

# La Passerelle



[Johanne Pomerleau](#),  
President

## Editorial

**A**s 2014-2015 gets underway, the focus is on negotiations. The school year is just beginning and union demands are only scheduled to be filed at the end of October, but already the government's strategy is apparent. As in every negotiation, it is preparing public opinion by talking about austerity, the deficit, the need for reform—you name it. Naturally, we cannot ignore the far-from-positive political context. But we cannot allow it demoralize us either. We must not dance to their tune. Our demands are legitimate, as is our desire to negotiate better working conditions. We will have to work hard at the union level to wrest improvements to our work conditions, especially those that cost money, but if you stand behind us, we will get there! Mobilization won't just be important; it will be vital. In the coming months you will receive information from your union and news about the negotiations, including through La Passerelle Négo. I invite you to follow the work's progress and to take part in the suggested actions. The participation of each and every one of us will decide the outcome of this round of negotiations, which promises to be anything but easy.

I know that the actions we will call for in time—meetings, protests and more—will add to your already busy schedules. I also know that your professionalism often leads you to finish work rather than go to a protest over lunch. You are dedicated to your work and to the students. When you have to make a choice, when taking action means leaving a pile of papers on the corner of your desk, remember that, ultimately, it is for the students that we are trying to improve things. We are already seeing a great many professionals leaving our schools for workplaces where the working conditions are perceived as better. If we want our youth to get the professional services they need, then we have to give ourselves the means. The government and the school boards must give us the means! I wish you success and solidarity in 2014-2015.

## WELCOME OUTAOUAIS

I am very happy to be able to use the publication of "La Passerelle" to call attention to our pleasure at welcoming a new union to the FPPE: the SPPCSO brings together professionals from four school boards in the Outaouais region. These new members had been with the Quebec government professionals' union (syndicat des professionnels du gouvernement du Québec—SPGQ) for ten years, but after careful consideration, they decided to rejoin the FPPE. This operation was carried out with transparency and respect. We are very proud to welcome them among us.

**WELCOME!**



Fédération des professionnelles  
et professionnels de l'éducation  
du Québec (CSQ)

9405, Sherbrooke East-Montreal H1L 6P3  
Tel. 514-356-0505 - Email: [infos@fppe.qc.ca](mailto:infos@fppe.qc.ca)  
Website: [www.fppe.qc.ca](http://www.fppe.qc.ca)

October 2014  
Volume 26  
Number 1

# Negotiations : We Need Your Support!



[Jean-Marie Comeau](#),

Vice-president

**An important rendezvous awaits us in 2014-2015. We are currently working on our next labour contract. As you already know, we face many challenges if we want to maintain our current working conditions and improve the quality of service provided to students in our school boards.**

We are beginning to grasp the will of the present government. The many budget cuts that were announced (another \$150M cut for school boards; \$175M cut for universities; major cuts to health care; increased daycare costs; decreased parental leave, etc.) being just a prelude to many other cuts to be announced after their committee for public service budget cuts submits its report in October.

We will all have to defend that in which we strongly believe. Our only hope of saving professional services in

our school boards is to oppose the Liberals' discourse. We will need to stand up and defend our presence and the relevance of the work we do in our school system.

In the coming year, we will keep you informed on the progress of the discussions at the bargaining table. As such, we invite you to read each issue of "La Passerelle Négo" and "La Passerelle." Accurate information is a must for each and every one of us in this difficult time. A promotion campaign will be prepared to spread our point of view on these cuts to professional services in the field of education.

We are also counting on your tangible support as needed to support the negotiation teams' work. Your presence, as we take action to defend your demands, is a vital part of the negotiation process. We are all invited to this rendezvous in order to have our voices heard with pride, unity and solidarity.

## Pay Equity and Relativity

By [Johanne Pomerleau, Présidente](#)

If there is one issue we would very much like to settle before the start of negotiations, it's the matter of the complaints under the pay equity maintenance process of 2010. These complaints were filed in March 2011—over three years ago. If you have not already done so, I invite you to read [the letter](#) I wrote to all members in June 2014. In it I took stock of this situation as well as the work on relativity. Unfortunately, I cannot give you any more information, except to say that meetings with the treasury board are ongoing. But rest assured we are doing everything in our power to reach a satisfactory settlement, albeit not a fast one.

We have started the work to carry out our own investigations in anticipation of the operation to maintain 2015. If you are approached to take part in this operation, please respond favourably, as this operation will be important for the recognition of our professions



[Sophie Massé](#),  
Vice-president

## DOSSIER ACTION PROFESSIONNELLE

### Every year

the FPPE develops a certain number of professional action dossiers according to the needs expressed by the affiliated unions. In addition to participating in the debates on education in Quebec, this professional action work allows us to respond to requests from the MELS and the Conseil supérieur de l'éducation. Since the issues presented in this informative summary concern you, we invite you to send us your comments, suggestions and questions.

#### **Education Consultants Interrelation between education consultants and teachers**

In 2013-2014 the FPPE and the Fédération des syndicats de l'enseignement (FSE) began a collective process aimed at seeking solutions to improve the conditions of practice for these two groups. To identify problems and potential solutions, we held discussion groups. An analysis of the results led us to broaden our approach and to organize meetings, beginning this fall, with groups of educational consultants in different regions of Quebec. There, organizational factors and other issues relating to the roles, practice and oversight of the profession (collective agreement, classification plan) will be discussed. We will then continue our work with the FSE, better equipped to make the appropriate submissions to the groups and institutions concerned with the profession's development.

[Read the report from the discussion groups](#)

#### **Validation of EHDAA Clients**

In 2013-2014, the FPPE carried out a survey of its members affected by the validation process for students with handicaps, social maladjustments or learning difficulties (EHDAA). It came to our attention that this exercise is often a source of frustration for professionals. Its goal is to increase school board subsidies without guaranteeing that the necessary services will be dispensed to the identified students. This fall the FPPE intends to make representations to the organizations concerned and expects to present the dossier to the Fédération des syndicats de l'enseignement (FSE) for discussion.

[Read the report](#)

#### **Roles and responsibilities of education consultants**

During a Federal Council in 2014, Francine Guertin Wilson presented research findings on the changing roles and responsibilities of educational consultants under the official documentation, and more specifically, the classification plan. The FPPE collaborated on this research by encouraging the participation of its members who are education consultants in different regions of Quebec.

[Read the work summary](#)

#### **Reaction to the notice from the CSE on professional development for teachers**

Despite the FPPE's positive response to most of the document, we could not ignore the recommendation of the Conseil supérieur de l'éducation (CSE) to reinstate education consultants into the teaching staff.

[Read the letter](#)

#### **School Librarians**

The FPPE naturally reacted to the announced budget cuts and the remarks made by the Education Minister about school libraries at the start of the school year. The survey carried out in 2013 allowed us to intervene extensively and to get significant media coverage.

[Read the press release](#)  
[Read the survey](#)

# DOSSIER ACTION PROFESSIONNELLE

(suite)

## Research

The FPPE collaborates on a range of research projects with various partners:

### CTREQ (Centre de transfert pour la réussite éducative):

- Baseline of competent behaviour for integrating knowledge fostering educational success for youth in Quebec (work in progress).
- Liaison officers, schools recognized for transfer (work in progress).

## Guidance Counselling in Schools

Committee on guidance counselling

Minister Bolduc gave the go ahead to a project on guidance counselling learnings that will take place in schools this year (5 to 10 hours of training in the third cycle of elementary school and in high school). The FPPE, which in 2014 sat on the consultation committee on educational and professional guidance (Comité consultatif sur l'orientation scolaire et professionnelle), highlighted the importance of directly involving guidance counsellors in the project to ensure that the necessary resources are made available at the elementary level as well as in high schools. This year the FPPE will therefore be monitoring with great interest the pilot projects already underway in 17 Quebec schools.

[Read the latest press release on this dossier](#)



## Consultation on Bullying : Let's participate!

Quebec's Ministère de la Famille has been given the responsibility of coordinating the fight against bullying.

It is inviting citizens to express their views on this issue by participating in an online consultation until November 30, 2014.

The goals of the consultation are:

- To collect data on the Quebec population's perceptions of bullying and its needs for information on the subject;
- To give citizens a voice about the actions they consider a priority to prevent bullying and to take action against it;
- To use the data collected to contribute to the work of the Anti-bullying Forum and to enrich the concerted action plan that will follow.

I invite everyone concerned to give their opinion and to offer their expertise on this issue at:

[http://www.mfa.gouv.qc.ca/fr/intimidation/consultation\\_web/Pages/index.aspx](http://www.mfa.gouv.qc.ca/fr/intimidation/consultation_web/Pages/index.aspx)

## Professionals at the end of their careers

Géraldine Farges, a post-doctoral student at TELUQ, submitted her research report on personal and career paths throughout advancing age in Quebec's education sector (Trajectoires professionnelles et privées au fil de l'avancée en âge dans le secteur de l'éducation au Québec). Over 700 professionals took part in this research, which notably looks into the expectations of and realities faced by people at the end of their career in education. The disparities between the experiences of male and female professionals are especially interesting.

[Read the research report](#)

## Check out our websites:

<http://www.lapasserellefppe.com/>

<http://batirlecole.com/>

<http://www.pourchangerlemonde.com/>





## RECENT JUDGMENT

# Back to School!

# New Year, New Contract: Be Vigilant



Maude Lyonnais-Bourque  
Union Advisor

**At the start of this school year, we invite you to pay close attention to your hiring contract (or letter) and to the information that it must include. An error in your contract could affect you for the rest of your career.**

Does your job class reflect your tasks? Are you sure you are classified in the right step

increment? Has the school board recognized all of your relevant experience? And your status? Are you supernumerary, regular or substitute? Who are you replacing? Have you received your contract? Is your contract a letter of hiring? Your letter is deemed to be a contract and has the same legal value.

If you do not know one or more answers to these questions, take the time to review the various elements of your contract and to make sure they are correct.

**Status:** There are only **three (3) statuses** for professionals, and you must fall under one of them.

⇒ **Regular:** The regular professional is hired for an indeterminate period of time. There is no end date on your hiring contract. You can have full-time or part-time status. A position is considered to be full-time starting at 75% of the task (26 ¼ hours). Only regular, full-time professionals who have completed two full years of continuous service can aspire to get permanent status at the beginning of the third year

⇒ **Substitute:** If you are hired to replace a professional on leave or leave of absence from the school board, your contract must indicate the name of the person being replaced and the duration of the contract.

⇒ **Supernumerary:** The supernumerary professional is hired for a predetermined duration for temporary activities other than substitution. The collective agreement sets out limits on supernumerary work.

### Salary steps

The collective agreement states that professionals with one or more years of experience **deemed directly relevant** to the performance of their duties will be ranked on the step corresponding to those years, in concert with the length of stay on a given step. For the first eight steps, the length of stay is six months; for higher steps, it is one year.

What is relevant experience? Here are a few guidelines:

- **Tasks:** You must look at the actual nature of the tasks and responsibilities of a former work experience, relative to those you will have to carry out as a professional.
- **Sector:** It is not necessary that the acquired experience be in the education sector or in school boards;
- **Nature of the work:** The experience may have been acquired in a technical sector or with a different client group. It is the tasks performed that are analyzed.

And finally, it is up to the professional to demonstrate their past experience to the school board, by providing the relevant documentation attesting to the experience. This must be done at the time of hiring, within 30 days of signing the contract.

### Be proactive !

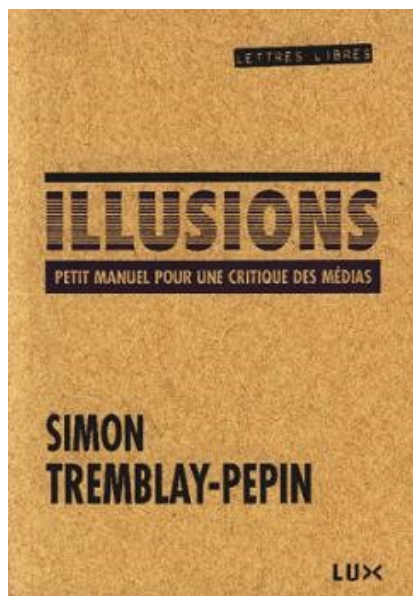
And do not forget: if you think your contract has an error, you can sign it and write "Without prejudice." Immediately contact your union representative because you have 90 days to file a grievance.

## Wishing you a great back-to-school period!



# ILLUSIONS

Simon Tremblay-Pépin



The news media play a vital role in our democratic society: establishing and protecting a public space for intelligible debate for all. But under the pressure of demands for profitability, journalistic practice is distancing itself further and further from this ideal: fragmentation and formatting of information, imitation and repetition, sensationalism, etc.

These departures turn citizens into dazed spectators of 'infotainment', which has the sole aim of capturing enough of an audience to ensure substantial advertising revenue.

The originality of *Illusions* is that it offers, in the form of a five-step guide, a progressive critique of the logic that drives the media universe. In the spirit of popularization and synthesis, Simon Tremblay-Pépin draws on a different theory at each successive level (including those of Chomsky and Herman, Bourdieu, Gramsci, and Freitag). This approach, by expanding its reach at every stage, allows readers to get beyond the platitudes in order to gradually build their own take on the media and polish their own weapons.

## ABOUT THE AUTHOR

Simon Tremblay-Pépin is a researcher and communications director at the Québec institute for socio-economic research and information (IRIS), and a public relations advisor.

Published in North America: August 22, 2013

Price: \$14.95; 150 pages

ISBN: 978-2-89596-170-3

# Les MURS MURENT !

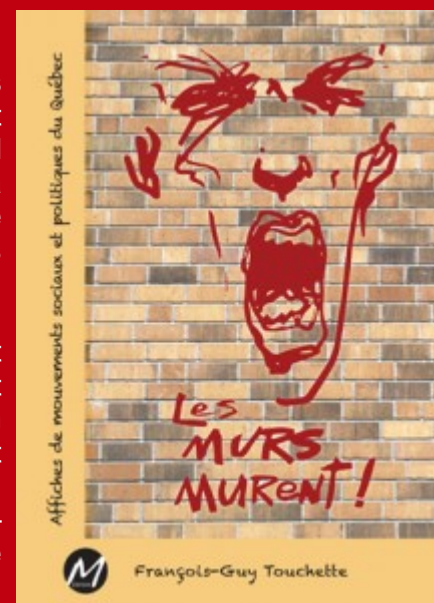
François-Guy Touchette

For over forty years, François-Guy Touchette has been striving to preserve the poster form in Quebec—including political, community, union and popular posters. The major reason is that this fragile means of communication is so quickly forgotten.

Posters published here were featured in an exhibition at the "Écomusée du fier monde" history and community museum from June to September 2012.

This full-colour book contains 142 posters produced through the 1960s, 70s and 80s. It is an excellent way to record and preserve our collective memory of the battles for greater social justice, for democratic freedoms and against exploitation and oppression.

The reason behind *Les murs murent!* is that the urban wall and fence serve as a support. In cities, the silent obstacle that is the wall becomes, through circumstance, eye-catching; it speaks, it dialogues. It is an integral part of an open-air museum that features posters, slogans and graffiti—three pleasures for the urbanized eye.



## ABOUT THE AUTHOR

François-Guy Touchette has been collecting posters for over forty years. He has two Masters' degrees: in Information Studies and in History. He has worked as a librarian, archeologist and historian.

Publication: May 21, 2014

Price: \$39.95; 184 pages

ISBN: 978-2-923986-80-7