

Editorial

La Passerelle



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Back to School 2017

I hope that you had an enjoyable and restful summer. It already seems a long time ago. Time flies and fall has already settled in. And as work piles up, we get the feeling that the days are going by even faster!

In this pre-electoral year, the government has decided to invest in education after cutting more than 375 full-time equivalent professional positions in Quebec school boards in just two years. Needless to say, elections often go hand in hand with campaign goodies! This money will bring a breath of fresh air to the education system. We are currently accounting for these additional funds, but make no mistake: before even thinking about significant improvements, we will have to get back the jobs that were lost!

At the FPPE, there are numerous cases to work on, and this first Passerelle of

the 2017–2018 school year will give you a look at where we're at with some of these cases.

You will notice that between this Passerelle and the one published in June, little progress has been made in some cases you are concerned about and that the FPPE sees as extremely important. However, it still seemed essential to share the state of affairs with you.

On the up side, I am pleased to announce that the litigation on psychologists' bonuses has been resolved. It is great news that I hope will be followed by even more in the upcoming months.

Have a wonderful 2017–2018 school year, personally, professionally and as union reps. I invite you to follow us on our website or our Facebook page.

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laPersonnelle





WHO IS TAKING CARE OF OUR SCHOOLS?

At a time when school infrastructures are in dire need of renovation, the FPPE is turning its focus toward the work of material resource professionals and their contribution to public schools. This line of inquiry is, in fact, one of the resolutions adopted at the last convention. After a first meeting with six engineers and architects in spring, the Federation is gaining more insight by meeting all the members involved in the matter.

An online survey is now available to better understand the members' work and to further document specific issues shared by the professionals the FPPE met with.

All those involved in the matter are invited to complete the questionnaire by November 3. The information from this survey will help us better represent our members and improve their work situation.

Thank you for your invaluable cooperation!

The survey:

<https://fr.surveymonkey.com/r/ressourcesmaterielles>

Marie-Eve Quirion, Action professionnelle Consultant

BONUS FOR PSYCHOLOGISTS: A SIGNIFICANT WIN!

As you already know, during the last negotiation we achieved our goal of extending the bonus for psychologists in the healthcare system (available since 2012) to psychologists in the school system. For us, this was a matter of equality.

We had agreed that the same terms and conditions for psychologists in the healthcare system would apply to our psychologists. However, in September 2017, we realized that this was not the case. While the bonus for psychologists in the healthcare system applies to those who have an 80% workload or more regardless of their

status, the terms in our contract granted the bonus only to regular, full-time psychologists (75% or more), leaving out those in substitute or supernumerary positions.

We wasted no time in presenting our arguments to the Fédération des commissions scolaires (FCSQ) and the Ministère de l'Éducation et de l'Enseignement supérieur (MÉES) to correct the situation and respect the spirit of the agreement we had signed. Our efforts finally paid off: in July, management was authorized by the treasury board to sign an amendment resolving the situation. We received the draft text in early September. After making sure it was in line with what we had agreed upon and verifying certain aspects, the amendment will be signed in the coming days and will be in effect as of that date. As a result, everyone holding the job title of psychologist, whether regular, substitutes or spares, and whether their contract is for more or less than six months, will have the right to the bonus if they have an 80% workload or more.

This amendment will also allow psychologists with a regular position of fewer than four days a week who also do substitution or supernumerary projects to benefit from the bonus.

This bonus **will no longer apply** to psychologists in a regular position with a workload between 75% and 79% if they do not complement this work with a substitution contract or other. Psychologists in this situation will stop receiving the bonus, in accordance with the terms set out for the healthcare system. We also had to accept that the bonus would no longer apply during a special leave for relocation, as this does not exist in the healthcare system.

Amounts owed under this agreement will be paid no later than November 30 to all those concerned.

[Click here](#) to read the agreement, which will also be available on our website shortly. Naturally, this amendment concerns all our collective agreements.

Johanne Pomerleau, president

POST-NEGOTIATION COMMITTEES (EDUCATION CONSULTANTS)

Attraction and Retention Committee

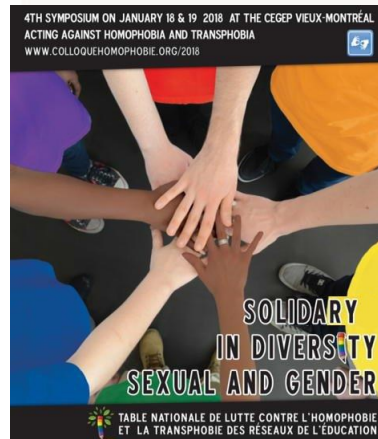
In a few weeks, we should be ready to present to management our analysis of the inquiries made to support our position in the education consultants (EC) dossier. We believe that the wage situation is causing a major attraction and retention problem. The large number of replies we are receiving, both from schools and colleges, is delaying the analysis, but will ultimately enable us to better support our claims. Note that the attraction and retention committee only affects the EC job class and that, according to the agreement letter, the committee must submit its recommendations in December 2017. Even though that is not our intention, work may not be done by this time. It is preferable to obtain a satisfactory outcome rather than a quick one! In such case, the parties will agree to prolong discussions.

Monitoring Committee

Remember that the monitoring committee must reach an agreement regarding the wage classifications of five mixed job classes, including that of EC. As mentioned in the Passerelle last June, on September 14, two education consultants - one from a school board and the other from a college - presented their work to the treasury board. The two ECs did an excellent job, and we sincerely thank them for their cooperation. Work is ongoing, and we hope to agree on a satisfying classification in the upcoming months. In addition, the classification agreement will change wages only in April 2019 as is the case for all other mixed job classes, unless we are successful in the case arguing the prevalence of this job class (2010 complaint).

Rest assured that we are doing all we can to resolve this wage issue for our members.

FOURTH SEMINAR: COUNTERING HOMOPHOBIA AND TRANSPHOBIA (JANUARY 18-19)



Many transsexual and non-binary youth need to manifest their gender identity and gender expression, often as early as elementary school. We have noticed that nowadays an increasing number of young people transition while in school.

These young people belong to a particularly vulnerable group in Quebec. The table on the fight against homophobia and transphobia (*Table nationale de lutte contre l'homophobie et la transphobie*), in which the CSQ and FPPE participate, is organizing a fourth seminar on this topic.

The seminar objectives are to:

- ⇒ Train and inform education workers on the reality of sexual diversity and gender plurality so they can take action in their establishments.
- ⇒ Present the guide developed for educational institutions: [Mesures d'ouverture et de soutien envers les jeunes trans et les jeunes non binaires](#) (Openness and support measures for transsexual and non-binary youth).
- ⇒ Make material, multimedia, and educational resources available to workers in educational institutions.

We are sure that this seminar will interest many professionals. The [attached brochure](#) will provide more information to help you make a decision. Online registration will be possible in the upcoming days at www.colloquehomophobie.org.

NEW GUIDE: « MESURES D'OUVERTURE ET DE SOUTIEN ENVERS LES JEUNES TRANS ET LES JEUNES NON BINAIRE »

On June 10, 2016, the National Assembly unanimously adopted Bill 103: An Act to strengthen the fight against transphobia and improve the situation of transgender minors in particular. This act amends the Quebec Charter of Human Rights and Freedoms by adding "gender identity and expression" to the grounds of discrimination prohibited by Section 10, which provides explicit protection to transsexual people.

These days, a growing number of young people are transitioning while still in school. Legal changes were made in June 2016 to better respect the rights of transsexual and non-binary people.

With this guide, the provincial table on homophobia and transphobia (Table nationale de lutte contre l'homophobie et la transphobie) in education aims to provide a framework for reflection to support educational institutions in their implementation of openness and support measures for transsexual and non-binary youth.

As education staff, you may have to interact with these young people, or may already be in contact with them. This guide should prove very useful.

It is available at:

[https://chairehomophobie.uqam.ca/upload/files/ Table_NAtMesures_douverture_et_de_soutien_jeunes_trans_Final.pdf](https://chairehomophobie.uqam.ca/upload/files/Table_NAtMesures_douverture_et_de_soutien_jeunes_trans_Final.pdf)

EQUITY PROGRAM

As mentioned in La Passerelle of last June, we are lead into an impasse concerning the treatment of complaints from 2010. Political procedures are underway to avoid starting from the beginning by asking the Commission to bring our complaints into investigation. As soon as we know the results of these efforts, a letter will be addressed to all members to clearly explain the next steps. Of course, this impasse also delays our complaints under the 2015 maintenance.

Johanne Pomerleau, president



Suggestion de lecture

RELATIONS

This anthology is a collection of works representing the magazine's engagement since its founding in 1941. The works focus on the major issues that have marked the different



periods of Quebec history since WWII. Each text tells a story relating the social struggles, hopes, and debates that have been part of Quebec for over 75 years. Some of the authors include Fernand Dumont, Richard Arès, Gregory Baum, Renée Dupuis, Nicole Laurin, and Bernard Émond.

Works introduced by Albert Beaudry, Suzanne Clavette, Suzanne Loiselle, Jean-Claude Ravet, and Jean-Philippe Warren.

Collection : [Hors collection](#)

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