

CONCERNING DISAFFILIATION AND AFFILIATION

Concerning the disaffiliation and affiliation of a union, several distinctions must be raised.

UNION ACCREDITATION

In the cegep system, unions hold their own accreditation from the Labour Relations Commission (CRT). Therefore, a union's existence does not depend on its affiliation to a federation. Affiliation gives (among other things) a mandate to a province-wide organization to represent its unions before our employers' negotiating committee, the *Comité patronal de négociation des collèges (CPNC)*, made up of representatives from the Ministry of Education and the Federation of Cegeps, and to negotiate a collective agreement for all of the unions affiliated with the federation.

AFFILIATION OUTSIDE THE PERIOD DEFINED BY LAW

Within the existing union structures in the college system and the laws and regulations, a union can affiliate at any time with another federation without consequences for the rights of representation of its members and their interests. In general, when a union affiliates with FNEEQ, the rules in force in the public sector do not allow for the application of the FNEEQ collective agreement until the expiration of the one currently in place.

FNEEQ'S CURRENT EXPERTISE

FNEEQ agrees to defend all grievances, old and new, registered under whichever agreement that was in force in your union. It will pay all of the costs of representation associated with these grievances, including cases when it is the union itself that is the defendant of the grievance.

CHANGING AFFILIATION

The contract that links members of a union federation and an insurer applies as long as premiums are paid. In general, insurers cooperate to ensure that a transfer coincides with the end of a pay period so that paying members remain covered at all times.

Once a union decides to affiliate, the premiums that apply are those provided in our contract with our insurer, La Capitale. It should be noted that when there is a change in insurer, individuals do not have to provide proof of insurability since it is a group insurance plan. Finally, no matter when the transfer occurs, we guarantee that the cover will not be interrupted.