

# Are you a teacher?

Follow the guide



This **GUIDE**,

**IS ALL ABOUT YOU:**

your work,  
your lived reality

**Your union's actions  
directly impact:**

**YOUR WORKING  
CONDITIONS**

**YOUR QUALITY  
OF LIFE**

**THROUGH**

- Pay negotiated with the employer on your behalf
- Pay negotiated with the employer on your behalf
- Union action to protect all members from undue pressure from management

**SOUND INTERESTING?**

***I got involved  
in the union  
because***



- I wanted to discuss my experiences at work with fellow teachers
- I wanted to be in contact with the people in my union who represent me in dealings with my employer
- A friend took me to a union meeting where we voted on our collective agreement and it was an eye-opening experience

**Ndack Kane**, Regroupement CEGEP and Regroupement Université

WATCH VIDEO



***My union  
has given me  
opportunities to***

- Meet interesting people who share my concerns about my work and my interests
- Find out more about my workplace
- Learn about my rights as an employee

**Valérie Baldacchino**,  
Teacher, Regroupement Privé

WATCH VIDEO



***If my union wasn't  
there for me...***



**IT WOULD BE  
ROUGH!**

- I'd have to negotiate my salary individually
- We wouldn't have equal working conditions for all teaching staff
- I'd feel insecure because I'd be at the mercy of my employer's moods
- I wouldn't have access to legal resources to defend myself
- It would be a stressful situation!

**Jean Régnier**,  
Teacher, Regroupement Université

WATCH VIDEO



# You and your union belong to one of these **sections**

of the Fédération nationale des enseignantes et des enseignants du Québec (FNEEQ-CSN), except for four unions with around 5,000 members which are not part of a section.

## CEGEP

**45**  
UNIONS

representing 85% of teaching staff in the CEGEP system

**16 300+**  
MEMBERS

- Around 60% of members have tenure and the remainder hold contractual, insecure positions
- Working conditions are mostly negotiated directly with the Québec government, not at the local level

FIND OUT MORE



## PRIVATE

**44**  
UNIONS

from pre-school through university, including language schools, specialized schools and vocational training

**5 000+**  
MEMBERS

- Working together for decent working conditions at each educational institution
- Sharing information to support other unions and improve working conditions for all

FIND OUT MORE



## UNIVERSITY

**12**  
UNIONS

representing around 80% of university sessional lecturers and tutors

**11 000+**  
MEMBERS

- The entire membership is 100% contractual and has no job security
- A common list of bargaining demands across all universities

FIND OUT MORE



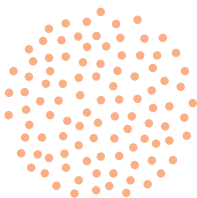
# What's a union for? For you and for all of us!

## MY UNION IS

- ➔ A tool to defend teachers' rights
- ➔ A place where important decisions are made about my work
- ➔ The guarantee that I will have an employment contract to regulate my teaching conditions
- ➔ The place where we work to enhance the quality of teaching by establishing and maintaining decent working conditions
- ➔ A democratic space for dialogue, solidarity and meetings

Who do I contact  
to get involved in  
my union?  
Your executive  
committee!

Each local union is supported by its national federation, the FNEEQ, by its regional central council, and by its confederation, the CSN.



105 UNIONS



3 SECTIONS



13 CENTRAL COUNCILS



Solidaire  
depuis 1921

CSN