

Volume 1, number 1 October 1987

FNEEQ ACTUALITÉ

CENTRE DE DOCUMENTATION

You're looking at the federation's new newspaper, *FNEEQ-ACTUALITÉS*. It will be published five times a year.

Let me introduce myself. I'm Scoop. At the request of several FNEEQ unions and committees, I was chosen as a report to keep you informed of what's being done on your behalf.

I looked into things. I know you have a tendency

to throw your newspaper into the wastepaper basket pretty darn fast. I understand — you have other things to do and there are so many papers that you could spend your days doing nothing but reading them. So, I'll be brief, and you'll get through this one in a wink. I promise. So, hurry up and read it before I sign off. ♦

FNEEQ

CSN

Might as well
start with
some good
news

Policy on reimbursement of expenses

In order to tighten up the management of expense accounts and put an end to the following problems: late accounts and verification of double occupancy of hotel rooms during meetings, the council adopted the following recommendations:

- That expense accounts for delegations to FNEEQ meetings such as councils, workshops, sessions, 42, etc., be reimbursed to local unions rather than to individuals, in the case of unions with more than fifty (50) members. (p. 15-16 — report by the Auditing Committee)
- That unions and individuals have six (6) months to present their bills, all the while meeting the present deadline of one (1) month at the latest after the end of the fiscal period (if the bill reaches the federation after October 1 but before six (6) months following the meeting from which the expenses ensued, the federal board shall continue to authorize payment. After the six (6)-month deadline, the bill shall not be reimbursed.
- That the Federation reimburse unions for hotel costs only in the case of double occupancy in the event of councils and workshops, on the following basis:
 - 1 to 2 official delegates: 1 room
 - 3 to 4 official delegates: 2 rooms
 - 5 to 6 official delegates: 3 rooms
 - etc...
- That the Federation reimburse unions only for travelling costs which are actually incurred, for a maximum which corresponds to the number of delegates to which are entitled. ♦



REBATE

FNEEQ teachers will be entitled to rebates of up to \$340 (Canadian dollars, but who's looking the gift horse in the mouth?). The rebate is from a surplus of some \$2,000,000 in the optional

group insurance plans with Mutuelle des fonctionnaires du Québec. It will be paid to people who were paying members on December 31, 1986 on options for life insurance and/or long-term salary insurance guarantees.

Find out from your local union when cheques will be available. And if there is no cheque waiting for you because you didn't pay into these optional plans, you can get information on these options from the representative of Mutuelle des fonctionnaires du Québec in your region. ♦

Finances

Here are the highlights of the 87-88 budget. We've included the 86-87 figures to give you an idea of how the federation's expenses and revenue have evolved.

General fund

Description	86-87	87-88
REVENUE		
(dues, grants, surplus, reserve, interest, miscellaneous)	1,838,000.00	2,036,000.00
EXPENDITURES		
Staff (salaries, fringe benefits, travelling and lodging allowances, supplementary staff, personnel management)		
	1,036,000.00	1,044,560.00
Office space (rent, insurance, taxes, furniture, maintenance of supplies, computer cost)		
	122,500.00	194,570.00
Communications (phone, stamps, telegrams, delivery, publications, information campaigns, office supplies, photocopies, printing, purchase of documents)		
	204,000.00	239,500.00
Meetings of FNEEQ bodies (board, council, regional tour)		
	130,000.00	150,000.00
Committees (school-society, women, health and safety, insurance and pensions, international solidarity, education for peace, others, including workshops: schools, women and health and safety)		
	223,500.00	210,400.00
Application of collective agreements (arbitration, legal fees, sessions on application and training, support to unions)		
	74,000.00	95,200.00
Miscellaneous		
	48,000.00	51,230.00

Negotiating fund

(CEGEPs)	450,440.00	95,100.00
(private)	82,000.00	32,500.00
(universities)	119,200.00	92,040.00
(other bargaining)	500.00	500.00
(publicity)	50,000.00	30,000.00
(support to negotiations and mobilization)	30,000.00	76,000.00
	732,140.00	326,140.00

N.B. The 86-87 fiscal year ended on August 31, 1987. The above are therefore projected figures and not actual ones.

You want to know what the FNEEQ is doing with your money? Have a look:



Are you
working
behind bars?



Ventilation

Did you know that you're probably confined to a hermetically sealed building several hours a day, that you're more or less behind bars where you work? You're sealed into polluted and often too-dry air that can cause all sorts of problems: unease, headaches, dizziness, dry skin, etc... Do you ever smell odours from a chemistry or biology lab or smoke in your classroom in the middle of French or philosophy classes — subjects

that are supposed to be odour-free?

Often, the workers employed in public buildings which are directly or indirectly related to the government don't realize there is a link between their discomfort and the lack of ventilation in those buildings. Some unions have already begun to research ventilation in their workplaces. When they started to look into the matter, they found no end of startling information. In fact, budgetary poli-

cies and administrative guidelines from the government oblige institutions to save energy by setting norms for ventilation and air intake. At the FNEEQ, we intend to follow this issue closely again this year, but we're going to unite our efforts with those of other unions that are the victims of this energy-saving policy to the detriment of our health and the quality of our working milieu. ♦

Occupational Health and Safety Committee

FNEEQ participation on an inter-federation newspaper on ventilation

- 2) Workshop mid-November on burn-out, at the CSN building in Montréal
- 3) International Labour Symposium on Health
Date: November 8 to 13, 1987 — in Montréal
Theme: "World Health"

— The theme indicates a double-edged concern: the health

Many activities in the area of occupational health and safety are scheduled for the fall of 1987.

- 1) Occupational Health and Safety Week
Date: October 19 to 23, 1987
Theme: Working without Peril
Events:

Negotiations

While the CEGEPs are evaluating the last round of bargaining which ended with a collective agreement signed on June 12, other negotiations are already underway.

An evaluation committee composed of five members was asked to gather the evaluations of local unions and all of the relevant documentation in order to formulate recommendations for the November federal council. Those recommendations will then be sent to the general assemblies of the unions so that negotiating structures can be set up for the next round at the March 1988 federal council.

University

Despite a decree impos-

ed via special legislation by the Québec government, UQAM part-time teachers, together with the FNEEQ and the CSN, are still trying to obtain at least the equivalent of what management had tabled as a monetary offer at the negotiating table.

The issue of UQAM part-time teachers is still not settled, especially in terms of their salaries.

Université Laval part-time teachers are beginning negotiations for a first contract, whereas the Syndicat des maîtres de français, langue seconde de l'Université Laval will be negotiating in the spring. At UQAC, talks to renew their contract are already

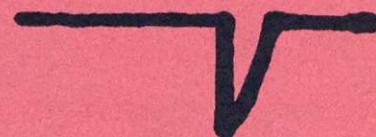
underway.

This year, part-time teachers' unions have a work plan for studying the possibility to negotiate together.

Private institutions

Twelve teachers' unions from private schools are negotiating this year (87-88) in order to renew their contract. They are Lévis, Notre-Dame, Jean de Brébeuf, Sainte-Anne-de-la-Pocatière and Saint-Damien colleges, the Sherbrooke, Chicoutimi and Joliette seminaries, the Saint-Jean-Eudes day school, École Vanguard, the École de conduite automobile de Québec and the Conservatoire de musique du Québec Inc. ♦

Lots of negotiations again this year!



of people and the global aspect of health problems

- Each day, a different problem related to health will be discussed in workshops and on panels.
- All our members who work in the area of health are invited to register
- You'll be receiving an invitation shortly.

Here are the members of your new Occupational Health and Safety Committee as well as their specific issues. There is still a vacation position on the committee and anyone interested in joining can call Gisele Lebeuf, committee secretary, at 598-2239.

Paul Jones
FNEEQ vice-president

Political responsibility for the committee (sectorial association)

Mario Évangéliste
FNEEQ counsellor
(Sectorial association — burnout)

Laurent Labonté
Professor at CEGEP du Vieux-Montréal
(Ventilation = Inter-federation committee delegate on ventilation)

Pierre-Marie Lagier
UQAM lecturer
(burnout)

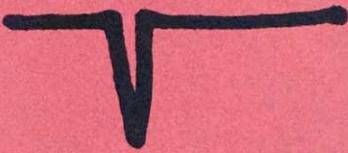
Lucie Huberdeau
UQAM lecturer
(Inter-union lecturers' committee delegate)

Johanne Martin
High school teacher at Notre-Dame-de-Lourdes (on leave)
(burnout — INFO-FNEEQ = inter-federation committee on burnout =

coordination and "permanence" for local unions)

We'd like to remind you that we're available to help you with any occupational health and safety problem. Don't hesitate to call us. ♦

Women don't intend to miss the boat on positive action



Women Our priorities : all of you

To consolidate a network which reflects the political presence of women at the Federation is the mandate of the Women's Committee for 1987-88. We want to participate in greater numbers, develop our strength together and have a greater voice. To carry out this mandate, we want to develop communication — really reach out — and develop analyses and policies which meet the needs of women throughout the network.

Here, first of all, is a list of Women's Committee members:

- Céline Beaulieu (Jonquière)
- Diane Brière (Montmorency)
- Christiane Bégin (André-Laurendeau)
- Sylvie Levasseur (Institut Maritime)
- Janice Paquette (Vanier)
- Rose Pellerin, Women's Committee attaché

Vacant positions

A word to anyone who wants to join our ranks. There are still positions which haven't been filled. It would be great to work with a woman from a private college and another from a university. Lise Boivin and Lucie Lambert work on the Provincial Committee on Positive Action and are attachés on the Women's Committee.

Women's network

As for the COMMUNICATION aspect, four Réseau-Femmes bulletins will be published this year, in English and in French. So anyone who want to use this vehicle for communication should note that deadlines for the fall issues are September 25 and November 6. If you're a more sedentary writer, you can always publish in 1988, if you get your articles in to Janice Paquette by February 5 or, at the latest, April 1.

We're also encouraging women to get together in local unions. Think about it, talk about it, we'll call you once every three weeks.

If the phone doesn't suffice to keep you going, we'll see you at the provincial workshops; there are 3 of them. Or at the regional workshops which haven't been scheduled yet.

In order to reach as many women as possible and strengthen the network, we are also planning a tour of the universities and the private colleges.

Issues

As for POLICIES AND ANALYSES, these are issues which are already being worked on and which we wish to promote through sessions.

Sexual harassment.

3rd workshop on the issue.

It was held in Québec City on September 9, 10 and 11. A model policy was adopted and will be presented to the November federal council.

Positive action.

A workshop to be held on November 13 and 14, preceded by a special training workshop on October 1, 2 and 3 for local officers on positive action. We'll have to ensure that there is one woman per union who attends the workshop, regardless of whether your institution has been funded or not. This issue will be dealt with in-depth this year through pilot projects and, for the first time, by setting up a Provincial Committee of Positive action. Just remember, "Finding work's no piece of cake, and getting married could be a mistake"... Enjoy your work!

Feminist pedagogy.

Another workshop on feminist pedagogy is scheduled for April 7 and 8, 1988.

Conditions of Trade union work.

In order to get things going and deal with burnout, so that more women take part in meetings that get set up in a more suitable way, the Women's Committee will get a debate going on activism at the March 88 federal council.

Although there won't be a workshop on it, we do want to draw your attention to the issue of unstable employment, especially that of women lecturers, by pursuing our analysis and debate on the problem. We hope to strengthen our links with the other committees in order to create situations in which we can voice our demands and discuss them, because you are our priority! ♦



Day for Peace

FNEEQ-CSN and FEC-CEQ have made a joint request to the ministre de l'Enseignement supérieur et des sciences so that November 30 be celebrated as a Day for Peace in the education sector. The FNEEQ Education for Peace Committee is proposing a questionnaire for you to distribute to your students during that week. You can get information from your union if you take part in this activity. Forms will be available in mid-October.

Peace pedagogy cahier

In 1987-88, the Education for Peace Committee will carry out animation work in the unions in order to promote teachers' interest in this pedagogical concern in their teaching. Peace has to become a natural subject of teaching, and to help make it so, a kit with index cards on education for peace will be launched at the November federal council. The kit will include cards on the definition of peace, ways of promoting this concern in your school milieu, course plans, Québec experiences in the area, references and a mediagraphy. You can add your local experiences and specific knowledge to the kit.

The Education for Peace Committee will visit the unions after the Christmas holidays in order to encourage any initiatives undertaken. If you're interested in this issue, contact the committee by calling the FNEEQ at (514) 598-2241. ♦

Allen Silverman (John Abbott CEGEP)
Marie-France Chabot (Cegep Limoilou)
Claire-André Leclerc (Cegep de Saint-Jean)
Raymond Charland (Cegep du Vieux-Montréal)
Denis Trottier (Université du Québec à Chicoutimi)

Tools for Peace, for Nicaragua

The FNEEQ International Solidarity Committee has decided to gather copybooks for Nicaraguan students who are in great need of such material. ♦

Peace —
it's not yet
the (school)
bag



A CSN Symposium on the college network

A CSN symposium on the CEGEP network and their role in the present context will be held at the Cegep du Vieux-Montréal on March 11, 12 and 13, 1988. FNEEQ is closely involved with this project: its Committee on School and Society granted leave to Robert Campeau in order to work on it.

Early registration will take place in the unions and information on that will be sent to you shortly. Local activities related symposium topics will be taking place in different unions.

Some of the issues to be dealt with at that event include new needs in education, expectations from adult education, young people and unemployment and the new issues facing women on the job market. Do CEGEPs respond to these needs?

What about the new tasks being assigned to colleges: community services, private business services, research, international work? Do colleges play a role in making education democratic? Are colleges doing the work that undergraduate university education should be doing, as some people claim? What kind of basic training and profession education should colleges be providing? With what resources? What do the students think about all of this?

A preparatory session will be held on November 6 and 7. Your participation would be greatly appreciated. ♦

School — society issues

Mean while, the Committee on School and Society is working on other issues such as basic training, secondary schooling, research, the role and contribution of university part-time teachers. A secondary workshop on refresher courses will be held this fall and another, on evaluation, in the spring. ♦

Flavie Achard (Montmorency)
Claude Brouillé (SCCUQAC)
Luc Bédard (Vieux-Montréal)
Lise Pomerleau (vice-president)
Luc Lachapelle (private)
Lyne Boyer (Limouilou)
Jean Lamarche (Ottawa Valley)
Robert Campeau (on leave)

A CSN
Symposium
on the Future
of CEGEPs

