

UNION DUES AND SERVICES PROVIDED

SUPPORT FROM FNEEQ

Dues paid by affiliated unions to FNEEQ are 0.50% of salaries. This portion of dues allows for the provision of many services.

The **Labour Relations Committee** is formed by professors designated by the *regroupement cégep*, by counsellors and representatives as well as the *regroupement cégep* coordinator, and by all specialists in the FNEEQ (CSN) collective agreement. This committee regularly takes stock of the needs of unions in the *regroupement*, of problems with the application of the collective agreement, of grievance strategies, etc. The orientations developed by this committee are shared either directly with the concerned union or presented during *regroupement cégep* meetings.

Of the **counsellors**, three are lawyers, one of whom is specialized in group insurance and the pension plan. They are in charge of arbitrations and represent unions and their members before administrative tribunals (*Arbitration Tribunal*, *Commission des relations du travail*, *Commission de la santé et de la sécurité au travail*, etc.) and they advise each union on the application of the collective agreement. FNEEQ has recently won important grievances on unpaid make-up strike days and on the acknowledgement of people working at the Mont-Tremblant subcentre as regular teachers.

A number of **training sessions** are offered to union representatives. They deal with specific problems and themes: the application of the collective agreement, financing of teaching and the distribution of teaching allocation, psychological harassment, the role of grievance agents, etc. In order to better prepare them, a session was recently developed for new members of local union executives. A new training session is also available for all departments regarding various aspects of departmental work.

FNEEQ reimburses its unions, according to its rules, for the participation of their representatives at all meetings and training sessions. It supports the work of the federation's committees: school and society, precariousness, insurance and retirement, international action and the status of women.

FNEEQ also provides representation before the government, the media, and national and international organizations such as the Education International (EI).

Up-to-date information is always accessible on **FNEEQ's website**. Collective agreement tools are available in English: guides for non permanent teachers, parental rights and

teachers placed on availability (MED). Among publications also translated and sent to all members are *Carnet collégial* and *INFO NÉGO* during negotiations.

SUPPORT FROM THE CSN

In order to allow the CSN to provide good quality services, union dues of 0.72% are deducted from salaries.

The **legal aid service** includes many lawyers specializing in labour relations. They represent unions and their members before the Superior Court and provide advice on many aspects of the collective agreement, such as representation of teachers at Academic Council or at the Board of Governors. This service also takes charge of contesting laws such as Law 43. All costs are taken care of by either the CSN or the federation, never by unions or their members.

A strike fund (FDP) is available and is used when financial aid is needed for workers during a labour dispute, a strike or a lockout, or when union members are dismissed or suspended because of union activities. It is also used to finance the materials needed for the organization of campaigns, such as for the Parallel Forum on the College Network in 2004, and also to ensure all the necessary support for achieving the goals of actions. This fund also finances a coordination committee for public and para-public sector negotiations (the CCSPP). Assigned to this committee are mobilization and information counsellors, economists and office support workers. They carry out research in support of central table dossiers (salaries, pensions, parental rights, etc.), coordinate mobilization activities for the different sectors of the CSN and the Common Front, and circulate information through the CSN's website or by distributing flyers and information bulletins to its members.

A contribution of 0.10% maximum goes to the work of the *conseil central* of your region to support mobilization and provide training, such as the one offered to union officers. All costs for these training sessions are paid by the *conseil central*. It also intervenes on regional issues (cegeps in jeopardy, housing, public transportation, etc.).