

The role we play

Jacques Landry, president, FPPE(CSQ)

Over the course of these three days, we reflected on the challenges that await us over the next three years and on what we hope for the future to ensure that we continue to be the best organization we can be for all our members.

This year's theme was "The role we play", as an essential part in the Quebec model of public services; a role that we want to be accessible and universal.

This role can take many forms including:

- ▶ Being able to make a difference in the lives of students—on human, academic, and social levels.
- ▶ Ensuring the accessibility of our services at a time when we are struggling to attract and retain professionals and when private agencies are unfortunately setting up shop at an ever-increasing pace.
- ▶ Our role also involves all the challenges that come with improving the working conditions of our members by promoting multidisciplinary and by setting up times for consultation within the school itself and with professional teams.
- ▶ It also entails opportunities for the FPPE to foster the next generation of workers, increase participation in its democratic forms, and work tirelessly to build our record of professional actions, labour relations, and political and media representation.

More recently, on June 13, the Quebec ombudsperson, in its latest report, drew the government's attention to several of our past demands... starting with the premise that adapted services for students with learning or behavioural difficulties must be deployed according to the needs of the students (and not according to the resources available nor the school organization).

The ombudsperson also spoke of multidisciplinary and collaboration between school stakeholders and private schools as "a false solution to a real problem." They also discussed disparity linked to funding and of regional shortfalls in the provision and access to services.

In any case, to achieve this, the government will have to realize that in order for it to have sufficient professional staff who are present and dedicated to the task, they will need to understand that there is a close link and a balance that needs to be preserved between the working conditions it offers staff and the quality of our working life.

It is now more important than ever that action be taken to improve working conditions to ensure that the capacity to provide services is preserved. After years of austerity, there is much to be done to invigorate our professions, whether they are in direct service to students, as pedagogical support, or in administration. This is how we can restore the reputation of school services.

Have a great summer and a well-deserved vacation.

Thank you for all that you do on a daily basis!

Speakers of Interest at the 18th FPPE Convention

Johanne Lachance, Action professionnelle Consultant

Two lecturers were invited to speak at the 2022 Convention: [Dalia Gesualdi-Fecteau](#), Professor and Strategic Research Chairperson on the Effectiveness of Labour Law in the Department of Legal Sciences at UQAM, and Anne Gibeault, Creative Director at [Phoenix Labs](#).

Changes in Work Environments and the Role of Law for Professional Staff in Education

Drawing on current legal sources, Dalia Gesualdi-Fecteau demonstrated that a deregulation of the labour market is currently underway. The interaction between an employer's quest for flexibility, AKA "just-in-time", the decentralization of organizational structures, which facilitate recourse to subcontracting and private enterprise, as well as the acceleration of technological transformation has turned the organization of work on its head.

The consequences of this upheaval are an increase in the forms of employment (status, contracts, recourse to agencies, etc.), the intensification of work (an increase in the number of tasks within tighter deadlines while having less room for manoeuvre to deploy one's professional autonomy) and the extensification of work (an increase in working hours and a blurring of the places and boundaries between personal life and work through a form of constant availability). These consequences lead to an individualization of work and a prevalence of time worked but not claimed.

To better curb the normalization of work overload and avoid the deleterious effects on the physical and mental health of professional staff, Dalia Gesualdi-Fecteau proposes looking at the recent amendments made to the Occupational Health and Safety Act in order to act collectively to prevent, identify, and analyze the psychosocial risks experienced by professional staff in education.

Through the creation of health and safety committees, if they are well invested, it becomes possible to deploy a collective and inter-union mechanism that can act on psychosocial risks, for the benefit of professionals.



Incursion into the World of Video Games

With great enthusiasm and generosity, Anne Gibeault presented her 20-year career in the video game industry by demystifying the different professions and addressing the issues of women's place in this field as well as best practises to promote the retention and attraction of women.

The discussion period that followed provided an opportunity to answer many questions from the delegates on the job prospects for students and the technological realities of the gaming professions in Quebec.

In conclusion, it is amazing to see how many parallels can be drawn between the video game industry and the union environment, especially on the practices that need implementation to encourage more women to get involved in union committees, delegations, and as executives.



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FPPE Convention: A Place for Decisions, Exchanges and Listening

Marie-Eve Quirion, Action professionnelle Consultant

The FPPE trade union action must be supported by global and unifying orientations that address the current challenges faced by professionals in the public school system. To ensure the relevance of its positions and actions, FPPE elected officials must first hear the concerns of its members.

This is why the FPPE has taken on a bold challenge: to change the Convention format to focus on what is experienced as much as what is voted on.

Only three orientations were put into play and discussed in the workshops and plenary session on June 1st. The exchanges continued the next day in a large plenary session and culminated on June 3 with the debates, in accordance with the standard formal procedures. Thematic workshops, introduced by interviews

with experts, allowed for more informal discussions while providing input on the orientations.

An overwhelming majority of delegates applauded these changes, which promote speaking out – with or without a microphone – as well as exchanges between professionals from all over Quebec and from different job categories. This format met the demands of the new generation: to focus on inclusive discussions, with positive and dynamic reflective spaces. In short, to update the way we practice unionism.

This is a new process that is part of the long term; a lot of work remains to be done so that the essence of the workshops' reflections can be found in the action plan that will be adopted this fall by the union representatives at the Federal Council.

ORIENTATIONS

1

Intensify our efforts to improve the working and practice conditions of staff and to promote retention and attraction in the public school system.

Issues: attractive salary conditions, work overload, overtime management, onboarding, mentoring, coaching, generational issues, precariousness, task boundaries, right to work remotely, public/private competition, subcontracting, professional autonomy, layout of workspaces and adequate tools, practices to break isolation and promote teamwork.

2

Intensify our efforts to have professional staff recognized as key players in the school system and to increase their power of influence.

Issues: investing in places of involvement, representation and consultation, raising awareness about and recognizing roles and expertise, team-school and multidisciplinary, union and professional power of influence.

3

Intensify our efforts to mobilize members and to encourage the next generation of union members.

Issues: union welcoming and mentoring, places to share expertise and training, positive promotion of union involvement, family-work-union involvement balance, regional issues, student advocacy, use of technological tools.

Jacques Landry firmly committed to protecting public professional services

Karine Lapierre, Communication Consultant

Psychoeducator Jacques Landry has been reappointed for a second term as head of the Fédération des professionnelles et professionnels de l'Éducation du Québec, the FPPE (CSQ). The President of the Federation is counting on the upcoming negotiations in the public sector and on initiatives with the government to significantly improve the working conditions of FPPE professionals.

Sophie Massé was also re-elected as Vice-President and Jean Martin-eau was re-elected as Vice-President, Administrative Affairs of the FPPE-CSQ.

provided an opportunity to discuss what it means to play one's role as an education professional, whether that role is professional, union or political.

200 HEADS TO THINK ABOUT THE CHALLENGES THAT LIE AHEAD

The event brought together just over 200 delegates, to whom the outgoing executive board presented its three-year report. The report revealed a mandate strongly marked by the negotiation of working conditions, but also by the Covid-19 pandemic, which forced an important change in the Federation's organizational practices. These practices, particularly the use of teleworking and videoconferencing, are expected to continue, notably for training, consultations, and to facilitate better participation in the democratic life of the Federation.

The 200 delegates from all regions of Quebec reflected on the challenges facing education professionals and their Federation in the coming years in a new format based on exchange.

AN EXPERTISE TO BE

RECOGNIZED AT ITS TRUE VALUE

The new executive board of the Federation intends to redouble its efforts during the next mandate to ensure that the work of professionals is recognized at its true value. It enters this new triennium not only determined to defend and improve the work conditions and organization of its members, but also to gain increasing recognition for their expertise. This is essential to our public education system and to the universality of public services.

"Professionals are in the best position to know the needs in education, whether it be for student services, pedagogical support services, organizational support services or material resources. They will need to be more involved in the organization and funding of services. Professional exchanges should also be promoted and increased. It's certainly a way to showcase them," says Jacques Landry.

"With more than 500 vacancies and an increase in the use of private professional services in Quebec schools, we are more concerned than ever about the survival of equitable and accessible public professional services for Quebec students. The government must invest heavily in public professional services to make the environment more attractive," said Jacques Landry at the end of the Convention.

The event, which took place on June 1st, 2nd, and 3rd in Montréal under the theme "Let's Play Our Role",

Delegates delighted with their experience

The Convention Appreciation Survey showed that a large majority of delegates were very satisfied or satisfied with the convention.

Here are some of their comments:



"The opening conference with Dalia was exceptional! I would have listened to her longer. It was extremely relevant and allowed us to take a step back to better understand. She did a great job of explaining legal concepts."



"I really liked the theme and orientation workshops, in subgroup format. They allowed me to meet new people outside of my local union team. Very good for networking."

"I loved my first experience; the convention was very interesting. I learned a lot and participating increased my interest in union involvement. The themes are relevant to us and arouse interest, and the networking allows us to meet people who have similar concerns and realities."



"I came away with a better understanding of the issues we will face in the upcoming negotiations. Thank you for offering an English translation on the first day. I can understand French, but with so many events, it was nice to be comfortable listening in my native language."

