

LA PASSERELLE

EDITORIAL



Jacques Landry,
President, FPPE(CSQ)

The 17th FPPE convention, on the theme of “Toolbox for Tomorrow”, has just come to a close. This forum allowed nearly 250 professionals from all regions of Quebec to take part in discussions on the topics that will be guiding us over the next three years.

The adopted directions fall under the following categories:

- ⇒ Protecting the right of students to public services;
- ⇒ Upholding our rights in a changing environment;
- ⇒ Highlighting the diversity of professional school services; and
- ⇒ Promoting union involvement and supporting the next generation.

The debates were rich and constructive. The delegates delivered clear messages for the renewal of our collective agreement.

The delegates delivered clear messages on the realities of the regions and the status of women. These messages hit home, and we will be following up on them.

For the latter, a number of important considerations will have to be put forward: salary conditions, professional autonomy, attraction and retention, as well as increased authority for professional staff within schools.

Two heartfelt farewell tributes were offered. The first was paid to Johanne Pomerleau, who served for 10 years on the FPPE Executive Board, including the last seven as President, and the second to Lise Therrien, who served as Vice-President of Administrative Affairs. Our deepest appreciation goes to them for their commitment, time and effort. We wish them the best in their well-deserved retirement.

To achieve this, we will need the collaboration and engagement of as many professionals as possible. We will therefore certainly come to you over the next year. The demands of the union must be submitted by October 31, and the management offers will follow in December 2019.

On another note, even though the government is flush with money these days—which is not the case for us—the 2010 grievances with respect to pay equity have yet to be resolved. The same is true for the grievances regarding the salary ranking for education consultants. We will continue to work toward obtaining a favourable financial settlement.

Following my election as President, I would be remiss if I did not thank the professionals who put their trust in me. I can assure you that the new Executive Board and I will work thoroughly and tirelessly, while keeping our fingers on the pulse, to represent you with dignity.

*I wish you a great
summer holiday!*

There is no shortage of agenda topics for the coming year. What first springs to mind are the service centres announced by the government and the negotiations

In this issue

PAGE 1

Editorial

PAGE 2

Thirty years of unionism
Toolbox for Tomorrow

PAGE 3

A Beginning
Looking for the future

PAGE 4

Salary Structure
Pay Equity

PAGE 5

FPPE in the Media
First school transition

PAGE 6

Four-Year-Old Kindergar-
ten Program
Attracting and retaining



Johanne Pomerleau,
Former President, FPPE
(CSQ)

Thirty years of unionism

The 17th FPPE Convention was held last week. Many strategic directions that will govern the decisions of the new Executive Board and the Federal Council for the next three years were adopted. As for myself, this was my last convention. Knowing that there would be a tribute to highlight my retirement, I had prepared a message that, in the end, I only partially delivered because I was too moved to read it! To end my farewell, I would like to share with you the message I had prepared.

Thirty years ago in May 1989, I attended my first FPPE convention. At that time, I was a member of the Syndicat de Richelieu-Yamaska (SPPRY) and had been a delegate there for less than a year. That was before the school boards merged in 1998. The president had had to insist that I take time off to attend the union convention. I was initially hesitant—not out of lack of interest, but because I did not consider myself competent enough to work at the union level. I was also feeling guilty of leaving the students without services!

I instantly loved it!

Subsequently, I attended all the CSQ and FPPE conventions, up to this one. I held a number of positions in my union, eventually becoming vice-president of the FPPE in 2009 and the first female president in 2012, which I am extremely proud of!

During these 30 years, regardless of the position I held, I have always had the same objectives: to correct injustices, give a voice to professionals, and have the professionals' expertise recognized.

It has been a great privilege for me to represent you as the president of this wonderful federation for the past seven years; my work was thorough, and I put all my heart and passion into it. Never did I count the hours worked.

I leave a healthy federation. I know that many challenges await you. However, I am confident that, with the support of the Federal Council, the next Executive Board will take them on with great success. For my part, I will move on to other projects and challenges with a sense of having accomplished my duty.

May the FPPE continue to thrive for a long, long time. Thank you for your trust!

Toolbox for Tomorrow

In the next three years, the FPPE will continue its work in promoting the expertise of professionals and in protecting working conditions. The FPPE wants to give you, experts, a stronger voice to fulfil its visibility and recognition objectives.

In a context where many members take on union responsibilities for the first time and where democratic life is increasingly active, the FPPE must also continue to provide training to delegates as well as support the unions. Effective dialogue between the unions and the FPPE concerning our members' professional reality will only strengthen action, both at the local and federative levels. In the face of upcom-

ing changes in education, the abolition of school boards and the increased threat posed by subcontracting, it is clear to me that it is as a federation enriched by the diversity of its members that we can best defend the professional services and interests of all our members.

I look forward to entering my third term with the FPPE and to working with the new Executive Board to address the challenges and implement the directions voted at the Convention.



Sophie Massé,
Vice-president, FPPE
(CSQ)

A Beginning



Lise Therrien,
Former Vice-president,
Administrative Affairs, FPPE
(CSQ)

You gave me the privilege to serve on the Executive Board, and for the past three years, my main concern has been to make the best decisions for the federation regarding finances, human relations and policies.

I restored fiscal health, and, together with all the members of the Federal Council, we reviewed the

Federation's current operations, especially those concerning training, decision-making and contribution sharing (equalization). This exercise allowed us to adjust the way we do certain things and to make improvements. Conducting this review was a pleasant exercise, which I consider very healthy for an organization.

A number of challenges await you, including the changes announced with respect to negotiations and school board structures. I am confident that, together, you will always make decisions that will help the FPPE continue to fulfill its flagship role in representing and defending professionals.

I thank you for the confidence you have placed in me. Rest assured that I will always be proud to hear about the Federation in the media or otherwise. I leave with a sense of accomplishment, and, when possible, I will provide you with my support at demonstrations, as I am convinced that *"ALONE we go faster, but TOGETHER we go further."*

I wish the new Executive Board the best of luck!

Looking for the future



Jean Martineau,
Vice-president,
administrative affairs, FPPE
(CSQ)

First, I would like to pay tribute to Ms. Lise Therrien, who has held the position of Vice-President of Administrative Affairs for the past three years. Her loyal commitment and the quality of her work as an elected official for our Federation deserve to be commended, and I want to express my appreciation to her for her excellent record in this position. I would also like to express my gratitude to Ms. Johanne Pomerleau, whose commitment, determination and rigour have

been greatly appreciated by all over the past seven years she has served as President. Acquiring the tools to shape the future now takes on a whole new meaning for these two exceptional individuals. Happy retirement to you both!

As Vice-President of Administrative Affairs, I would like to thank the delegates to the 17th FPPE Convention for their vote of confidence. I take on this mandate with great enthusiasm and will work with my colleagues of the new Executive Board, our union partners and all of our staff to *acquire the tools to shape the future*. We will tackle these three challenging and exciting years all together. They will be particularly influenced by the negotiation of our collective agreements and wisely determined by the directions voted at the Convention. A project for which we already have all the tools.

Antoine de Saint-Exupéry wrote: *"It is important not merely to foresee the future, but to bring it about."* This is what I am committed to: continuing to build the present as well as the future, not only of our Federation but also for what we hold dearest—the advancement of public professional services.

I wish you all a great summer holiday!

Salary Structure

On April 2, the new salary structure came into effect. Of course, we continue to work to ensure that the resolution of the 2010 and 2015 grievances with respect to pay equity maintenance will reduce the number of red-circled employees. Overall, integration went well.

However, a problem remains. It had been agreed that the integration would take place within the step whose corresponding salary was equal to or immediately higher than that earned on April 1. In some cases, this resulted in a demotion of one or more steps. Many discussions took place about this within the committee that was put into place to ensure smooth integration into the new structure. The unions (CSQ, FTQ and CSN) asked the *Conseil du trésor* to allow anyone in this situation to be able to request that their experience be recalculated for three reasons:

First of all, according to our conventions, the salary step must represent experience. Secondly, this can cause disparity between two individuals with the same experience, one having been hired before April 2 and the other after. Finally, considering the difficulty to attract and retain professional staff, it is completely counterproductive to fully recognize newcomers' experience but not that of our own employees.

In the face of the *Conseil du trésor's* refusal to review the regulations, the CSQ decided to challenge this situation by way of a grievance. A [press release](#) has been issued on this subject.

Stay tuned!

Pay equity

In the March 2019 edition of [Passerelle](#), I informed you about the slow progress of the CNESST investigation into the grievances filed in 2010. There has been a new twist since then. And there is certainly more to come with this case! Indeed, the government, which had been forced to amend the *Pay Equity Act* following a Supreme Court decision, had to introduce its draft legislation in spring. After a quick consultation, the new legislation was adopted. It concerns future pay equity maintenance work, including how grievances and retroactive union settlements will be handled from 2020 onward, and it also legislates for the resolution of the 2010 and 2015 grievances. As a matter of fact, this new Act provides for a return to conciliation for these grievances. As a result, the CNESST put an end to the investigations.

To find out more about the amendments to the Act, its impact on grievances and what is expected to happen next, I invite you to visit the CSQ's website at <http://www.lacsq.org/equite-salariale/modifications-equite-Wagle/> (French only).

You will find answers to the most frequently asked questions.

Let me remind you that the FPPE had grievances concerning 14 job classes in 2010 and grievances concerning nine job classes and the creation of three job classes in 2015.

We hope that this forced return to conciliation will finally put an end to this protracted saga!



Centrale des syndicats
du Québec



laPersonnelle



FPPE in the Media

(all links in French)

March 19, 2019

Johanne Pomerleau in the [Journal de Québec](#), the Journal de Montréal, and the TVA Nouvelles news on professional service thresholds.

April 15, 2019

Michel Mayrand in [Le Devoir](#) on the difficulty of attracting and retaining engineers and architects for school building construction and renovation projects.

May 29 & 30, 2019

Johanne Pomerleau in a Radio-Canada [radio](#) and [web](#) story on minimum professional service thresholds.

May 30, 2019

Johanne Pomerleau on [Radio-Canada Outaouais](#)'s Téléjournal on the situation of professional services in the Outaouais region. [Web](#) version also available.

June 4, 2019

Johanne Pomerleau live on [24/60](#) on the additional resources announced by Quebec.

Johanne Pomerleau in [Le Soleil](#), Le Droit, La Tribune, La Voix de l'Est, Le Nouvelliste and MSN Canada on the minimum service thresholds and the additional resources announced by Quebec.

June 5, 2019

Johanne Pomerleau in [Le Devoir](#) on the new remote professional clinics.

June 5, 2019

Johanne Pomerleau on [Mario Dumont](#) on the use of digital technologies in the provision of mobile professional services.

Karine Lapierre,
Communications Counsellor

First School Transition: Survey Results

This winter, you were asked by your unions to answer a survey on the first school transition. In total, 825 of you responded. Thank you for participating in such large numbers! Given the wealth of responses received (54 school boards and nearly 20 job classes represented), we conducted an analysis of the results, [which we invite you to consult](#).

The current debate over the deployment of the four-year-old kindergarten program is a divisive issue, even within the school system. This division risks overshadowing the first school transition and may even hinder the development of coordinated activities and collaborative practices. On the other hand, the results of the survey show that members of the FPPE are highly interested in the issue.

A successful first school transition entails many challenges; it is urgent to develop a common vision and to allocate the necessary resources. Moreover, the implementation of a budgetary measure to hire staff dedicated to the first transition is an important step forward, but there is still a lot of work to do to ensure that this role is well established and recognized in all sectors.

In light of the survey findings, the key recommendations to improve the first school transition are the following:

- To increase professional resources to support children in school (i.e. provide the necessary interventions and do more than just screening)
- To improve conditions and provide time for consultation with the entire school team—but first and foremost with the teaching staff—in order to develop a common vision for the first transition and foster the implementation of collaborative practices
- To improve communications and the complementary relationship with the health and social services as well as early childhood networks
- To increase focus on parenting support and to roll out the Passe-Partout program across Quebec

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

Four-Year-Old Kindergarten Program: Quality Over Quantity

On May 30, the Centrale des syndicats du Québec (CSQ) participated in the parliamentary committee on the universal implementation of the four-year-old kindergarten program (Bill 5). The CSQ lobbied on the need to use available funds to improve the accessibility, continuity and quality of existing services, rather than introducing wall-to-wall kindergarten for four-year-olds. The FPPE participated in the drafting of the [CSQ's brief](#) (in French), which presents the main issues that concern professionals, more specifically. The CSQ recommends the following, among other things:

To ensure the presence of qualified professional staff to support or manage the parent component of the four-year-old kindergarten program (full-time in disadvantaged areas)

- To ensure the presence of sufficient qualified professional and support staff to act early on and in a coordinated manner with children who have special needs;
- To recognize the essential contribution of occupational therapy in schools by adding it to the complementary educational services provided for in Section 5 of the *Basic school regulation for preschool, elementary and secondary education*;
- To increase and protect the budget allocated to the first school transition and to continue to hire dedicated staff;
- To provide time for consultation to enable school stakeholders to work together toward a successful transition;
- To roll out the Passe-Partout program across all school boards and increase funding allocated to the program;
- To ensure a centralized organization of services at the school-board level to limit the fragmentation of tasks carried out by professional and support staff;
- To implement measures to reduce job insecurity among professional staff, support staff, as well as a large proportion of the teaching staff.

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

Attracting and Retaining Engineers and Architects at the Montreal School Board

Last spring, Le Devoir reported, in an article by Marco Fortier¹, that only 61% of engineering and architectural positions (99 permanent or supernumerary positions out of 163) were filled at the Commission scolaire de Montréal (CSDM) and that the majority (60%) of these employees had been in their positions for two years or less, and one third for one year or less. This is largely attributable to the fact that wages are lower than in the broader public sector. In 2017, when the FPPE released its report², wages paid to engineers were 9% lower than in the provincial public service, 21% lower than in the federal public service, 29% lower than at Ville de Laval and 32% lower than at Hydro-Québec.

The government's recent budget announced additional funding for the [renovation of school buildings](#) , which are in great need of repair. In order to manage the many ongoing and future projects, the CSDM requires in-house expertise from engineers and architects. Let us all remember the many criticisms³ levelled at the Ministère des Transports du Québec (MTQ), which had significantly increased outsourcing, thereby increasing costs and decreasing in-house public expertise.

This situation concerning the school boards' material resource professionals illustrates very well the present wage situation of all education and health workers. We believe that discrimination still exists between broader public sector employees belonging to predominantly female job classes (e.g. health, education, social services) and those working for public companies and municipalities.

Work is underway to address attraction and retention issues among material resource professionals.

Sophie Massé,
Vice-president, FPPE(CSQ)

¹<https://www.ledevoir.com/societe/education/552158/recherches-ingenieurs-et-architectes-pour-les-ecoles> (in French)

²Les professionnelles et professionnels des ressources matérielles : Une expertise inestimable pour les commissions scolaires. FPPE-CSQ report, May 2018

³ http://www.fppe.ca/wp-content/uploads/2018/07/G_Rapport_ressources-mat%C3%A9rielles_VF.pdf (in French).

Groupe de travail – sous-comité sur la sous-traitance en ingénierie (MTQ, SFPQ, SPGQ, APIGQ), Analyse de la sous-traitance en ingénierie au ministère des Transports du Québec dans cinq créneaux d'activité, projet de document, 2013 Feb. 20, p. 13.