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34<sup>e</sup> CONGRÈS  
FNEEQ-CSN  
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**ADOPTED  
RECOMMENDATIONS  
34<sup>th</sup> CONGRESS  
BF1 TO BF5**

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## BF1 | Prioritizing the issue of dehumanization of the schools and post-secondary institutions

- Considering the FNEEQ-CSN's historical positions on the evolution of schools and post-secondary institutions;*
- Considering the desire of the government and school administrations to use technologies such as distance teaching and artificial intelligence on a massive scale;*
- Considering the loss of human meaning caused by the massification of education;*
- Considering that the FNEEQ and its unions support coherent development of and access to schools and post-secondary institutions in Québec;*
- Considering the threats to collegiality in the management of educational institutions;*

It is proposed:

1. That the FNEEQ-CSN prioritize the following principles in its political and media interventions over the next three years:
  - a. Denounce the misuse of technology in the schools and post-secondary institutions;
  - b. Denounce the adoption by educational institutions of private platforms that use our data, and promote the development of open-source software in keeping with our values of collegiality and digital citizenship, in the spirit of repoliticization;
  - c. Safeguard the human element in the student-teacher relationship and the helping relationship in schools and post-secondary institutions;
  - d. Promote an approach that places human beings and their personal development at the centre of the education and post-secondary systems;
  - e. Defend the role of the schools and post-secondary institutions in forming engaged and critical citizens;
  - f. Uphold the principle of collegiality in the management of educational institutions;
  - g. Fight the rampant over-standardization of the administration of our institutions and programs, and the accompanying explosion of reporting requirements;
  - h. Fight the casualization of teaching and the job losses caused by the use of technology;
  - i. Protect the mental health of teachers in the midst of the dehumanization of schools and post-secondary institutions;
  - j. Raise awareness of the risks that the use of digital tools in the schools and post-secondary institutions can entail for teachers;
  - k. Fight the unbridled growth of distance education, which exacerbates competition among educational institutions and contributes to the erosion of the humanistic foundation on which our institutions were built;
  - l. Maintain a diverse range of programs available in person in all regions of Québec;
  - m. Oppose the use of private organizations in the management of schools and post-secondary institutions;

- n. Fight socioeconomic inequalities and the discrimination they create or reinforce;
  - o. Denounce the environmental impact of digital technologies.
2. That the FNÉE-Q-CSN encourage its Regroupements and unions to incorporate these principles into union work (particularly their work plans or action plans) in order to support the fight against dehumanization and promote the fulfilment of their members through union action.
  3. That the FNÉE-Q-CSN carry out the mandate of the 33rd Federal Convention to organize a major summit on current issues and threats to the teaching profession, with attention to these principles.
  4. That the summit be preceded by regional assemblies of FNÉE-Q unions in order to reflect the concerns of teachers in all regions and take their specific circumstances into account.
  5. That the FNÉE-Q and its Regroupements undertake to propose detailed guidelines on the use of AI in the schools and post-secondary institutions, taking into account these principles.
  6. That the FNÉE-Q mobilize its members around these issues using escalating methods, up to and including a social strike.

## BF2 | Action plan against discrimination and for parity

- Considering the reports and outlooks of the Executive Committee, the Women’s Committee, the Job Insecurity Committee, the Succession Committee and the Interculturality and Systemic Discrimination and Racism in the Workplace and in Education Committee;*
- Considering the recommendation adopted by the Federal Council at its spring 2023 meeting to mandate the Executive Committee to prepare a federal action plan against discrimination and racism for the next Convention;*
- Considering that the introduction of measures to facilitate the participation of members of historically marginalized and discriminated groups can have a more universal scope, encouraging the participation and engagement of the greatest number;*
- Considering the FNEEQ’s historical commitment to feminism and against systemic discrimination of all kinds;*

It is proposed:

1. That the Federal Convention mandate the Executive Committee to give more consideration to diversity in granting leave for federal committees so as to promote better representation of historically marginalized and discriminated groups, including women.
2. That the Federal Convention mandate the Executive Committee to organize workshops or caucuses in conjunction with at least three Federal Council meetings during the 2024-2027 term to discuss the representativeness of decision-making bodies and the place of members of historically marginalized and discriminated groups, including women
3. That the Federal Convention mandate the Executive Committee and the Regroupement coordinating committees to compile anonymized statistics on attendance at the meetings of each federal and Regroupement body, including statistics on the representation of members of historically marginalized and discriminated groups, including women (while providing a “prefer not to say” option).
4. That the Federal Convention mandate the Executive Committee and the Regroupement coordinating committees to compile, by presumed gender, the interventions at each federal body (Federal Bureau, Federal Council and Federal Convention) and at meetings of the three Regroupements, insofar as possible.
5. That the Federal Convention form an ad hoc committee to analyze in greater depth the participation and representation of members of historically discriminated groups, including women, as well as

teachers with precarious status and members from the regions, in the decision-making bodies of the FNEEQ and its Regroupements, and to develop solutions:

- a. That the committee consist of two members of the Executive Committee and one person from each of the following groups: the Regroupements, the Women’s Committee, the Sexual Diversity and Gender Plurality Committee, the Interculturality and Systemic Discrimination and Racism in the Workplace and in Education Committee and the Job Insecurity, Succession and Union Life Committee;
  - b. That, among other things, the committee identify the obstacles to representativeness and participation in all bodies, as well as possible financial, regulatory and structural solutions;
  - c. That the Regroupements be invited to take part in this process;
  - d. That the committee present its recommendations no later than the spring 2025 Federal Council meeting.
6. That, in the meantime, the Executive Committee, the Federal Bureau and the Regroupements promote the involvement and representation of various groups within the Federation, and take the necessary steps to achieve this objective. In this connection, that special attention be paid to parity in FNEEQ delegations to the decision-making bodies of the organizations with which it is affiliated.
  7. That the Federal Bureau be mandated to convene a special Federal Convention no later than fall 2025 to consider proposed amendments to the FNEEQ-CSN Constitution and Bylaws, including mechanisms to promote more diverse and equitable representation of historically discriminated groups, including women.
  8. That, in its anti-racist work, the FNEEQ prioritize actual implementation of equal employment opportunity programs, in particular by:
    - a. Taking the necessary steps to ensure that employers fulfil their obligations under the collective agreements and the *Act respecting equal access to employment in public bodies*;
    - b. Ensuring the availability of the data needed to support the process in the local unions;
    - c. Considering ways to improve the implementation of the equal employment opportunity program within its own organization.
  9. That the FNEEQ allocate sufficient resources for union leave in order to carry out its action plan against discrimination and for parity.

**BF3 | Education for the ecological and social transition (related to proposal S1)**

1. That the FNEEQ endorse the *Plaidoyer pour une éducation environnementale cohérente* prepared by Workers for Climate Justice (WCJ) and encourage its affiliated unions to do likewise.
2. That the FNEEQ join in the WCJ's proposed summit on education for the ecological and social transition by helping to organize it.
3. That the Federal Convention approve a donation of \$2,000 to Workers for Climate Justice (WCJ) and encourage the affiliated unions to support it financially.

**BF4 | Determination of the number of dues-paying members (related to proposal S6)**

That the Federal Convention mandate the Federal Bureau to analyze the issues surrounding the method of calculating the number of dues-paying members by the next Convention.



## BF5 | Financial recommendations of the Federal Bureau

*Considering the needs expressed by the affiliated unions, federal committees and the Federal Bureau;*

*Considering the Federation's financial commitments and the state of its finances;*

*Considering the 2024-2026 budget estimates adopted by the Federal Convention;*

It is proposed:

1. That the Federal Convention mandate the Federal Bureau and the Executive Committee to:
  - a) Continue work on reviewing the rules for granting leave for the various federal committees, the Federal Bureau and the coordinating committee, taking into account the circumstances of the three Regroupements, members in outlying regions and smaller unions;
  - b) Examine the possibility of increasing the Federation's financial support for unions in outlying regions, especially smaller unions, in the three Regroupements;
  - c) Re-evaluate the donation policy (in particular to allow for recurring donations on March 8);
  - d) Assess the Federation's longer-term structural financial issues.
2. That a report be submitted no later than the fall 2025 meeting of the Federal Council.