at FNEEQ *regroupement* meetings attended by your JACFA delegates. FNEEQ is now a federation of 46 unions, representing nearly 30,000 members.

• **Big Social Demonstration on February 16**

FNEEQ is involved with the [Coalition opposée à la tarification et à la privatisation des services publics](#), which opposes the commercialization of public services. The Coalition is organizing a demonstration on February 16 that proposes to peacefully block access to the *Centre de commerce mondial de Montréal* in Square-Victoria. This demonstration will protest:

- o the new health tax;
- o the student fees hike for universities;
- o the increase of Hydro-Québec fees.



Montreal area union members are invited to participate from 8:00 a.m. to 10:00 a.m. If you would like to help organize the blockade, communicate with Véronique Laflamme at 418-956-3403. More info at: <http://le1602onbloque.com/>.

• **Lack of Student Seats in Montréal Region Cegeps**

The [Service régional d'admission du Montréal métropolitain \(SRAM\)](#) announced on June 30 that 900 students were turned away from cegeps in the Montreal area. MELS thus decided to raise the *devis* (i.e. number of heads allowed per institution) in order to accommodate these 900 students. This is one of the reasons we keep enrolling more students than expected.

• **Support for a New CRC (*cote R*) Calculation**

The FNEEQ cegep *regroupement* supported a motion from the student's provincial cegep association, [Fédération étudiante collégiale du Québec \(FECQ\)](#), for a more equitable calculation of the CRC. Students want the CRC to drop the mark for a failed course, if it was passed in a subsequent semester. Note that our student union, SUJAC, is not part of the FECQ.

• **Ministry Gives Cash to Improve French**

MELS has given money to French cegeps to help improve the pass rate of French courses and of the *Épreuve uniforme de français*. After some lobbying, the Anglo cegeps were also given financial support to help run their French Help Centres (at JAC, we have the *Caf* in P-004).

Continued next page

FNEEQ *Regroupement* Report: Bullets from the Trenches *(cont'd)*

- **FNEEQ's 30th Congress - FNEEQ wants to hear from you!**

FNEEQ's next congress will take place in Granby from May 29 until June 1, 2012. The Congress is the federation's highest decision-making body. With this in mind, and taking into account the turnover rate of members in our unions, FNEEQ proposes a meeting with affiliated unions during a pre-congress tour. In order to lay the groundwork for this tour, FNEEQ proposes two topics for discussion, with the understanding that all other issues you deem important will also be discussed:



- **The future of education and our profession**

How do you view the future of education and our profession? What worries you the most? What issues are priorities for you?

- **Our social commitment**

Our federation has always been an activist one on many fronts. Should it rethink how it operates? How do we respond to anti-union attacks? What's the best way to advance the values for which we stand? How do we encourage participation by the next generation of union members?

JACFA Action E-mail List

Last year, the people of Ohio overturned by referendum a state law that denied public sector employees the right to collective bargaining. That same year, the CSN sent a delegation to Dakar, Senegal to participate in the 10th Annual World Social Forum, working with other democratic unions from around the world to convince governments to maintain public services during this global economic crisis. You can receive news of such events of international importance -- as well as events closer to home like the recent strike at McGill -- straight to your e-mail inbox.

On a regular basis, JACFA receives e-mails from FNEEQ, the CSN, its Montreal Central Council, and other like-minded organizations inviting our members to take part in political actions or to support different causes. These range from workers rights in Mexico, campaigns against violence towards women to support for victims of legal abuse.

JACFA forwards these types of political or international messages **ONLY** to faculty members who have signed up with the [JACFA Action E-Mail List](#). To sign up, send us an email with "[JOIN JACFA ACTION](#)" in the subject line.

Strike Fund: *Higher Union Dues?* *The power of negotiation is at stake*

As we look towards the 2015 negotiations, we need to review the state of our local strike fund and our power to negotiate. According to FNEEQ, the next round of negotiations will weigh heavily on salary.

With the current JACFA union dues at 1.6%, we will have a strike fund that would cover six strike days by 2015 (six days at \$100.00 strike pay per day). We can increase the number of potential strike days by increasing union dues for a period of three years:

| Dues %: | 1.6% | 1.7% | 1.8% | 1.9% | 2.0% |
|---|----------|----------|----------|----------|----------|
| Dues per Pay (based on a \$70k annual salary) | \$43.08 | \$45.77 | \$48.46 | \$51.15 | \$53.85 |
| Dues per Year - after taxes (based on a \$70k annual salary) | \$694.40 | \$737.80 | \$781.20 | \$824.60 | \$868.00 |
| # of strike days in 2015 | 6 | 8 | 10 | 12 | 14 |

Many FNEEQ local unions are aiming for a strike fund base of ten days minimum.

Although we are part of the larger *Regroupement* in FNEEQ, we remain an independent union and can vote for or against a strike. Historically, if JACFA voted against a strike but a majority in the FNEEQ *Regroupement* were in favor of a strike, we rallied to join the strike.

The CSN has a Defence Fund for its union members who are on strike. Benefits come into effect on day 15 of any strike. The amount only covers part of the usual salary to a maximum of four weeks and the amount paid as of March, 2011 is \$230.00 per week maximum.

It is important to hear what JACFA members think about this issue. Discussions are crucial to make an informed decision by May 2012. Some questions for discussion:

- o Does a bigger local strike fund give us more power to negotiate?
- o How many strike days do we wish to cover?
- o Should we pay more than \$100.00 daily strike pay if on strike?

The issue will be discussed at a future JACFA General Assembly.



Study Break(s)?

Last fall, the question of what other cegeps do regarding study breaks was brought up at Academic Council. Consequently, the JACFA Executive decided to run a quick poll of all cegeps present at the following FNEEQ *Regroupement* meeting and ask the question. The results were a surprise to both the Executive and to Council.

So what's the situation?

All cegeps consulted have a winter study break. Twenty-four out of 32 also have a study break in the fall semester. The fall break is usually five days, including the Thanksgiving Monday. All of the cegeps with fall study breaks very strongly want to keep them.

The logistics of the length of semester and when to take the breaks differs from cegep to cegep. What is common is that a study break is time away from teaching and studying: a total of one week given to teachers and students.

Is this feasible?

In the fall of 2012, we started on August 27. We could do the same thing in fall 2013 by starting on Monday, August 26. Were we to want a fall study break beginning on Thanksgiving Monday, October 14, we would start teaching four days earlier, thus on Tuesday, August 20. For this scenario to work, the first day of the teaching semester would get earlier for several years getting closer to our contractual date of return, which is usually August 17.

Is this something we want?

Obviously, it all comes down to the question: do we want to start earlier (on Tuesday August 20 in our 2013 example and earlier in the following years) and have a study break in October or do we prefer the status quo (and start possibly on Monday, August 26)?

Pros and Cons

There was a lively debate on the JACFA Executive. Some of us like to start later to prepare for the semester ahead and also find the classrooms much too hot in August to be truly productive in the first week of class. Others would like to have a break in October to grade and prepare, even if it means starting a bit earlier. What are your opinions on this matter? Do we want a study break in the fall or not? This item will be coming to a General Assembly soon, so stay tuned.



The \$892,387 Question!

The JACFA Executive is often asked if the \$1,200 SIPD Fund (Special Individual Professional Development) will be renewed. The current accumulated balance in teacher funding created by transfers from the International Student Budget for INCAS is \$892,387. The INCAS (International Non-credit Day Students) are the German and Mexican students. This money is generated as a result of an agreement between JACFA and the College that transfers a portion of the tuition fees collected each year from the INCAs to a separate teacher funding budget. The money compensates faculty in general for teaching these students in day division courses. The College does not receive any funding from the Quebec Ministry of Education for INCAS because these students are not officially registered in cegep programs.

How is this surplus generated?

The portion available for transfer each academic year is equivalent to the amount the teaching budget would receive from the Ministry, if these students were registered for cegep credit courses. From the amount available for yearly transfer, the salary cost of the extra course sections created to accommodate the extra students is deducted from the faculty allocation generated by the course seats occupied by INCAS.

Example: At CRT, it was agreed that 4.309 full-time teachers were generated as a result of INCA student enrollment for the 2010/2011 academic year.

| | |
|--|-----------------------|
| Salary for 4.309 teachers | \$290,434.42 |
| Minus actual cost of 25 extra sections | <u>- \$213,433.33</u> |
| Balance transferred to separate teacher funding budget for 2010/11 | \$77,001.09 |

How was SIPD negotiated in the past?

In January 2009, acting on a mandate from the JACFA General Assembly, the JACFA Executive signed an agreement with the College to create special individual professional development (SIPD) accounts of \$1,200 for full-time teachers and a proportional amount for part-time teachers from the accumulated separate teacher funding budget. This amount per individual was available to be spent before a reimbursement application deadline of December 15, 2010. The purpose of the SIPD accounts was to provide financial access to a broad range of professional development activities, materials and equipment, which were not covered by the Faculty Professional Development Fund. The SIPD accounts were wildly popular. Faculty members spent a total of \$468,175 on study trips and conferences costs, as well as internet access and computer equipment for use off campus, etc.

The \$892,387 Question! *(cont'd)*

Current state of negotiations

Given the popularity of the SIPD accounts and the continued availability of funds in the separate teacher funding budget, the JACFA Executive approached the College Administration in the winter 2011 semester to discuss the continuation of SIPD funding. We were surprised to hear that the Administration was concerned with the legality of the College's enrollment of INCA students, as well as the income tax implications of the SIPD accounts. Both issues were eventually clarified. The legality of the INCA enrollment was confirmed, but the Administration received an opinion from a tax expert that many of the expenses reimbursed to individuals through the SIPD accounts could be viewed as taxable benefits from the College.

Faced with the prospect that faculty members would be subject to income tax on much of the amount received if we renewed the 2009 SIPD agreement, the JACFA Executive suggested alternatives to the Administration during fall 2011, including the idea of paying faculty members a taxable salary bonus. The Administration took the position that if it were legally possible to pay a bonus to faculty members and if the Administration agreed to do so, it wished to pay a bonus to all John Abbott employees from the separate teacher budget that currently contains \$892,387. Their rationale was that the JACFA-College 2009 SIPD agreement had caused great resentment among the other categories of College employees as they also dealt with the INCA students but did not receive any compensation. If faculty were to receive extra salary then all employees, including management, would have to get a similar bonus. The JACFA Executive stated it would be unacceptable to use the teacher funding budget to augment the salary of all John Abbott employees; if the College wished to pay non-faculty a salary bonus, it should do so from its substantial profits from the tuition fees paid by the INCA students.

As an alternative option, the Administration put forward the idea that the College could buy every faculty member a high quality laptop or an iPad from the separate teacher budget. The College would retain ownership of the equipment, but after a number of years the equipment would be written off and faculty could keep it. This option would not create a taxable benefit.

At the last JACFA General Assembly on December 14, 2011, faculty members discussed the issues involved in trying to renew the SIPD agreement. Some questioned the idea of a taxable salary bonus. Others supported the idea of the College buying computer equipment for faculty to avoid the income tax implications. The idea of SIPD funds for professional development travel, which would not create a taxable benefit, was favored by some individuals. Some teachers stated it would be ideal if each individual could choose from a range of options, such as a taxable salary bonus or computer equipment bought by the College or non-taxable professional travel.

The JACFA Executive will continue to work on this issue during this semester with the hope of presenting a clear plan to a future General Assembly.



News from College Committees

FPDC (Faculty Professional Development Committee)

by Alice McLeod (Mathematics)

The other faculty members of the committee are: *Pierre Dussol* (Theatre), *Richard Masters* (Mathematics), *John Serrati* (HEPS) and *James Vanstone*, Chair (HEPS).

You can get funding for individual professional development activities, including credit courses, conferences, and trips for self-directed research. For more details, see the guidelines on the Portal, or talk to Susan Ajersh or Diane Wilson.

Funding is also available for group activities (e.g. faculty retreats at La Sapinière). The maximum amount one faculty member may receive in a year is \$800; however, it is possible to ask for two-year funding (i.e. receive two years' funds at once for an expensive activity). Every faculty member is entitled to apply but non-permanents are not eligible for two-year funding and part timers are pro-rated on the basis of their contract.

Watch carefully for deadlines! FPDC does not accept retroactive applications. Also, in general, we only consider those that fall *between* the dates of the deadlines. Early applications are only considered if there is a very good reason for them (ex: considerable savings on airfare, or limits on registration for an event).

For more information on how to apply for funding, check out the [Professional Development Community](#) on the portal.

Innovation, Research and Development: NSERC Accreditation Approved in Principle

by Linda Knight (Psychology and Youth & Adult Correctional Intervention)

The other faculty members of the committee are: *Murray Bronet* (Chemistry), *Pauline Langlois* (Business Administration) and *Robbyn Sellar* (Anthropology).

During the Academic year of 2010-2011, the IR&D (Innovation, Research & Development) Committee reviewed ten research projects. Among these, five were internal and five external. Seven were approved as submitted and three required minor modifications prior to approval.

The Committee's main objective this year was to revise the JAC Institutional Research Policy in order for it to meet the standards required for accreditation by the NSERC (Natural Sciences and Engineering Research Council of Canada). With the aid of an external consultant, George Archer, the policy was revised and it was approved in principle by NSERC. Formal approval by NSERC requires the approval of the Academic Council and the endorsement of the Board of Governors. The Policy was passed unanimously at Academic Council on November 4, 2011 and at the Board of Governors on November 29 (Policy No. 16) by Resolution Number 344-14. Final approval from NSERC is pending. Once approval has been received, a Research Ethics Board will be set-up according to guidelines outlined in the new Policy. The IR&D Committee plans to meet with all departments to explain the Policy and its implications for students, teachers and staff.

News from College Committees

APCC Report: IPESA, College Policies and Cross-listing

By Ute Beffert (Nursing)

Other faculty members of the committee *Michela Belmonte* (Italian), *Stephen Bryce* (Geoscience), *Tania Peres* (Chemistry), *Lawrence Szigeti* (English), and *James Vanstone* (History). The APCC (Academic Programs Coordination Committee) is a subcommittee of Academic Council, which has worked on the revision of the IPESA the past year.

With the IPESA adopted, the next challenge for the APCC is to tackle the revision of all the policies and procedures linked to the IPESA (for example, cheating and plagiarism procedures, the Academic Decision Making Policy amongst others). Both the IPESA and Academic Council minutes are available via the Portal. There will be consultation for faculty input once APCC puts together proposals regarding the various policies. That said please feel free to give any advance suggestions to any of the faculty members representing JACFA.

APCC will also be reviewing complementaries, especially with regard to the renewal of cross-listing. Complementaries used to be cross-listed but the College stopped the practice as it generated extra allocation. This situation is no longer the case and cross-listing will give students greater choice when selecting a complementary. The Complementary Committee has also met with the APCC and is involved in these discussions as well.

Academic Council—Your Reps Are Hard at Work

By Ute Beffert (Nursing)

Presently, [eleven faculty members](#) represent JACFA on Academic Council and the ongoing work for this semester is:

- the CSST (*Commission de la santé et de la sécurité du travail*) Education Plan, which requires the curricular integration of safety issues for departments who use dangerous equipment and hazardous materials. An *ad hoc* Academic Council sub-committee will be created to tackle the CSST Education Plan.
- the cross-listing of complementaries, which for the time being has been delegated to APCC in consultation with the Complementary Committee.
- e-learning, which was a hot topic of discussion last semester and Council members look forward to updates from the pilot projects this semester.

Additionally, the Academic Council agreement between the College and JACFA is being reviewed this year in light of the new collective agreement.

To view more details please check out the [portal community "Academic Council"](#) for the latest agenda, documents and approved minutes.



News from College Committees

CITC (College Information Technology Committee)

Report by Gayle Irwin (English)

Other faculty members of this committee are: *Eric Girouard* (PDHT) and *Roberta Silerova* (Chemistry).

Update: The CITC Committee (College Information Technology Committee) met once last term (in November) to discuss the results of last year's requests, to review the five year plan for the College's computer labs, and to look at the principles for requesting and approving individual requests for office equipment and special software, as well as departmental requests for new hardware or software. At this meeting, the committee also discussed methods for getting the word out about upgrading old computers. Anyone with an office computer that has a tag marked 70 000 or lower will automatically be eligible for a new computer (although, as I understand it, there may be a delay depending on the number of computers the College can afford to purchase in a given year).

Ordering New Equipment or Software: All faculty members wanting to upgrade their computer with an old tag, simply have to file a request in Octopus. If a faculty member wants special software/hardware or a new machine to replace one with a tag above 70 000, he or she needs to send the request to the department, and the chair will send the requests forward to Pierre Aselin; all requests are generally processed in the winter term and distributed over the summer and the following fall.

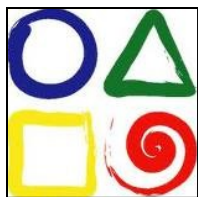
Classroom Technology Issues: One major change from the last time I sat on the committee (2010-2011) is that requests for classroom equipment (like projectors and computer podiums) are now completely in the hands of the Deans, and I am not sure if or how faculty have input into these decisions as a result. Additionally, because of the new building and the renovation plans, the Renovations Committee will now make decisions about those issues. Now that their job is done, it is not clear which departments should be lobbying to resolve classroom equipment needs, but I will ask the committee at our next meeting on January 30.

Getting the Most out of the Process: To ensure transparency, all department chairs have routinely been invited to present any special department requests (e.g. for clickers, smart boards, or new labs) and to argue their case, before the committee decides on ranking requests in terms of priorities and expense. The committee does not have the final decision in granting requests; however, we are a recommending body to the Deans, who have final say. In the past, some requests (for colour printers, etc.) have been refused. If anyone has any special concerns or particular issues, I would be happy to take them to the Committee.



February 14

JACFA Faculty Soup *of Love* Lunch
Faculty Lounge (H-101)



Health and Safety:

CSST Safety Requirements, Student Threats and Cell Phone Towers

Last semester, the Health and Safety Committee had the CSST (*Commission de la santé et de la sécurité du travail*) Education Plan as an ongoing agenda item. According to the CSST, teachers must integrate safety issues into the education of our students. This plan will affect some areas of the College more than others as some departments work with dangerous equipment and materials. According to FNEEQ's analysis, most of these departments have already incorporated this curriculum and no major changes will be necessary. [Click here to read the FNEEQ analysis](#). This Plan was presented to Academic Council by Josée Lanouette, Chair of the Health and Safety Committee. Part of this plan also includes the requirement of monthly Health and Safety Committee meetings; however, it met only twice last semester.

Another significant issue last semester was the College protocol for handling threats against teachers by students. JACFA requested to be notified immediately of any threats made to faculty in order to communicate with its members. In the aftermath of last semester's threat against an English teacher, JACFA also requested locks for classroom doors in case of a hostile intruder. The College has agreed to inventory the number of classrooms already equipped with locks to assess the cost of making sure that all classrooms are a little safer.



The College has installed a temporary cell phone tower on the top of the Herzberg copula, but it will be removed once fibre optic cables have been installed throughout our buildings.

The meetings for this semester for the Health and Safety committee are still TBA, but if you have any issues regarding health and safety, please remember to also fill out the appropriate referral form in [Octopus](#).



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JACFA Social Report

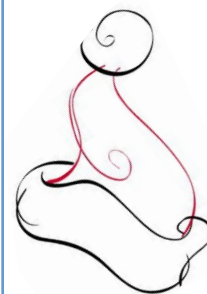
JACFA organizes a variety of social events every year in an effort to bring teachers together informally outside their departments and programs. This academic year has already been an active one! Here's a breakdown of what we've done so far and the fun we've had doing it:

October was the month for soup! The walls of the Faculty Lounge were lined with quotable quotes on gender equity and education in recognition of *World Teacher's Day* on October 4, when JACFA hosted its now famous Faculty Soup Lunch. The turnout was high and a steady stream of teachers dropped by for some hot comfort food, sweet treats, and the warm conversation of colleagues. Thanks for helping us mark the moment and celebrate what we do!



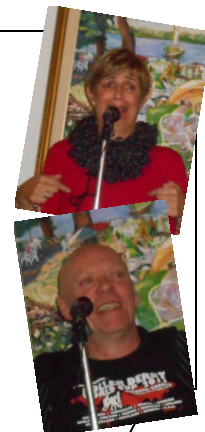
On Halloween day, JACFA hosted a Solidarity Soup Lunch for MUNACA (McGill University Non-Academic Certified Association), who had been on strike since September 1. The hot soup lunch began at noon in the Faculty Lounge, and guests included Kevin Whittaker (MUNACA President), David Kalant (MUNACA's VP Finance), and striking MUNACA employees from the MacDonald campus (and some from downtown!). The JACFA Executive was on hand, and many John Abbott teachers came out to show their support. MUNACA, represented by the Public Service Alliance of Canada, was seeking parity with other university workers in Montreal, the protection of their pensions and the implementation of a fair wage scale. The strike ended on December 5.

On December 4, Santa came to John Abbott to help celebrate our third Annual JAC Family Christmas Lunch! In collaboration with the College's unions (JACASPA, JACMA, and JACPA) and a dozen or so elves, John Abbott College employees and their families celebrated the season with food, colouring, and an exciting online tracker that helped us follow Santa on his trek from the North Pole to the Stewart Cafeteria! Once again, students from Rémi Cardinal's Business Administration Project Management class took the lead in fundraising, decorating, and activities for the kids, with promotional posters and an article done by Neil Briffett of the Learning Centre. Our Theatre Department provided Santa's humongous chair and decorations, and Santa himself (Mike O'Connor from the Aboriginal Resource Centre) was a big hit with the wee ones.





The festivities continued with JACFA's Annual Faculty Christmas Luncheon on December 14 at Le Vieux Kitzbühel. Following a delicious meal and great conversation, we presented our recently retired colleagues with gifts from the Faculty Association and were honored to receive short impromptu speeches by *Shiraz Hosein* (Mathematics), *Thomas Monahan* (Theatre), *Gisèle Samson-Johnson* (Dental Hygiene) and *Vivianne Silver* (French). The John Abbott bus and generous carpoolers transported everyone to and from Ile Perrot in warm, safe comfort!



Your Social Calendar

The semester is still young! In the immediate future, look for invitations to our upcoming events and mark your calendar!



JACFA's Faculty Soup *of Love* Lunch on Tuesday, **February 14** in the Faculty Lounge (H-101). Drop in and warm your winter term with hot soup and equally warm conversation!

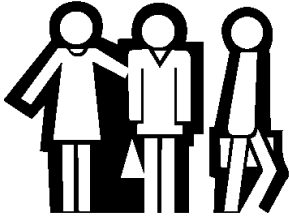
Open Mic Night!

The Second Annual Ceilidh **Open Mic Night** is happening on Thursday, February 23 from 5:30pm onward! **Performers of all kinds wanted!** If you would like to participate, please contact Louise Samoisette at the JACFA office at local 5506 or at louise.samoisette@johnabbott.qc.ca before Monday, February 13. Bring your poems, your instrument, your voice or anything else you would like to perform!!



Stay tuned!





**John Abbott College Faculty
Association**

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E-mail: jacfa@johnabbott.qc.ca



Dates to mark down in your calendar:

February 14:

JACFA Faculty Soup *of Love* Lunch

February 16:

Social Demonstration "Le 16.02 on blo-
que" in Montreal (see page 3)

February 23:

2nd Annual Open Mic Night at the
Ceilidh



2nd Annual Open Mic Night

For Faculty and Staff

Thursday, February 23, 2012 at the Ceilidh

You've got talent?

We are looking for YOU!

**Please contact Louise Samoisette at the JACFA office at local 5506 or
at louise.samoisette@johnabbott.qc.ca
before Monday, February 13**