

Education Professionals' Week

La Passerelle



[Johanne Pomerleau](#),
President

Giving ourselves the means to continue providing quality services

Editorial

This year's Professionals' Week is particularly significant. It takes place in a context of political austerity, of serious discussions calling into question the existence of school boards, and the start of negotiations. It would be hard to find a more difficult and worrisome context! As you have no doubt read in the [Passerelle Négo](#), we have tabled our sectoral demands and the common front has tabled the wages demands as well as those concerning regional disparities. The game is on!

Discussion of a significant issue such as the structure of the school boards during a negotiation period is not innocent! Does the government hope it can unobtrusively dismantle our network while we are busy with negotiations? This will not be the case! We will fight to maintain the importance of a solid intermediary structure, which is responsible for hiring personnel, ensures equitable sharing of resources and provides services that many schools could never afford, such as computer equipment, educational counselling, etc. These changes to structures should never be at the expense of professionals nor should they be at the expense of our students! I invite you [to read Sophie Massé's article on this subject](#).

In this context, the rather harsh tone of our Professionals' Week campaign is particularly relevant. Our poster, which is directly tied in with our overall communications and mobilization plan during this negotiation year, sets the tone: An education professional's job cannot be improvised. Our services are essential! The government must give us the means to do our job and stop making decisions that will result in more and more cutbacks to professional services.

I hope you will display it with pride and the same determination as we have to stand up for the importance of professional personnel in education. All of you provide essential services and we must shout this from the rooftops. Thank you for your professionalism and your commitment!

**HAVE A GOOD
PROFESSIONALS WEEK!**



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FPPE On se donne les moyens (Give us the means) Campaign



Fighting Austerity Ideology Through Laughter

What if guidance counselling meant simply spinning a bottle to randomly predict students' future careers? And if the school psychologist were to simply pat a student on the back reciting a few well-known proverbs: "You win some, you lose some."

The Fédération des professionnelles et professionnels de l'éducation (FPPE-CSQ) takes us into this absurd world with its latest campaign, as negotiations get underway. Under the theme *On se donne les moyens*, it consists of three humorous advertisements that will be displayed in your Facebook News Feed throughout the year.

You will follow a fictional character, an administrator wearing a ridiculous tie who represents the ideology of austerity. He is in charge of cutbacks to professional services. For each job category, we see him destroying, throwing away or getting rid of a professional's "desk name plate" and then making a clumsy attempt to take the place of the professional.

"The consequences of austerity are hitting professional services head-on. With this campaign, we have tried to demonstrate the ridiculous situations that result from cuts to professional services in education, and stress the fact that reinvestment is the only possible choice for the future," explains Karine Lapierre, Communications Advisor at the FPPE-CSQ.

According to campaign producer Isabelle Phaneuf Cyr: "The humorous, slightly grating tone is perfectly adapted to the campaign's intended audience, young adult Internet users. Using the process of cognitive dissonance, we use clichés that ordinary people believe about professional job categories, and we deconstruct them."

The campaign addresses the topics of student services, working conditions for education professionals, as well as the benefits for the economy that come from investing in education.

"With *On se donne les moyens*, we want to tell the public that society needs to invest in education for a secure future. We have been told *ad nauseam* that Québec cannot afford to pay for quality services, when we should be asking ourselves: Can we afford not to support the students, workers, taxpayers and citizens of tomorrow? We need to stop looking at the present and make the choice to find the financial resources we need; failure to do so means abandoning an entire generation," says Johanne Pomerleau, President of the FPPE-CSQ.

You can watch the advertisements at onsedonnelesmoyens.com

Be sure to share with your networks, by email and on social networks!



[Johanne Pomerleau](#),
Présidente

LATEST NEWS:

Meeting with Minister Bolduc

On November 7, Jean-Marie Comeau, First Vice-President of the FPPE, and I had the opportunity to speak with the Ministre de l'Éducation du Loisir et du Sport, Yves Bolduc. The minister was accompanied by Gabrielle Collu, Deputy Director of the ministry. The meeting, scheduled several weeks ago, was well-timed for discussion of the future of the school boards and the next round of negotiations. We also discussed Spiritual Care and Guidance, and Community Involvement (SASEC in French) services and changes to budgetary rules.

First of all, let me say that the meeting's tone was cordial and the minister was attentive. We were able to talk with him for an hour, without feeling rushed. All the issues we wanted to address were discussed.

We began by talking about the future of the school boards. We explained the importance of centralizing professional services within the intermediary structure, pointing out the significant risks of decentralizing these services in the schools. The minister made it clear to us that professional services will continue to be administered by the school boards or the new intermediary structure. We also discussed education and the important work carried out by education consultants, particularly in terms of supporting teachers. In fact, some media have been reporting the ministry's desire to "bring education back" into schools. On this subject, the minister told us he had no intention of touching the education consultant component. This was an opportunity to mention the fact that the FPPE is currently reflecting on the work of education consultants and that we hope to meet with him again to discuss this subject.

Following this, we quickly discussed accountability in terms of modifications to budgetary rules and used this topic to introduce the issue of the SASEC.

As a follow-up to the action plan adopted in November in collaboration with the APAVECQ, we used the report we had prepared to present the history of this service, the slow but steady decrease in employees since its implementation and the more specific problem in certain school boards that, clearly, do not use the measure provided for this service (30070) for its intended purposes. We discussed this and answered his questions, mostly regarding the spiritual component, which was clearly disturbing to him. We put the spiritual component into the context of secular schools, but we could sense his reluctance to defend this service because of this component. He would not listen to our requests, but was open to meeting with us again on the subject. Given the minister's resistance and his comments, we will need to think about what will happen next. This will not prevent us from pursuing our action plan and committee work in terms of labour relations in schools. The topic will be discussed at the Conseil Fédéral in January.

Lastly, we raised the key issue of our submission with regard to the next round of negotiations, attraction and retention. We highlighted the importance of making education an attractive sector for professionals. On this subject, we spoke about professional autonomy, recognition, the consequences of delays in settling wage relativity issues, and the problems with premiums for psychologists. On this last issue, the minister said that this type of situation should never occur again because it is unacceptable for education personnel and health personnel to not receive the same salary. We agree!

Of course, we did not discuss our specific demands, this was not the place, but the minister indicated that he liked our topic and that his topic, for the next negotiations, would be employee recognition. Now, what's important, as the saying goes, is to "walk the talk!"

Education Professionals' Week

In Movement

The month of November heralds the arrival of the week for professionals in education in Quebec. This year, this reminder of the need for our presence within the school system backs our legitimate claims at two negotiating tables.

Negotiation is synonymous with the mobilization of all members who are represented by the unions at these tables. The Larousse online dictionary defines it as follows: "*Engaging in or initiating concerted action*".



Jean-Marie Comeau,
Vice-president

Our mobilization plan is based on the following components:

- Establishment of concertation in the education community (professionals, teachers, support staff);
- Regular dissemination of information related to our negotiation table;
- Development of actions that, as needed, will support the efforts of the negotiating team in their discussions with the employer;
- Participation in coalition actions to support the work done at the negotiating table by all public sector employees in Quebec.

So we hope to count on you in any actions to support our negotiating teams but we are also counting on the importance you place on the information you receive from us.

As you already know, we are demanding concrete measures to ensure improvements in terms of the attraction and retention of professional personnel. Thus our discussions will be centred on various aspects of our daily work.

I invite you to read every issue of the "La Passerelle Néo" newsletter to keep abreast of what is happening at our negotiating table. You also have an individual who is in charge of communications and an individual in charge of action and mobilization in your union. Don't hesitate to contact them when needed to make sure that you have all the pertinent information, either via email or through Facebook.

In closing, I would like to mention that press conferences will be held today and tomorrow throughout Quebec to highlight "our" week. Let's make our voices heard, it's important.

It is with great pride that I wish you all a fantastic week and a successful mobilization in the coming months.





Sophie Massé,
Vice-président

DOSSIER ACTION PROFESSIONNELLE

The Future of School Boards

Impact on Professional Services

In the weeks preceding the school elections, several articles reported on the future of the school boards. Threats of mergers, and even their abolition, have hovered over these intermediary structures for years. Following the publication of the Champoux-Lesage report, in May 2014, and in a context of public program overhauls and cutbacks related to the objective of balancing the budget, major changes to the school boards had already been announced.

When it filed a preliminary notice with the MELS on October 28, the Fédération des professionnelles et professionnels de l'éducation (FPPE) wanted to take part in the public debate by drawing the public's attention to the important role of school boards, even before the Liberal government made known their position in this regard. With this notice, the Fédération wanted to shed light on the specific challenges for professionals in education so they would be taken into account when government decisions were made.

The Fédération made a number of recommendations, the most important of which are:

Maintaining an intermediary structure to allocate services in a way that ensures equal opportunity as well as a centralized organization of professional services for all the administrative, complementary and educational services.



 Fédération des professionnelles et
professionnels de l'éducation
du Québec (CSQ)
site web: www.fppe.qc.ca

[Click here](#) to read the notice

L'avenir des
commissions scolaires :

L'impact sur les services professionnels

Avis préliminaire présenté par la Fédération des professionnelles et
professionnels de l'éducation du Québec (CSQ)

28 octobre 2014

Visit:

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RECENT JUDGMENT



[Patrice Lemay,](#)

Vice-president, Administratives Affairs

Didn't get the position you wanted? Feel as if the school board is treating you like a beggar? Constantly swamped with work? You decide to put all this behind you by resigning.

This decision has far-reaching consequences. It terminates your employment contract and puts a definitive end to your employment relationship with the school board. Moreover, this decision is almost always irreversible.

The courts have examined resignation on many occasions. Its merits depend on the validity of the consent of the employee who hands it in. Consent must be free and informed¹. A resignation achieved through deception, threats or duress can be regarded as a dismissal in disguise.

Depression or anxiety-depressive disorders, sometimes used as a defence during arbitration, are rarely accepted in court to invalidate a resignation². Cancelling a resignation requires solid medical proof, corroborated by specific behaviours which clearly demonstrate that the complainant was unable to give informed consent when he or she resigned³. This is not the only line of defence, but it is the one with which we have the best success rate.

Instead of leaving, pick up the phone and call your union! The agreement provides other options to help you calm down, so you can take the time to make a more informed decision.

After careful consideration, you decide to go ahead with your resignation and notify the school board in writing, taking into account the 60-day notice of termination provided for in the agreement (this notice of termination may be shorter for certain situations stated in Clause 5-5.06 of the French, Cree and Kativik agreements and 5-10.03 in the English agreement). Seeing this, the school board asks you to leave your position immediately.

The Supreme Court of Canada⁴ has just ruled that not allowing an employee to work during the time period stated in the notice of termination constitutes dismissal. The Court found that the notice of termination is part of the employment contract, which does not end until this time period is up. You must therefore be paid until the end of your contract.

In conclusion, do not make this decision on an impulse, take the time to think it over and talk with your union representative.



¹Collège François-Xavier-Garneau and Syndicat des professeur-e-s du Collège François-Xavier-Garneau, [2008] R.D.J.T. 32.

²BERNIER L., G. BLANCHET, L. GRANOSIK et É. SÉGUIN, "Les mesures disciplinaires et non disciplinaires dans les rapports collectifs du travail (Disciplinary and non-disciplinary measures in collective labour relations)," Cowansville, Édition Yvon Blais, updated 2013-4, Volume II, part III.

³Commission scolaire de la Rivière-du-Nord and Syndicat de l'enseignement de la Rivière-du-Nord, SAET 7866.

⁴Québec (Commission des normes du travail) vs. Asphalte Desjardins Inc., 2014 CSC 51.

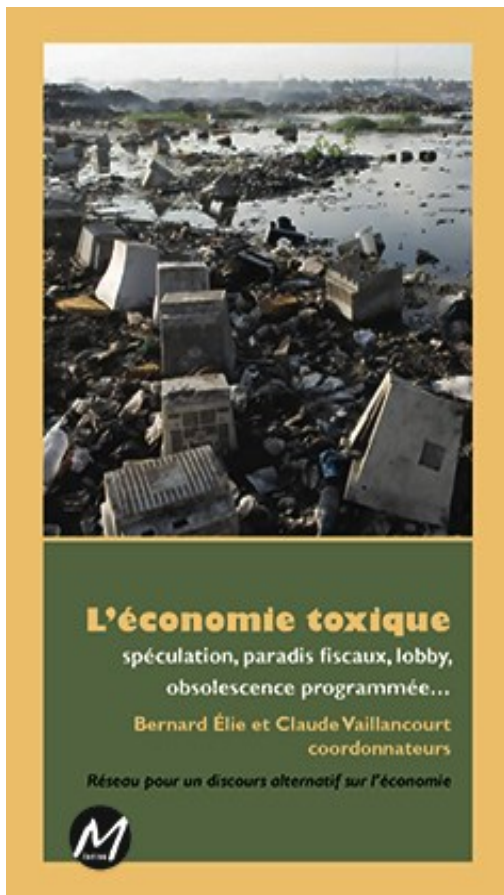


The Toxic Economy

Speculation, tax havens, lobbying, planned obsolescence

Bernard Élie and Claude Vaillancourt (Coord.)

Réseau pour un discours alternatif sur l'économie [Network for alternative discourse on the economy]



Publication: 29 october 2014 in Canada
Price : 12,95 \$; 152 pages
format : 10,5 x 18 cm
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Following *Sortir de l'économie du désastre* [Out of the Disaster Economy], we have *L'économie toxique* [The Toxic Economy], the new book from the Réseau pour un discours alternatif sur l'économie.

- Issues that are presented as being too complex, for 'experts' only, are analyzed in a way that is clear, interesting to read and easy to understand.
- Demystifying the most beneficial information.

Why do we manufacture products that are designed not to last? Why do we speculate on essential products such as food? How is it that billions of dollars are evading taxation through tax havens when we are no longer able to fund quality public services? Why are we still investing heavily in highly pollutant, non-renewable natural resources when the environment is rapidly declining?

Through short, clear, easy-to-understand articles, the authors examine the fundamentally harmful economic choices of the elite and their governments and discuss the alternatives to replace them.

The teaching of a single mindset in economics departments and the tireless activity of lobbyists on behalf of big business partly explain the adherence to these economic policies. Who wins from a system that dramatically increases inequalities and destroys the ecosystem?

In the same spirit as their previously published book - *Sortir de l'économie du désastre* [Out of the Disaster Economy]. *Austérité, inégalités, résistances* [Austerity, inequality, resistance] –, the authors of this book attempt to demystify the economy to make it accessible to a wider audience and dissect the pitfalls associated with the quest for quick profit. The first thing we need to clean up is the idealistic view of an economy whose toxicity is not measured.

COORDINATORS

Bernard Élie (economist – *Économie autrement*) and Claude Vaillancourt (*Attac-Québec*) are members of the Réseau pour un discours alternatif sur l'économie, consisting of ATTAC- Québec, Centre de formation populaire, Centre Justice et Foi, Centre Saint-Pierre, Conseil central du

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