

La Passerelle

Editorial



[Johanne Pomerleau](#),
President, FPPE-CSQ

It is with great enthusiasm and determination that I had decided to run for a second term as president of the FPPE, and it is with great pride that I welcomed the outcome of the vote that confirmed my re-election for this new term.

The next few years will be busy, to say the least! Although we will not find ourselves at the negotiating table this term, many matters will require all our attention and energy: a number of committees discussed during the most recent negotiations will be established and matters regarding the pay equity will remain an important issue as the 2015 complaints will be added to those of 2010, which we hope will be settled in the months to come. In addition, we will have to sign and implement our collective bargaining agreement, monitor the new bill that will affect school boards, and continue to oppose the decentralization of professional services. We will also have to continue to condemn professional position cuts and ensure that the additions committed to during the most recent negotiations are met, just to name a few. Indeed, numerous policies have been adopted at the Convention and we will have to prepare a rather ambitious action plan to meet these work orders, all of which are highly relevant.

It is with the profound conviction that all professional services are essential to student success that I am thus undertaking this second term as FPPE president and will proudly represent you.

Before wishing you an excellent vacation, I would like to add that we were delighted to take the opportunity at the Convention to celebrate, along with all the former presidencies, the FPPE's 30th anniversary. For those who are interested in knowing more about the history of our Federation, the [video is available on our website](#).

In this issue:

From the president	1
From the Senior Vice president	2
From the Vice president, Administrative Affairs	2
Final words - Patrice Lemay	3
My heartfelt thanks by Jean-Marie Comeau	4
Classification Plan	4
Main policies	5
Photos & video	6

I wish you all a very pleasant summer vacation!

NOUS prenons position

- Pour une expertise et une crédibilité reconnues
- Pour les services aux EHDA
- Dans l'espace public
- Contre la décentralisation des services professionnels
- Contre la déprofessionnalisation
- Pour des services professionnels publics
- Au sein de la CSQ et du SISP
- Pour une alliance renforcée avec les regroupements de parents
- Pour attirer et retenir la relève syndicale
- Pour la défense des droits de nos membres
- En amont des changements

FPPE (CSQ) - CONGRÈS 2016
25, 26 et 27 mai 2016

Sophie Massé,

Senior Vice president of the FPPE executive board

Take position !

S In the next three years, the FPPE will pursue its work of promoting professional expertise and protecting working conditions. The FPPE would like to give a stronger voice to you experts, and achieve its objectives in terms of visibility and recognition

The situation is such that we are seeing significant turnover of our members with union responsibilities. As a result, the FPPE will also have to continue to support trade unions in a time of increasingly active democratic life. Effective dialogue between the trade unions and the FPPE regarding members' work reality can only reinforce local and federative action.

Faced with cuts in education budgets, risks of decentralization, and privatization of professional services, it is clear for me that it is through a federation enriched by the diversity of its constituent groups that we will be able to better defend the professional services and interests of all our members.

I am delighted to embark on a second term as a member of the FPPE's Executive Board, and am eager to work with other board members to tackle these challenges and implement the policies voted for at the Convention.

Lise Therrien,

Vice-president Financial Affairs

Ready for Challenges

S am joining two committed and inspiring women on our Federation's Executive Board. That's right! For the first time, we will have an all-female executive board.

In light of the policies voted for at the Convention, we will face our fair share of challenges. Examples include ensuring that the conclusions of the Union Renewal Commission are implemented, and undertaking actions to reach out to members that we represent - because union life primarily takes on its meaning in local unions - and of course, post-negotiation management.

The sociopolitical context in which we are living pushes us to be creative in the way we work, act, and think. Together, we will have to face various attacks, notably those regarding decentralization, in order to preserve our public education system and reinforce essential contributions made by professionals.

It is therefore with great enthusiasm that I undertake this mandate. The work will be demanding but highly stimulating, and I am convinced that, by working together, we will find concrete ways of taking a stand.



[Johanne Pomerleau](#)

Présidente

[Sophie Massé](#)

Vice-présidente

[Lise Therrien](#)

Vice-présidente aux affaires financières

FINAL WORDS



Patrice Lemay,
Vice-président aux affaires administratives

When I wrote my speech for the elections of the Executive Board in 2006, it was too long and I had to cut out a certain anecdote. Today I'm going to start with that story:

When I was in the 10th Grade, I participated in a student exchange. At the end of the trip, a girl from our group gave me a card which read:

"IF YOU WANT PEACE, WORK FOR JUSTICE."

She had understood me perfectly well, as I was and still am a fierce advocate for peace.

I already knew that I was heading into computer sciences. At the time, I didn't

really see the connection with justice. It stayed like that until I entered the workplace, and it was then that this phrase really hit home for me, but the other way around, as I encountered injustices very early on.

Surely, I must have had fire in my eyes at the time because there was an "old-timer" who noticed me in an assembly and gave me a little nudge. The following year, I was a unit steward, and I wasn't even 24 years old yet! Thank you Marcel Landry.

When it was time to establish the union in 1985, another "old-timer" gave me a little push to encourage me to run for union president at age 29. Thank you Mario Gauvreau.

Twenty-one years later in 2006, more "old-timers" gave me yet another little nudge to run for a position on the Federation's Executive Board. By that time, I've got to admit that I was starting to get up there myself! Thank you Serge Vallières, Pierre Jobin, and Johanne Pomerleau.

The first thing that is disconcerting when you arrive at the FPPE is the idea of becoming a boss, which is a real wake up call for a union militant! What I enjoyed most in this role was conducting staff selection interviews. I was always looking for two elements: how this person would fit into the group and whether there was a spark in the individual's eyes that showed that they were passionate about their work. It's no wonder that of the 13 individuals I hired, 12 were women!

I've worked on many exciting projects over the past 10 years: action-mobilization (with Hélène D'Aoust, the late Caroll Richard, Roger Tremblay, Louise Blanchet, Marc Dion), financial affairs (with André Cauchy, the late Daniel Valiquette, Jocelyne Dupras, Ginette Gagné, Marie-Sylvie Lafrance, Gaétan Côté),

Labour System Implementation Committee (with all the union counsellors), union training (with Claudie Lévesque, Michel Hébert, Julie Labonté, Josianne Lavoie, Valérie Dubé, and Lucie

Lépine), the Federation Articles of Association— yes, you heard me, the Articles of Association— (with Jean-Marie Comeau, Johanne Pomerleau, Steeve Loisel, and Sylvie Pante), organization of proceedings (with Marie Fahmi and Nancie Lessard), the Convention Organizing Committee (with Louise Blanchet, Roger Tremblay, the late Caroll Richard, Marie-Noëlle Robidas, Michel Mayrand, Marie Fahmi, Josée Dargis, Gaétan Côté, Patrick Jeannotte, Nancie Lessard, Judith Perron, Lise Therrien, Dominic Di Stefano, Karine Lapierre, and Félix Cauchy -Charest) and the Executive Board (with Diane Benoit, Jean Falardeau, Johanne Pomerleau, Sophie Massé, and my scapegoat, Jean-Marie Comeau!). Above all, I truly enjoyed working with all of these individuals.

A brief message to all those who are still young: To take your place within this Federation, the only thing you need is that fire in your eyes. Don't worry, the "old-timers" will notice it and will be quite happy to give you a little nudge in order to pass the torch on, as you represent the Federation's future.

A final word for the very first female president of the Federation, my colleague and friend Johanne — it's a little tune in fact. I searched long for one that would be appropriate. I considered "*Train de vie*" by the Cowboys Fringants, or "*Reviens-moi*" by Sylvain Cossette. In the end, I chose this one by Robert Charlebois:

*Demain l'hiver, je m'en fous.
Je m'en vais dans le sud, au soleil
Me baigner dans la mer
Et je penserai à vous
En plantant mes orteils dans le sable doux,*

**It was a pleasure and honour
to serve you.**

**Jean-Marie Comeau,**

Premier vice-président

MY HEARTFELT THANKS

I've had the immense privilege to be part of the FPPE's union family, at first in its beginnings from 1980 to 1986, and more recently from 2000 to 2016.

Many things happen within a family, and ours is no exception. But of all the things I have experienced with my colleagues in the trade union world, I will share three aspects that have

transformed this commitment into a source of nourishment:

- ◆ Our concrete commitment to our members and our colleagues who provide professional services. This commitment was fuelled by innumerable anecdotes that have spangled my day-to-day life since 1980. These stories of individuals and the events associated with them, which were very sensitive in the battles that were waged, are what sustained my dedication to the union all these years.
- ◆ Every day, thanks to my union colleagues, I experienced mutual support that gave me back the vitality and energy I needed to revive the flame when commitment was wavering.
- ◆ The friendships forged throughout this life path, whether on a professional or union level, have been truly enriching. Ultimately, these friendships are the reason I can still consider the FPPE like family even today.

It is with great emotion that today I am closing this chapter of active commitment in our Federation. Time goes by, and now it is time for me to move on to another chapter in my life. But one never leaves a family like ours for good. Rest assured that you will always be present in my life. I will continue to follow you, albeit from afar, in your exchanges, and will remain a loyal supporter of your challenges and battles to come.

I wish a long and prosperous future to the FPPE and its members!

Classification Plans : Good News!

In the letter dated April 25 of this year, I notified you of the situation regarding the classification plans. Following the complaint filed against the Treasury Board with the Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST), we recently learned at the bargaining table that the classification plans for the French- and English-language school boards would finally be updated, as presented to us in their final version in November 2015.

We have attempted – thus far unsuccessfully – to pursue our efforts in order to improve certain terms and to discuss job classes, but our initiatives have been stonewalled. The new classification plan will therefore contain:

- ◆ Amendments related to Bill 21 for the concerned job classes (both the professional order and alternative job classes).
- ◆ A new characteristic attribution for counsellors providing rehabilitation services that will take into account the possibility of using arts, music, or other forms of expression, which will finally allow us to have job classes for musician therapists in order to clearly bring these professionals into the fold.

Obviously, it should be borne in mind that the classification plan is a Management document. Although we can make recommendations, the final word lies with Management. The latter did not retain all of our suggestions and there are attributions that, in our view, could have been better worded. That being said, the new version presents an interesting improvement compared to the current classification plan.

With regards to the creation of job classes for "Art Therapist," "Accountant" and "Archivist," we are making a new attempt, as we indicated, by means of a complaint under the 2015 pay equity maintenance. For amendments to the job description for "Education Consultant," we are hopeful that the committee created with the specific purpose of discussing the job class situation will allow us to revisit this issue. Lastly, for "Remedial Teacher", as long as Management refuses to discuss the matter, we will have to keep trying.

You will be notified as soon as the updated version is available.

16th Convention of the FPPE

Main Policies

The 16th Convention of the FPPE took place in Montreal on May 26, 27, and 28, 2016, under the engaging and affirmative theme "Take position"

This theme expresses the FPPE's desire to pursue and reinforce its position statement in favour of public, professional services, of services to special needs students, of the defence of rights, and against decentralization, and that is, all in the public arena, before our decision-makers, in the education system, and within the CSQ

The 210 conventionneers adopted a number of policies, which can be grouped into four sub-themes:

NOUS prenons position

Protect public, professional services in a context of decentralization and battle with subcontracting.

- ◆ The FPPE and its unions will have to protect staff working conditions and take action on labour organization, particularly in a context of decentralization and structural change. Professional expertise specific to the public sector has developed over the years thanks to a holistic vision of services. This expertise is invaluable and should be recognized.

NOUS prenons position

Support affiliated unions in implementing the union renewal.

- ◆ At the most recent CSQ Convention, affiliates undertook to review their practices with union renewal in mind, the objective being to promote closer ties with members and to reinforce collective action in which unions play a key role. Furthermore, for the unions, the next generation of activists is a matter of concern.

NOUS prenons position

Document the evolution of members' work to counter de-professionalization problems and protect fields of activity specific to professional staff.

- ◆ For almost twenty years, the public education system has been called upon to evolve in the name of "new public management" by integrating new standards and approaches taken from the private sector. To this situation are added recurrent cuts and austerity policies that continue despite the increase in students' needs, young or old. This context has an impact on working conditions and can lead to a form of de-professionalization. Better understanding the impacts of these changes will allow us to better recognize professions and take collective action regarding labour organization.

NOUS prenons position

Position the FPPE as a key reference in education.

- ◆ The FPPE is increasingly called upon to take a stand on education-related issues. In the framework of political and media representation, Federation representatives must be in a position to share and promote the expertise of other members. The FPPE must also develop its collaborations and alliances, both with the research sector and with the associations mobilized for the public school network.

The Convention also adopted certain policies that are more general in nature, notably regarding the alliances.

All these policies will translate into actions that will be integrated into the three-year action plan which will be adopted next November at the first Federal Council of this new triennium.

The FPPE celebrates its 30th anniversary



16th Convention of the FPPE



FPPE

LA PASSERELLE
Volume 27, issue 3
June 2016
Publication of the Fédération des professionnelles et professionnels de l'éducation du Québec (CSQ)

Head Office
9405, Sherbrooke East
Montréal (Québec) H1L 6P3
Phone: (514) 356-0505
Fax : (514) 356-1324

Coordination of information :
Johanne Pomerleau
Page layout :
Marie Fahmi