

## **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.

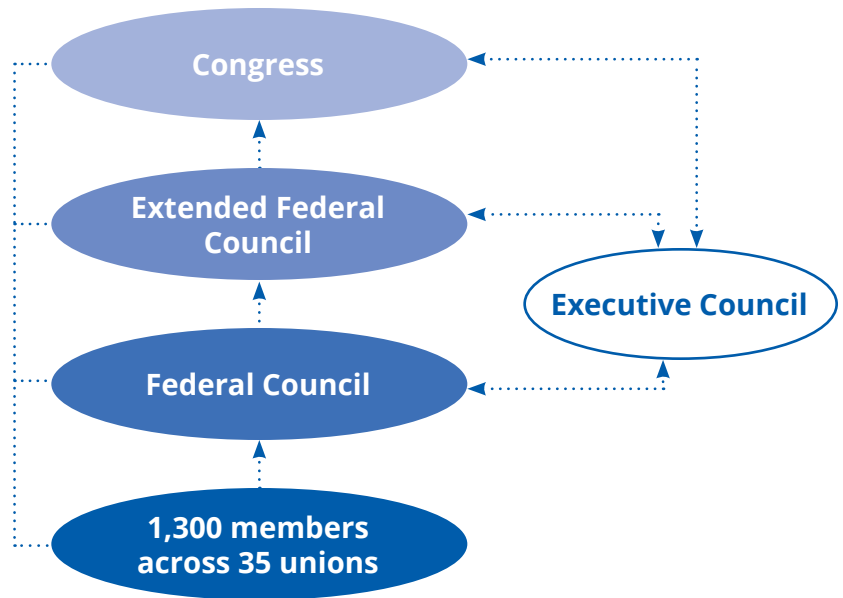
## THE BENEFITS PROVIDED BY THIS AFFILIATION ARE:

- ✓ 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

### ✓ **Montréal Area**

- 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

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