



THE FUTURE IS FEMINIST

MARCH 8 International Day of Women's Rights 2022

ILLUSTRATOR: STACY BELLANGER BIEN-AÏME
AGENCY: MOLOTOV

La Passerelle



Vol. 33 Number 2
March 8, 2022

Editorial

March 8 is International Women's Day. It is a time to celebrate victories and muster the courage to continue the work. As you know, there is still a lot of work to be done, especially in terms of pay recognition.

The union continues to rally around maintaining pay equity. Historically, occupational groups in which the primary function is "caring for others" have been systematically undervalued in comparison to equivalent male jobs, particularly in terms of pay. This is the case in the health, early childhood, and education sectors.

It is now 2022. Some groups have yet to conclude the 2010 process, and we are still a long way from a 2015 settlement for which the inquiry or conciliation process has not even begun. How can the government justify settling the 2010 complaints more than ten years after they were filed?

For the 2020 process, in order to ensure that the rights of women workers are respected, all our unions affiliated

with the FPPE, together with several others in the CSQ, filed complaints for non-compliance with the procedure and requirements under the law (although revised in 2019).

Moreover, in a notice of decision received recently, the CNESST agreed with us and placed fault with the employer, the Conseil du trésor, in several respects. In particular, it requires the Conseil du trésor to conduct an audit evaluation of pay equity as required by the Pay Equity Act on December 20, 2020, for which it is not in compliance.

The sad fact is that the Conseil du trésor ignores its own law and gives discretionary authority to some of them when it serves its interest. We had an example of that in the last round of bargaining, when it announced at the outset that personal support workers and teachers would get more than the other groups, which is what ended up happening.

More recently, it has been acting in much the same way—that is, unilaterally—with early childhood workers.

However, it is the vast majority of our jobs that also need to be recognized, adjusted and updated.

As a federation, we intend to use all the means at our disposal to correct this situation, whether it be through negotiations, the creation of new job titles, or maintaining the pay equity process.

As you can easily see, the battle for the recognition of women's rights is far from over. Unfortunately, obstacles and difficulties are commonplace both in society and in the workplace.

Last year, we made a step forward by securing gains for six of our occupational groups through the settlement on the maintenance of the 2010 pay equity plan.

We remain determined to have the rights of our workers recognized and are making this our top priority!

In solidarity,

Jacques Landry,
President, FPPE(CSQ)

The Quebec Model: : A Bulwark Against Inequality During the Pandemic?

Johanne Lachance, Action professionnelle Consultant

Since the beginning of the pandemic, education professionals have had to adapt their daily lives according to the health guidelines and measures, both at work and at home.

Telework, school closures, loss of support during lockdowns, care for loved ones, the increasingly blurred line between work and personal life, and reduced opportunities for outdoor activities have made it difficult for many members to balance family, work, and school in the past two years.

These situations compounded existing gender inequalities, including [wage gaps](#) [in French only] and [the inequitable distribution](#) [in French only] of household responsibilities. Over the past two years, several [reports and studies](#) [in French only] have documented the differentiated impacts of the pandemic on Quebec women.

Recent data from the Labour Force Survey, produced by Statistics Canada, nevertheless show a positive decline in the gender wage gap. In particular, the female labour force has increased in occupational categories, and the number of women has increased more than that of men. According to the [Conseil du statut de la femme](#), however, the data masks substantial differences across economic sectors, so that not all women win.

Indeed, withdrawal from the labour market or the reduction of hours worked has affected many women, particularly those with low wages.

The [OECD](#) concluded that globally, it is mostly women who have had to choose between continuing to work and caring for their children at home. [American](#) and [European](#) women have also been particularly hard hit by these blatant setbacks.



The role played by the Quebec model of educational childcare services

According to the [OECD](#), nations with well-designed family leave systems and flexible job retention schemes have been more successful in avoiding a sharp decline in women's labour force participation. With its affordable and high-quality early childhood education services and its Quebec Parental Insurance Plan (QPIP), which provides leave for both parents, the Quebec model has been a bulwark against gender inequalities that were exacerbated by the pandemic.

The challenges and [changes in the labour environment](#) [in French only] will, of course, continue to engage women. However, it is plausible to conclude that the Quebec model, which remains to be adjusted and [defended](#) [in French only], has encouraged the participation of mothers in the labour market as well as the economic autonomy of women, and has created the conditions to protect Quebec women from the increased impacts of the COVID-19 pandemic.

Quebec Budget :

What recognition for Professional Services in Public Schools?

Marie-Eve Quirion, Action professionnelle Consultant

The FPPE presented a [pre-budget submission](#) [in French only] to the Ministère des Finances after having had the opportunity to present it to key players in the Ministère de l'Éducation and Minister Roberge's office last December.

With the pandemic still having significant fiscal implications and this being a pre-election year, it is difficult to predict the budgetary choices that will be presented by the government on March 22. It is essential to take every opportunity to reiterate the importance of professional services in public schools.

Valuing collaboration and multi-team work

This year's focus has been placed on formalizing a mechanism to enable collaboration between multidisciplinary professional teams.

Collaboration allows for early action and a coordinated response to complex student needs. Multidisciplinary work enhances the diversity of expertise and strengthens the role of prevention and support. Yet, with decentralization, it is becoming increasingly difficult for professional staff to work as a team, particularly at the primary and pre-school levels.

The FPPE estimates that approximately \$17 million is needed to implement a formal consultation mechanism. This budget is equivalent to three hours per week per preschool and primary school professional and would make it possible to hold joint meetings at the various institutions served.

It is hoped that a protected and specific budgetary measure will be added to the budgetary rules of the service centres and school boards for this purpose.

Sector-specific demands

This request is part of broader demands for the recognition of expertise of professional staff.

A next step for the FPPE will be to make costed proposals based on the specific challenges of each sector of

activity, including, of course, vocational training and general adult education. Issues related to educational and administrative services also deserve to be highlighted separately.

Whether or not the government accepts the proposal this year, it is essential that the FPPE takes its place and makes its voice heard. The contribution of professionals in the school system must be recognized, and to do so, we are working together to bring forward demands that can have a positive impact, both for professional staff and for students.

THE FUTURE
IS
FEMINIST

Collectif 8 mars | International Day of Women's Rights 2022

THANK YOU TO THE 894 EDUCATION CONSULTANTS WHO ANSWERED THE FPPE'S SURVEY!

- 79.3% are women;
- 10.4% chose to answer in English; and
- 61 out of 69 service centres or school boards are represented.

The results are currently being analyzed. The large number of answers and the quality of the comments will help the FPPE to highlight the scope of the work that is being done, including supporting non-legally qualified teachers and addressing pandemic-related challenges.

When remote working changes the law:

Ten years after the “Journal de Québec” case, the notion of the employer’s place of business has finally been extended.

Maude Lyonnais-Bourque, Attorney and Union Advisor

Section 109.1(g) of the Labour Code prohibits an employer from using the services of an employee at the employer’s place of business to perform the duties of an employee on strike. These are commonly referred to as anti-scab provisions. This is an essential provision to ensure the effectiveness of the right to strike, without which the employer could easily circumvent the effects of the strike and suffer no harm by employing other employees. The wording of the Act limits this protection to the employer’s place of business.

The very long labour dispute at Québecor was widely publicized. A number of people were doing the work of the striking journalists, but since they were carrying out their activities from their homes and not at the employer’s place of business, the courts ruled that this recourse to outside employees was permissible. It became clear to us at the time that the law was not in line with the reality of the workplace and that certain protections around the fundamental right to strike were only relatively useful in practice.

Nearly ten years later, and especially in the wake of the major disruptions that the pandemic has caused in the workplace, the issue was before the courts again in *Unifor, Local 177 v. CRH Canada Group Inc.*, 2021 QCTAT 5639, rendered on November 25, 2021, by the Tribunal administratif du travail.

In this case, in March 2021, two categories of employees—a plant worker and an office worker—of a cement plant in Joliette went on strike. It became apparent that five individuals continued to work from home. The Tribunal was of the opinion that the large-scale deployment of remote working, first mandated by the government, must lead to changes in the law with respect to the definition of the employer’s place of business. The interpretation of “place of business” must be consistent and dynamic, so that the right to organize can be fully exercised. The court used the idea of “deployment” to analyze the extent to which the employer deploys its place of business, which may extend to the employees’ residences. This notion, accord-

ing to the Tribunal, is consistent with the interpretation of the anti-scab provisions as well as with the recent constitutionalization of the right to strike in the Saskatchewan decision.

This decision, however, was appealed to the Superior Court by the employer, although it is the current state of the law at this time. This new interpretation of the employer’s place of business was more than expected by many labour activists, and it will certainly have an impact on the analysis of several legislative protections that may extend to the homes of employees.



Des tarifs de groupe exclusivement pour vous. Et vous. Et vous. Et vous.

En tant que membre de la CSQ, vous profiterez de tarifs exclusifs sur vos assurances auto, habitation et entreprise en optant pour La Personnelle:

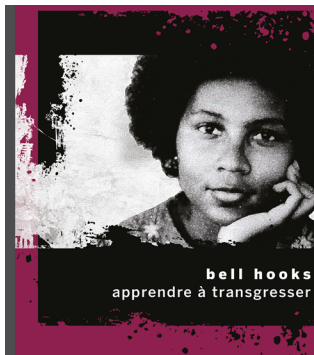
- Économisez en moyenne 396 \$ sur vos assurances auto et habitation en changeant pour La Personnelle.
- Économisez jusqu’à 15 % sur votre assurance auto en assurant plusieurs véhicules.
- Près de 85 % de notre clientèle ayant adhéré à AjustoMD est en voie de se qualifier pour une prime d’assurance auto plus avantageuse.

C’est payant de faire partie d’un groupe.

Suggested Reading

Learning to Transgress

Bell Hooks, Syllepse, 2019



This collection of essays presents the pedagogy of emancipation in a way that emphasizes the importance of feminism in the education sector as well as the integration of theory and practice in the African-American feminist struggle. The author discusses the concepts of solidarity and

political economy as well as the relevance of the pedagogy of the oppressed in the emancipation of African-American women.

Leslibrairies.ca

Grève des stages, grève des femmes

Comités unitaires sur le travail étudiant, Remue-Ménage, 2021



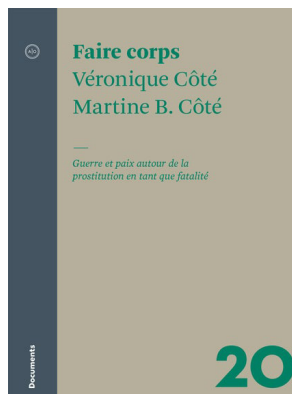
Grève des stages, grève des femmes recounts the high points of the student and feminist movement demanding a student wage and documents the mobilization organized in various regions of Quebec from 2016 to 2019. Drawing on the feminist analysis of reproductive labour, the activists of the Comités unitaires sur le travail étudiant (CUTE) wanted to show that internships

perpetuate a form of alienation specific to the wage-earning world, in fields that are predominantly composed of women, such as health, education, social work, and culture. In doing so, they completely changed the face of the student movement.

Leslibrairies.ca

Faire corps : Guerre et paix autour de la prostitution...

Véronique Côté, Martine B. Côté, Atelier 10, 2021



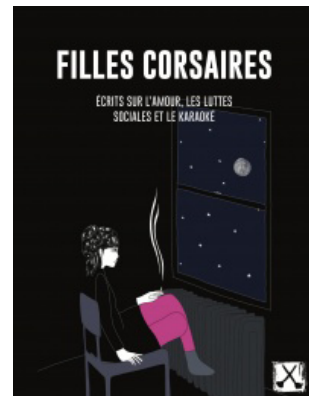
After being approached by a theatre company, Véronique Côté began writing a play about prostitution, La paix des femmes. In the course of her research, she discovered that there are two irreconcilable camps: the pro-sex workers' side on the one hand, and the abolitionists on the other. While the former advocate for the decriminalization of prostitution, the latter seek to eliminate it. It is as a woman and as an artist that

Véronique Côté takes the floor here, accompanied by Martine B. Côté, to denounce the idea that it has always existed and will always exist. They write for women and against the system that exploits them.

Leslibrairies.ca

Filles corsaires

Camille Toffoli, Remue-Ménage, 2021



Camille Toffoli believes that waitresses, female country singers, sad girls, and rodeo girls have something fundamental to teach us about gender relations and class privilege. Filles corsaires builds a narrative that is firmly rooted in life and focuses on the forgotten figures and blind spots of a certain academic feminism.

Why are voluntary celibacy, sexual autonomy, and non-procreation still subject to suspicion? Can friendship really fight against heteronorma-

tivity? How can a policy of solitude be interpreted? The author explores these questions—and many others—through a series of portraits in which anecdotes mingle with philosophical reflections.

Leslibrairies.ca

Réinventer l'amour: Comment le patriarcat sabote les relations hétérosexuelles

Mona Chollet, Zones, 2021



Mona Chollet is the French feminist essayist star of the Fall 2021 season with Réinventer l'amour: comment le patriarcat sabote les relations hétérosexuelles. In 2018, she published *Sorcières* (250,000 copies sold), a book in which she brings witches back into fashion by rehabilitating them as feminist figures.

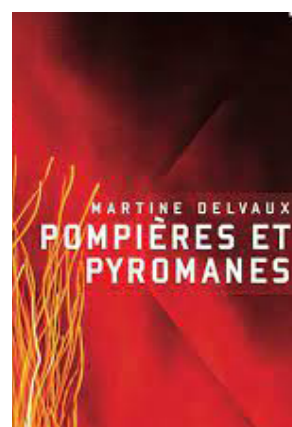
constructs the cult of passion and analyzes the effects of inequality within the couple. While believing in love, she also questions what desire is: How can sexual desire be experienced away from the clichés that society—which we are part of—has developed?

In Réinventer l'amour, she asks the question: How can a straight couple be imagined without the woman being inferior to the man? She de-

Leslibrairies.ca

Pompières et pyromanes

Martine Delvaux, Heliotrope, 2021



Four years almost to the day after the publication of *Le Monde est à toi*, Martine Delvaux releases the sequel of her letters to her daughter with *Pompière et pyromane*. This time, the ecofeminist argument is articulated around the idea of fire and its different avatars. Against the backdrop of global warming and destructive fires across the planet, Delvaux brings together a host of works and historical figures who share her fascination with flames or who have had to endure trial by fire. From the activism of Greta Thunberg and

Alexandria Ocasio-Cortez to the cinema of Céline Sciamma and her sublime work, *Portrait of a Lady on Fire*, Delvaux confidently and intelligently rises among the ranks of an assertive group of passionate women who are ready to fight fire with fire for the sake of the world. This little book full of wisdom and hope should be kept close to one's heart in these times when the future often seems dark and bleak.

Leslibrairies.ca