

INTERNATIONAL WOMEN'S DAY

MARCH 8, 2016

La Passerelle



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

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While I sympathize with all of these goals, the last one triggers a reaction for me. For the government, the issue of equity in the public and para-public service has been settled. Strange, but I don't see it that way! When the government created its equity program in 2000, it chose to separate the public service from the para-public. Health care, social services and education are in one program, and public service is in another. But in our



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uebec's labour movement has adopted a theme for the 2016 International Women's Day that calls upon all women to take action to be heard: "*Appel à toutes pour se faire entendre!*" We must be heard to achieve a better balance between work, family and studies, to get a woman-focused approach to health care, to put an end to violence, to shatter the glass ceiling and to achieve employment equality and equity.

program, there is a very high percentage of women—much higher than in public service. Why did they separate these two groups? And has the government truly achieved equity, when it compared jobs that are almost all female dominated with the few jobs that were still male dominated at the time? Has the government really given these jobs a chance to be recognized at their fair value?

In 2019, a number of female-dominated jobs will be integrated into the new salary structure at a lower ranking than before the equity exercise. Of course, professional staff members who have reached higher pay grades will not be affected, since they are protected by the collective agreement. But the job class itself will be devalued. In this context, I find it very hard to agree with the government. Instead, I believe we have to keep fighting to one day obtain fair recognition for our jobs, and genuine pay equity between female- and male-dominated jobs. We must also fight so that the women (and men, of course) who are in jobs that were considered male dominated in 2000 also have the right to an evaluation of the changes that have occurred in their profession and to have their ranking modified if appropriate. The law only allows for adjustments to male-dominated job classes. The percentage of women in our jobs is growing. The government must take that into account.

The battle is not over. And we will be heard.

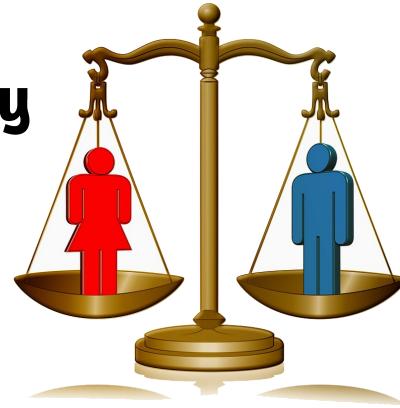
*Let us be proud of our professions!
And a happy March 8 to all!*



Sophie Massé,
Vice President, FPPE-CSQ

Union representation: Still far from gender equality

One might believe that, nowadays, issues of inequity between female and male professional staff are outdated, and that there no longer are obstacles to women's involvement in the unions. Members of the FPPE-CSQ Status of Women Committee decided to put this assumption to the test.



Laval University researchers Catherine Le Capitaine and Marie-Pier Bernard Pelletier conducted a study¹ in 2015, in partnership with the FPPE-CSQ. In it, they asked questions such as the following: Are there still obstacles preventing women from occupying leadership positions in labour organizations? Is there a gender focus in how women exercise leadership?

Initial results show that the constraints of work-family balance, lack of knowledge about labour relations and unease with the election process are all obstacles when professional women consider making the leap to union involvement. This explains in part the underrepresentation of women in positions with union responsibilities. Currently, only 45% of union president and vice-president positions are held by women, when women account for almost 80% of the professional staff membership at the school board level.

With regard to leadership, we learned that, while all of those among the governing boards involved in the study are concerned with the respecting of members' rights, men more specifically tend to see themselves as guardians of the collective agreement, while women tend to focus on labour's social vision. We also note that, for women, union democracy refers to a mode of member consultation, while for men, it means the members' right to vote.

It is well known that union work involves meetings, travel, assemblies and emergency situations in the workplace. Union representatives—both women and men—want to successfully rise to the challenges in their union work as well as their

professional lives. The issue of succession is a concern for many of the FPPE's unions. To encourage more women to volunteer, the Federation must consider continuing to offer measures of support and improvement, such as ongoing training for union representatives, mentoring, and adopting operating rules that, for instance, give preference to daytime work.

What is the situation in our individual environments? Does union organization foster the involvement of women professionals? Can we offer more support to our female professional colleagues who demonstrate skill at and interest in representing us? We are all collectively responsible for equitable representation.

La Personnelle +
la CSQ =
la bonne combinaison pour
vos besoins d'assurances
auto, habitation et entreprise.

Demandez une soumission
et comparez !



laPersonnelle

¹Le Leadership syndical des femmes au sein de la FPPE, Catherine Le Capitaine, Marie-Pier Bernard Pelletier, Laval University, FPPE Federal Council, PowerPoint presentation, Montréal, February 4, 2016.

Appel à toutes Pour se faire ENTENDRE !

Je parle parce qu'y faut pas s'y méprendre

Les inégalités sont partout

C'est plus que l'temps de s'faire entendre

Pis s'rendre compte

Qu'encore, on continue

À être des laissées-pour-compte

Prends garde à tes pieds.

Prêtes à nous piéger

Y a des trappes d'injustice

Comme autant d'sévinces et d'préjudices

Une des trappes, c'est l'invisibilité

Comme dans absence des femmes.

Penses-y! Invisible comme pas là

Ou à peine là

Ou fallait ben qu'tu sois là un ti peu

J'veo des tas d'hommes

Sur les photos d'État

C'est l'cas

Ça m'met dans tous mes états

Comme...

Dans les affaires

Des hommes d'affaires

Parfois, on voit une femme,

Avec un ti comité

Une photo, un sourire,

On la place par en avant

Question de mixité

Pis le boy's club peut continuer d'exister

Sauf pour les publicités

T'as raison

Où y a des femmes exposées

Comme de raison

Hélène Sylvain

pour la Journée Internationale des Femmes, 8 mars 2016

À talons haut

Pour caresser des autos

Ou en tenue légère

Pour apporter une p'tite bière

Y a même des trappes d'invisibilité

Où le langage nous enferme

Tu crois que j'exagère?

T'as qu'à r'garder les grands chefs cuisiniers

Aller chez les grands coiffeurs

Ou chez les grands couturiers.

C'est ben connu!

Les cuisinières, sé des poèles

Les coiffeuses, sé un p'tit métier

Pis les couturières, sé à temps perdu.

L'invisibilité là, c'est pas d-la fatalité!

Combien de temps encore pour s'faire entendre?

Une autre trappe, c'est celle de l'inutilité

Si t'es utile à la croissance du pays

T'es un bon produit

Si t'es utile à tes parents dans la maladie

T'en payes le prix

Pis si t'es pauvre

Ben, t'es ben mal pris!

On fait même d-la prostitution

Un travail... du sexe

On évoque la Constitution

Dans les textes

Pour en justifier l'exploitation

Véritable traite des enfants pis des femmes

C't'une intractable défaite des valeurs qu'on proclame

Ça va jusqu'à ta croissance personnelle

Genre, développe-toi

Fais du zèle

Avec leurs marchands de bonheur

Qui livrent leur Secret et leurs émois

Comme autant de leurres.

L'inutilité là, c'est pas d-la fatalité!

Combien de temps encore pour s'faire entendre?

L'autre trappe, c'est celle des inégalités

Qui fabriquent encore d-la différence sexuelle :

Fort, viril, stable

Faible, peureuse, instable

En haut de la hiérarchie pour lui

En bas de l'échelle pour elle

La trappe des inégalités guette les femmes

Dans tous lé coins de rue

Parce qu'elles sont pas en sécurité

Dans c' monde de drames

Penses-y, c'est convenu

Des trappes partout

Prêtes à s'ouvrir pour toi

Pour t'ouvrir

Pis t'écartier le corps jusqu'au cœur

Pour t'écœurer encore jusqu'à ce que t'en meures

De violence en violence On nous domine

Ça compose nos pas de danse

Ça nous guillotine

Va ben falloir s'rendre à l'évidence

Les inégalités là, c'est pas d-la fatalité!

Combien de temps encore pour s'faire entendre?

- Lettre ouverte pour un régime entièrement public -
« LE REMÈDE AUX COUPURES »



Des économies jusqu'à 3G\$ par année dans les finances publiques et non sur le dos des femmes.

Jacques Benoit, Coalition solidarité santé

À l'occasion du 8 Mars Journée internationale des Femmes, nous, *groupe régional-local* et Coalition solidarité Santé, demandons au gouvernement Couillard de cesser de faire porter aux femmes l'assainissement des finances publiques par des coupes budgétaires dans la santé, l'éducation, les CPE, etc. pour s'attaquer plutôt à une des plus grosses dépenses de l'État : les médicaments prescrits.

Au Québec, en 2012, les dépenses totales en médicaments prescrits se chiffraient à 7,5 milliards \$. Or, nous les avons payés 30 % de PLUS que dans la moyenne des autres pays développés. Cette situation dépend principalement de notre régime d'assurance médicaments mixte (privé-public) qui ne permet pas au gouvernement de contrôler les coûts. Même le Commissaire à la santé et au bien-être du Québec, dans son rapport de mars 2015, écrivait que notre régime actuel était trop onéreux et méritait d'être révisé.

C'est pourquoi la COALITION SOLIDARITÉ SANTÉ a lancé une campagne d'appui citoyen intitulée « Le remède aux coupures, ça existe ! Pour une assurance médicaments 100% publique ».

Une telle assurance 100% publique serait rentable pour tout le monde. D'abord pour les entreprises qui verraient leurs coûts en assurances collectives diminuer, ensuite pour les citoyen.ne.s qui paieraient leurs médicaments moins cher et auraient plus d'argent dans leurs poches, et enfin pour les finances publiques qui pourraient économiser plus d'un milliard \$ par année, permettant ainsi de ne pas couper dans les budgets de la santé, d'éducation, des CPE, etc., mais de mieux les financer.

Tout le discours et les politiques d'austérité/rigueur dans les finances publiques se font d'abord au détriment des femmes qui sont les plus grandes utilisatrices mais aussi les plus grandes dispensatrices de services publics.

COALITION SOLIDARITÉ SANTÉ invite la population à visiter le site WEB, <http://remedeauxcoupures.cssante.com/>, pour s'informer sur les enjeux d'un tel régime entièrement public, mais aussi pour appuyer la campagne par un simple envoi automatisé d'une lettre à son député.

Il est important que tous les députés du Québec connaissent les avantages d'un tel régime entièrement public, et qu'ils fassent pression sur le gouvernement qui a déjà en main toutes les études lui démontrant non seulement la viabilité d'un tel régime, mais également que les économies à y réaliser pourraient être de 1 à 3 milliards de dollars par année.

Si ce gouvernement est honnête quand il dit vouloir assainir les finances publiques, s'il dit vrai quand il affirme qu'il ferait autrement s'il le pouvait, alors voilà pour lui l'occasion de le démontrer! Qu'attend-t-il pour agir?

Le REMÈDE AUX COUPURES, ÇA EXISTE!

DÉCISIONS RÉCENTES



Maude Lyonnais-Bourque,
Conseillère syndicale

The Myth of Work-Family Balance

This International Women's Day, it's important to highlight the long way women have come in order to achieve relative equality with their male colleagues in several fields. However, there are still areas, especially where work is concerned, in which systemic discrimination against women still occurs. Indeed, a balance between work and family has not yet been reached in terms of working conditions, and it's often women who are affected. We illustrate this through three examples of working conditions for professional women.

① Part-time positions

The fact is that, even today, women must take more time off to deal with child care or child health obligations. It is also mainly women who choose to reduce their paid work to take care of young children¹. While it can be tempting for people to accept a part-time position to find a better work-family balance, the reality is that this choice, made by some women, contributes to their job insecurity. In the collective agreement for professional staff, positions comprising less than 75% of a full workload (or 26½ hours per week) do not give access to permanent status or job security (5-6.02 and 5-6.06). Indeed, when positions are eliminated, the last people to be rehired are those in part-time positions. They don't receive severance pay or have any kind of wage insurance mechanism, unlike people in full-time positions. What's more, for professionals in part-time positions, many benefits, such as vacation time, are applied based on hours worked (2-1.03). And finally, smaller contributions are made to the Government and Public Employee Retirement Plan (RREGOP), and it is not possible to "buy back" the difference between the part-time position and a full-time one, because only absences from work can be bought back. Therefore, benefits upon retirement will be proportionally lower, which is a significant drawback.

② Family and parental responsibility leave

The collective agreement allows for up to six (6) days of family and parental responsibility leave, which are taken from the bank of sick leave days (7-4.07). Since women dedicate more time to caring for children and helping loved ones², there is a risk of them being more penalized in this area, in the sense that their sick leave bank will be reduced. Also, since sick leave can be converted to cash, women also run the risk of receiving less or even no compensation. When the new collective agreement was negotiated in 2015, the union side asked that the bank of days for family and parental responsibility leave be made separate from the sick leave bank in order to improve work-family balance. Unfortunately, however, this request was denied by the employer side.



¹STATISTICS CANADA (2015). *Labour force survey estimates (LFS), part-time employment by reason for part-time work, sex and age group* CANSIM Table 282-0014, [Online]. [<http://www5.statcan.gc.ca/cansim>] (Consulted on August 25, 2015). According to this data, there are greater numbers of women among people who voluntarily choose part-time work. There are also significantly more women than men indicating that they made this choice in order to care for children: 14% for women, compared to 2.1% for men.

²Cahier de consultation- Gouvernement du Québec – *Ensemble pour l'égalité entre les hommes et les femmes* – 2015, p. 16.
http://www.scf.gouv.qc.ca/fileadmin/images/contenus/Consultation/Consultation_Egalite.pdf

DÉCISIONS RÉCENTES (Suite)

The Myth of Work-Family Balance

③ Parental Leave

The collective agreement for professional staff allows for maternity leave of twenty-one (21) weeks and paternity leave of five (5) weeks (5-13.05 and 5-13.23). The agreement also has provisions allowing for an unpaid extension of maternity or paternity leave. This unpaid leave may be taken during a period of time when the professional receives parental benefits from the Quebec Parental Insurance Plan (RQAP). Parental leave may be taken by either parent or split between them. The reality is that most women take the RQAP³ parental leave, that is, the unpaid leave provided for in the collective agreement (5-13.33). But since this period of time is considered unpaid leave by the school boards, some benefits do not fully accumulate for these professionals. In fact, the time must be bought back for the purposes of the RREGOP. Furthermore, seniority and experience only accrue for the first fifty-two (52) weeks of the leave (5-13.34). And, unpaid leave of over sixty (60) days also affects vacation credits, in that they are reduced in proportion to the duration of the absence (7-7.03).

In conclusion, we can see that despite an apparent equality in the working conditions of men and women, the situation of women is often not equitable. It is therefore important to continue mobilizing and struggling to turn equality by law into actual equality.



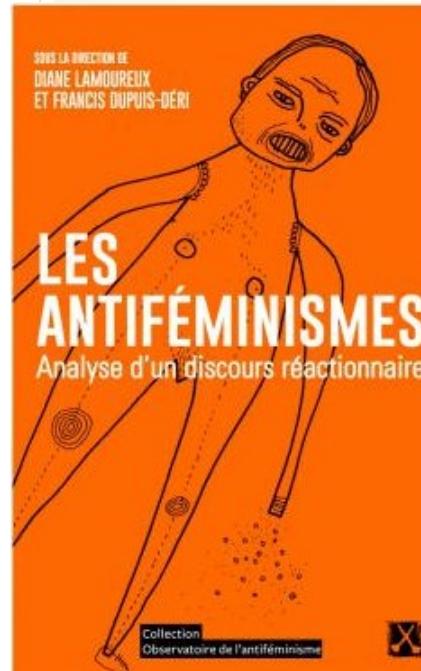
³Seventy per cent of fathers take only the RQAP paternity leave; thus, only 30% of fathers take a portion of the parental leave (Statistics Canada, March 2015, and Quebec's parental leave insurance council (Conseil de gestion de l'assurance parentale), 2013).

Suggestion de lecture

Les antiféminismes

Analyse d'un discours réactionnaire

Edited by Diane Lamoureux and Francis Dupuis-Déri



History teaches us that every liberation movement has a counterrevolutionary reaction. Feminist struggles are no exception. Condemned by the right as a real threat to social stability and to the future of the nation, it is also considered by the left to be a secondary struggle within a much broader movement. Feminism has always bothered those who have an interest in maintaining the patriarchal regime.

Anti-feminist ideas and actions are reactionary. Their aim—whether conscious or not—is to reassert the value

of a maligned masculinity. To achieve their ends, anti-feminists use discursive strategies such as misinformation, or appeals to the nostalgia of the "good old days" and to the natural order. It is exactly this type of vengeful discourse, which can be found in every area—from comedy to activism—that this book sets out to dissect.

Dupuis-Déri, Francis

Francis Dupuis-Déri is a professor of political science at the Université du Québec à Montréal(UQAM) and is in charge of the Interdisciplinary Research Group on Anti-feminism (GIRAF for its acronym in French), which is part of the Institute of Feminist Research and Studies (IREF for its acronym in French).

Lamoureux, Diane

Diane is a professor with Université Laval's political science department, where she teaches political philosophy. Her research focuses on issues of citizenship and democracy in contemporary western nations.

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