

A POWERFUL FORCE IN HIGHER EDUCATION!

ITS MISSION

Beyond its core mission of improving working conditions and advocating for the professional and economic interests of its members, the FPPC-CSQ also has a mandate to promote the point of view of college professional employees.

A key player of the college network, the FPPC-CSQ represents over 1,300 members. It is the most representative union organization of college professionals.

THE FPPC-CSQ AT WORK

The FPPC-CSQ is well aware of its members' reality. It not only advocates for their working conditions, but also takes concrete action to secure appropriate recognition of the expertise and skills of college professionals. The FPPC-CSQ serves as the voice of its members before key college management and government bodies.

The Federation is regularly involved in various matters related to higher education such as the revision of the college network's funding mechanism (i.e. FABES), the structure of the Continuing Education sector, the level of funding allotted to colleges in relation to professional employees' work overload, etc. It also represents its members at the Summit on Postsecondary Education.

AREAS OF EXPERTISE

The FPPC-CSQ's areas of expertise are among others:

- ✓ During negotiations: hiring a second advisor specialized in negotiations to support the two members of the negotiation team who are on full-time leave for the duration of the negotiations.
- ✓ A range of documents which can help members of local executives carry out their work (union toolbox, reference material given to newly hired professionals, etc.).

OUR TEAM

Our team consists of a President on full-time leave to better represent college professional employees, four delegates – members of the Executive Council – which are entrusted with certain specific responsibilities, as well as one advisor specialized in labour relations to represent exclusively the interests of college professionals.

MEMBERS OF THE EXECUTIVE COUNCIL

President: Suzanne Tousignant, Education Consultant, Collège de Valleyfield

First Vice-President, Communications: Monique Lussier, Student Life Counsellor, Economic life sector, Cégep Marie-Victorin

Second Vice-President, Mobilization and Emerging activists: Éric Cyr, Pedagogical counsellor, Cégep Beauce-Appalaches

Vice-President, Secretariat: Élise Poudrette, Psychologist, Collège de Maisonneuve

Vice-President, Treasury: Daniel Lantagne, Administration Officer, Cégep Limoilou



Suzanne Tousignant



Monique Lussier



Éric Cyr



Élise Poudrette



Daniel Lantagne

OUR AFFILIATION WITH THE CSQ

In 1973, the FPPC-CSQ became affiliated with the CSQ. Given that the CSQ is the most representative labour organization in education and higher education, this affiliation is essential to make our voice heard.

The CSQ organizational structure is designed so that unions, united within federations, are able to fulfil their own mission while taking part, through CSQ decision-making bodies, in the advancement of all major labour, social and political matters. The FPPC-CSQ ensures that its member unions are well represented within all CSQ bodies (General Council, General Negotiation Council, etc.) and networks (sociopolitical action, status of women, etc.).

Though it may be part of the CSQ, the FPPC-CSQ has all the required latitude to set out its professional and union priorities. No other federation can interfere with the actions of the FPPC-CSQ and its affiliated unions.

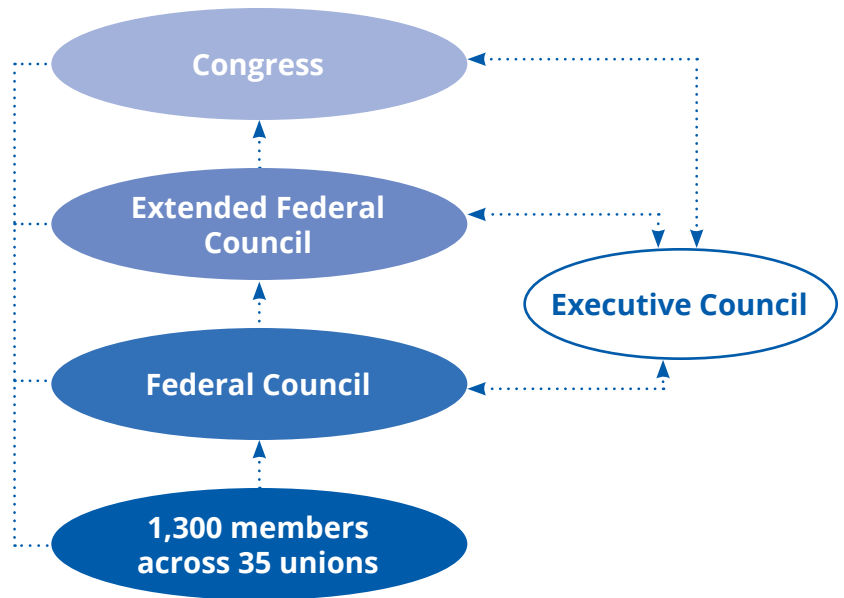
THE BENEFITS PROVIDED BY THIS AFFILIATION ARE:

- ✓ a seat at the central table when negotiating intersectoral matters;
- ✓ the assurance that we can count on the solidarity of 200,000 affiliated members;
- ✓ access to an advisory service which provides specialized support with job evaluation, group insurance, legal services, pay equity, retirement (RREGOP), parental rights as well as occupational health and safety;
- ✓ the support of a team of accomplished attorneys who are well versed in matters involving college professionals;
- ✓ the support of the Communication Services team;
- ✓ a diverse range of training sessions on topics relating to union and federation life... and so much more!

OUR ORGANIZATIONAL STRUCTURE

The foundation of the FPPC-CSQ's structure rests on the association of unions who collectively share one objective: the defence of the common interests of all their members.

Its decision-making process is rooted in participatory democracy, which ensures that delegates from each of the unions affiliated to the FPPC-CSQ are involved in the discussions and subsequently the decisions that will be driven by the Executive Council.



OUR DECISION-MAKING BODIES

The **Congress** holds paramount authority within the FPPC-CSQ. It holds, among other things, the power to:

- ✓ set the broad guidelines for the FPPC-CSQ;
- ✓ proceed with the elections to determine which members will serve as President, Vice-President, Mobilization and Emerging Activists, and Vice-President, Treasury;
- ✓ adopt amendments to the Statutes and By-Laws and determine general policies.

The Congress consists of members of the FPPC-CSQ Executive Council and delegates from unions affiliated to the FPPC-CSQ (the number of delegates varies based on the number of members of said union).

The **Extended Federal Council**, whose members are the same as those in the Congress, wields the Federal Council's powers but enjoys a few additional prerogatives, such as:

- ✓ taking stock of the achievements which stem from the broad guidelines;
- ✓ proceeding with the elections to determine the members who will serve as Vice-President, Communications and Vice-President, Secretariat;
- ✓ adopting changes to policies.

The **Federal Council** governs the FPPC-CSQ between Congress meetings. It meets at least three times each year and performs the following functions:

- ✓ adopt the action plan of the FPPC-CSQ which operationalizes the broad guidelines of the Congress;
- ✓ make all decisions with respect to national negotiations, which include those related to the election of negotiating team members;
- ✓ submit its opinion on any subject matter that has a bearing on the Federation;
- ✓ appoint both the members of the FPPC-CSQ's delegation to the CSQ General Council as well as those involved in various committees.

The Federal Council consists of members of the Executive Council and one delegate per affiliated union.

The **Executive Council**, which consists of five elected members, governs the FPPC-CSQ between Federal Council meetings. It carries out the decisions of the Congress, the Extended Federal Council and the Federal Council. It also sees to the day-to-day administration of the FPPC-CSQ.

AFFILIATED UNIONS

All unions affiliated to the FPPC-CSQ maintain their independence. Participatory democracy is thus at the very heart of their local bodies, giving them the required latitude with respect to the governance of local union matters.

Consequently, the union, through its general assembly, determines the rate of its own share of the dues the CSQ will be handing back each month, and will use said share as it sees fit.

These dividends can therefore be used toward a local activity such as a meal during a general assembly or even a special activity during Education Professionals Week for instance. These contributions might also be used toward a union contingency fund to support members in the event of a strike. This autonomy is of great help to local union life and, by that very fact, member mobilization.

FPPC-CSQ MEMBER UNIONS

The Fédération du personnel professionnel des collèges is present in all regions of Quebec. The following lists the breakdown of the FPPC-CSQ's 35 affiliated unions:

✓ **Bas-Saint-Laurent and Gaspésie**

- Matane
- Rimouski
- Rivière-du-Loup
- La Pocatière

✓ **Centre-du-Québec and Mauricie**

- Drummondville
- Shawinigan
- Victoriaville

✓ **Côte-Nord**

- Baie-Comeau
- Sept-Îles

✓ **Estrie**

- Champlain – Lennoxville Campus
- Champlain – Administration offices
- Sherbrooke

✓ **Lac-Saint-Jean**

- Saint-Félicien

✓ **Montérégie**

- Granby

✓ **Montréal Area**

- Ahuntsic
- Champlain – St-Lambert Campus
- Dawson
- Édouard-Montpetit
- Gérald-Godin
- John Abbott
- Lionel-Groulx
- Maisonneuve
- Marie-Victorin
- Saint-Jean-sur-Richelieu
- Saint-Jérôme
- Sorel-Tracy
- Valleyfield
- Vanier
- Vieux-Montréal

✓ **Québec and Chaudières-Appalaches**

- Beauce-Appalaches
- Champlain – St. Lawrence Campus
- Garneau
- Limoilou

✓ **Outaouais**

- Outaouais
- Heritage

THE FPPC-CSQ IS THE MOST REPRESENTATIVE UNION ORGANIZATION OF COLLEGE PROFESSIONALS!

Contact us

**Fédération du personnel professionnel
des collèges (FPPC-CSQ)**

9405, rue Sherbrooke Est
Montréal (Québec) H1L 6P3
Tel.: 514 356-8888 extension 2825
Email: fppc@lacsq.org
Website: fppc.qc.ca
Facebook: facebook.com/fppc.CSQ/

THE FPPC-CSQ: FOR A GREATER RECOGNITION OF PROFESSIONAL EMPLOYEES

The FPPC-CSQ is strongly committed to the recognition of the role of professional employees. In winter 2017, it carried out an extensive survey among all its members regarding the changes - whether organizational or technological in nature, for instance - which could impact job evaluations. This large-scale operation brought about the development of a strategic plan which was adopted unanimously by the delegates of our affiliated unions during the fall of 2017.

To carry out this large-scale recognition operation successfully, the Federation, with the support of CSQ job evaluation specialists, is now pursuing various avenues, based on the employment categories, to secure a better recognition of their members' work.

CEGEP PROFESSIONAL EMPLOYMENT CATEGORIES

- ✓ Finance Officer
- ✓ Social Services Officer
- ✓ Academic Advisor
- ✓ Analyst
- ✓ Administration Officer
- ✓ Librarian
- ✓ Student Life Counsellor
- ✓ Guidance Counsellor
- ✓ Academic Training Counsellor
- ✓ School adjustment Counsellor
- ✓ Communication Counsellor
- ✓ Academic and Vocational Information Counsellor
- ✓ Adapted Services Counsellor
- ✓ Pedagogical Counsellor
- ✓ Psychologist
- ✓ Teaching Methods and Techniques Specialist
- ✓ Social Worker

OUR STRATEGIC PLAN

✓ Salary relativity

Through its affiliation with the CSQ, the FPPC has been actively involved in the two joint committees established as a result of the last negotiations to determine the salary ranking of **pedagogical counsellors** and address the specific problem of attracting and retaining employees in their field.

In order to better support our arguments, specifically with regard to the attraction-retention issue, three other surveys were carried out: with affiliated unions, with all our members and with the management of college human resources departments.

Mobilization activities and political representations have generated widespread support. In a spring 2018 press release, the FPPC-CSQ reported that:

To date, our federation has received, some thirty letters, addressed to Minister Pierre Arcand, signed by heads of various colleges that recognize the need to review the compensation of [pedagogical counsellors]. The Fédération des cégeps is so preoccupied with this situation that it has carried out its own survey on the subject with all its members. Finally, the Association des cadres des collèges du Québec also urges the Chair of the Conseil du trésor to adjust the salary of college professionals.

Political meetings with various stakeholders have taken place and many others are already planned, with an increased momentum. For the CSQ, this issue is a priority. The Federation hopes that both the attraction-retention issue and salary rankings will be addressed and meet its members' expectations.

✓ Pay equity

The FPPC's affiliated unions have filed several complaints in the wake of the assessments made by the Conseil du trésor during the pay equity maintenance exercises of 2010 and 2015. Specifically:

Complaints of the 2010 pay equity maintenance exercise (period from 2001 to 2010)

At first, these complaints were addressed through a conciliation process, with the Conseil du trésor and an inter-union coalition of all union organizations (federations, CSN, CSQ, FTQ and independent organizations). The CSQ also consider these complaints as a priority, and did not hesitate to use political means to reach an agreement. Sadly, in November 2017, the Conseil du trésor put an end to the conciliation process. The complaints of the 2010 pay equity maintenance exercise were sent to the CNESST (Commission des normes, de l'équité, de la santé et de la sécurité du travail), which handles the pay equity issue.

For the 2010 maintenance complaints

✓ **First phase: change of gender predominance and new employment categories**

In the spring of 2018, the FPPC, supported by CSQ job evaluation specialists, submitted requests to the CNESST so as to change gender predominance for certain employment categories as well as to create new employment categories:

- Guidance Counsellor, college sector (creation of a category and change of gender predominance)
- Pedagogical Counsellor, college sector (creation of a category and change of gender predominance)
- Communication Counsellor, college sector (creation of a category only)
- Academic Advisor (change of gender predominance only)
- Teaching Methods and Techniques Specialist (change of gender predominance only)
- Specialized Data Processing Analyst (creation of a category and change of gender predominance)
- Administrative Processes Specialist (creation of a category and change of gender predominance)
- Sexologist (creation of a category only)
- Internship Coordinator (creation of a category and change of gender predominance)
- Human Resources Counsellor (creation of a category and change of gender predominance)
- Researcher (creation of a category and change of gender predominance)

CNESST investigators are currently assessing the claims submitted by the FPPC.

Second phase: job evaluation

The FPPC's Federal Council has authorized the full-time leave of a member of the Executive Council who will, using existing data and information from a new data collection, shed some light on the events which, from 2001 to 2010, have had an impact on the daily tasks carried out by the affected professional employees. The objective is to secure a better evaluation of the job.

Complaints of the 2015 pay equity maintenance exercise (period from 2011 to 2015)

Following the assessment carried out by the Conseil du trésor in the winter of 2016 and with which the FPPC-CSQ does not agree, the union has begun preparing its case with respect to complaints of the 2015 pay equity maintenance. To do so, it has put to good use the information gathered during various consultations with its members, including the wide-ranging survey carried out in the winter of 2017.

UPDATED CLASSIFICATION PLAN

Bringing into play a clause of its collective agreement (a clause which appears in all collective agreements of college professional employees), the FPPC-CSQ has had two meetings with the college management negotiating committee (Comité patronal de négociation des collèges, or CPNC) to argue for the introduction of new employment categories to the classification plan.

✓ Professional employment titles requested

- Specialized Data Processing Analyst
- Architect
- Researcher
- Financial Aid Counsellor
- Environmental Counsellor
- Human Resources Counsellor
- Internship Coordinator
- Sexologist
- Administrative Processes Specialist

✓ Changes to the typical duties

The FPPC will also call for changes to typical duties spelled out in the classification plan for various employment categories so that they reflect the reality of a given employment category's inherent responsibilities. It should be noted that the exact denomination of the typical duties and skills required for a given job is the cornerstone to the recognition of the work being done on a day-to-day basis.

ONGOING JOB EVALUATION PROCESS

The FPPC-CSQ is considering asking, during the next round of negotiations, for the **creation of a permanent national committee to evaluate employment categories.**

Salary adjustments could then be made, when needed, for gender-neutral employment categories, or so-called mixed categories, and between two periods of pay equity maintenance exercises for predominantly male or female categories.

ATTRACTION-RETENTION INCENTIVES

The FPPC-CSQ is also considering calling for, during the next round of negotiations, attraction and retention bonuses for certain specific employment categories.

CLASSIFICATION REVIEW

The FPPC supports and guides its unions that file reclassification grievances for members whose typical duties are consistent with the tasks of a different job title which is better-paying than what they are currently being paid.

FOR GREATER RECOGNITION, NOTHING LESS!

Contact us
**Fédération du personnel professionnel
des collèges (FPPC-CSQ)**

9405, rue Sherbrooke Est
Montréal (Québec) H1L 6P3
Telephone : 514 356-8888 extension 2825
Email: fppc@lacsq.org
Website: fppc.qc.ca
Facebook: facebook.com/fppc.CSQ/