

CHANGING THE WORLD

ONE STUDENT AT A TIME

LA PASSERELLE



EDUCATION PROFESSIONALS' WEEK

NOVEMBER 18–22, 2019



FÉDÉRATION DES PROFESSIONNELLES
ET PROFESSIONNELS DE L'ÉDUCATION
DU QUÉBEC (CSQ)



CHANGING THE WORLD ONE STUDENT AT A TIME



With collective bargaining on the table this year, the theme for Professionals' Week is once again "Changing the World One Student at a Time." We have come back to it because it is the foundation of the mission of each and everyone of us. After having met so many of you, it is now clear to me that this motto is at the heart of your

day-to-day activities and of our mandate. This is true for all our members who provide professional services, whether directly to students or in the form of educational or organizational support.

Despite the many barriers you face on a daily basis (lack of resources, too large of a territory to cover, lack of recognition, attack on professional autonomy, etc.), you are committed, for the right reasons, to creating an environment that will allow stu-

dents to flourish and achieve their potential.

Day in and day out, you work hard to improve students' development. Your achievements and commitment are an inspiration to them. "Support," "cooperation," "guidance," and "development" are concepts you strive to put into practice.

Indeed, professionals work tirelessly every day to bring out and realize the potential of each student. Thanks to their expertise, they are changing the world one student at a time.

Thank you for doing it so well!

Jacques Landry,
President, FPPE(CSQ)

THE FPPE'S NEW, MORE HUMAN IMAGE

[Karine Lapierre](#)

Communications Counsellor FPPE (CSQ)

The FPPE is making the most of Professionals' Week 2019 to launch its new corporate image, which it seeks to make more human and more strongly rooted in the Federation's concern for its members and the defence of student services.

This week, you will see the new logo being rolled out throughout our web platforms and social media accounts; this logo aligns with the theme "Changing the World One Student at a Time", which will become our Federation's mantra, cause, and driving force in the years to come.

To kick it off, "Changing the World One Student at a Time" is also the theme of this year's Professionals' Week.



PUTTING HUMANS AT THE FOREFRONT

The FPPE's new logo places a human at the centre of both the design and the message, as people are at the heart of the Federation's mission.

First and foremost, this human represents an FPPE member: a professional whose interests and working conditions the Federation defends and whose qualifications the Federation promotes.

This professional is on the move, striding confidently forward, in action, motivated, committed to a better world. The image is inspired by Giacometti's famous sculpture, "Walking Man".

Its composition is also inspired by the star, which signifies the future, and also, like the evening star, signifies guidance, that which lights the way, the advisory role.

The human is outlined in an unsophisticated manner, just like the childlike lettering that forms the Federation's acronym, to demonstrate that the figure can also designate a student, the person who is at the core of all the members' concerns, the one for whom the members work, day after day. The student is also on the move toward his or her future.

The logo consists of **three colours** to distinguish the FPPE's three job categories: direct services, education, and administration.

The red on top symbolizes the strength of professional expertise and the passion of professionals for their work, along with their courage and their tenacity.

The yellow in the middle, where the heart is, symbolizes warmth in action, caring and gentleness, and positive support.

The green at the bottom symbolizes all that is sown in education, which then grows and bears fruit. It symbolizes hope for a better world and our attachment to the environment, not only in the literal sense of the word, but also as it pertains to a healthy working environment.

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“CHANGING THE WORLD ONE STUDENT AT A TIME”: OUR FEDERATION’S NEW MANTRA

In light of the overwhelming popularity of the “Changing the World One Student at a Time” campaign to promote job classes, the FPPE decided to make it a brand in its own right.

Updated for 2019, the campaign has a whole new look. You will notice that, once again, students are the focus of the “Changing the World One Student at a Time” campaign.

The background shows four students who represent preschool, primary, secondary, and adult learners.

Each one is exploring his or her inner universe, eyes closed.

Springing forth, blooming, born from within, outlined in chalk, are their dreams, their possibilities, their potential, and their desires, which are grouped into

four universes: communications and language, nature and the environment, arts, and science.

The ways in which professionals impact these students on a daily basis is summarized in four action verbs, which apply to all professional job classes: support, cooperate, guide, and develop.

The message of this campaign is: “All education professionals, whether they work directly with students, provide support to teachers, or work in administration, strive every day to bring out and realize the potential of each student. Through their diverse, complementary forms of expertise, they are changing the world, one student at a time.”

Happy Professionals’ Week!

CONTEST

Let us know how, as an education professional, you are changing the world one student at a time! Share your story in the comments section of the “Contest” post pinned at the top of our Facebook page: facebook.com/FPPECSQ.

You could win an iPad mini, an Apple Watch or a Canon Rebel camera!

The contest closes on November 29 at 4 p.m..

Good luck!

PAY EQUITY

2010 MAINTENANCE

In [the June 2019 Passerelle](#), we informed you that, up until April 2019, the 2010 maintenance grievances had been under investigation by the *Commission des normes, de l'équité, de la santé et de la sécurité du travail, division de l'équité salariale* (hereinafter the Commission). We also announced that, on April 10, 2019, the National Assembly adopted Bill 10, amending the Pay Equity Act, mainly to improve the evaluation of pay equity maintenance.

Since this new law was enacted, investigations at the Commission have been suspended. A 120-day voluntary conciliation process, which has just been extended by 60 days, began in July 2019.

Since July, several union organizations, including the FPPE-CSQ, have been actively participating in the conciliation process with the Treasury Board. We hope conciliation will allow us to finalize the 2010 maintenance audit. Rest assured that the FPPE will keep up its efforts to ensure that the outcome of the 2010 maintenance audit is as favourable as possible for the members it represents.

2015 MAINTENANCE

To ensure a rigorous process for the evaluation of job categories, several FPPE professionals have been released. The FPPE and the CSQ have offered support to the professionals in order to survey salaried employees, who were asked to fill out a questionnaire. In accordance with the criteria set forth in the Act, the professionals had to identify changes in their jobs as well as the dates on which the changes occurred. Under the Act, the target period was from January 2010 to December 21, 2015.

According to the new provisions of the Pay Equity Act, conciliation for the 2015 maintenance audit will begin this January.

We will quickly inform you of any outcome.

For more information, please consult the following websites:

<http://www.fppe.ca/vos-droits/equite-salariale/>

<http://www.lacsq.org/equite-salariale/modifications-equite-salariale/>

http://www.lacsq.org/fileadmin/user_upload/csq/documents/guide-accueil/1718-116_GuideAccueil_Fiche34_web_v2.pdf

[Valérie Dubé](#),

Union Counsellor, FPPE(CSQ)

¹<http://www.ces.gouv.qc.ca/>

BILL N° 40

Bill 40 was tabled in October 2019 by Minister Jean-François Roberge. Primarily amending the *Education Act* with respect to school organization and governance, Bill 40 aims to transform school boards into school service centres run by boards of directors. This 392-clause bill also has the potential to significantly alter the school environment. That is why the FPPE and the CSQ participated in the parliamentary committee of the National Assembly held from November 4 to 13, 2019. We invite you to view the [presentation by Jacques Landry](#), President of the FPPE, and to visit the CSQ's "[Réforme Roberge : Dangers d'inégalités!](#)" website (in French only). For more information on the FPPE's response, [see the following document](#): (in French only).

Marie-Eve Quirion,
Action professionnelle Counsellor
FPPE(CSQ)

