

PROFIL



Fédération
du personnel de
soutien scolaire (CSQ)








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UNITED THROUGH CHALLENGES

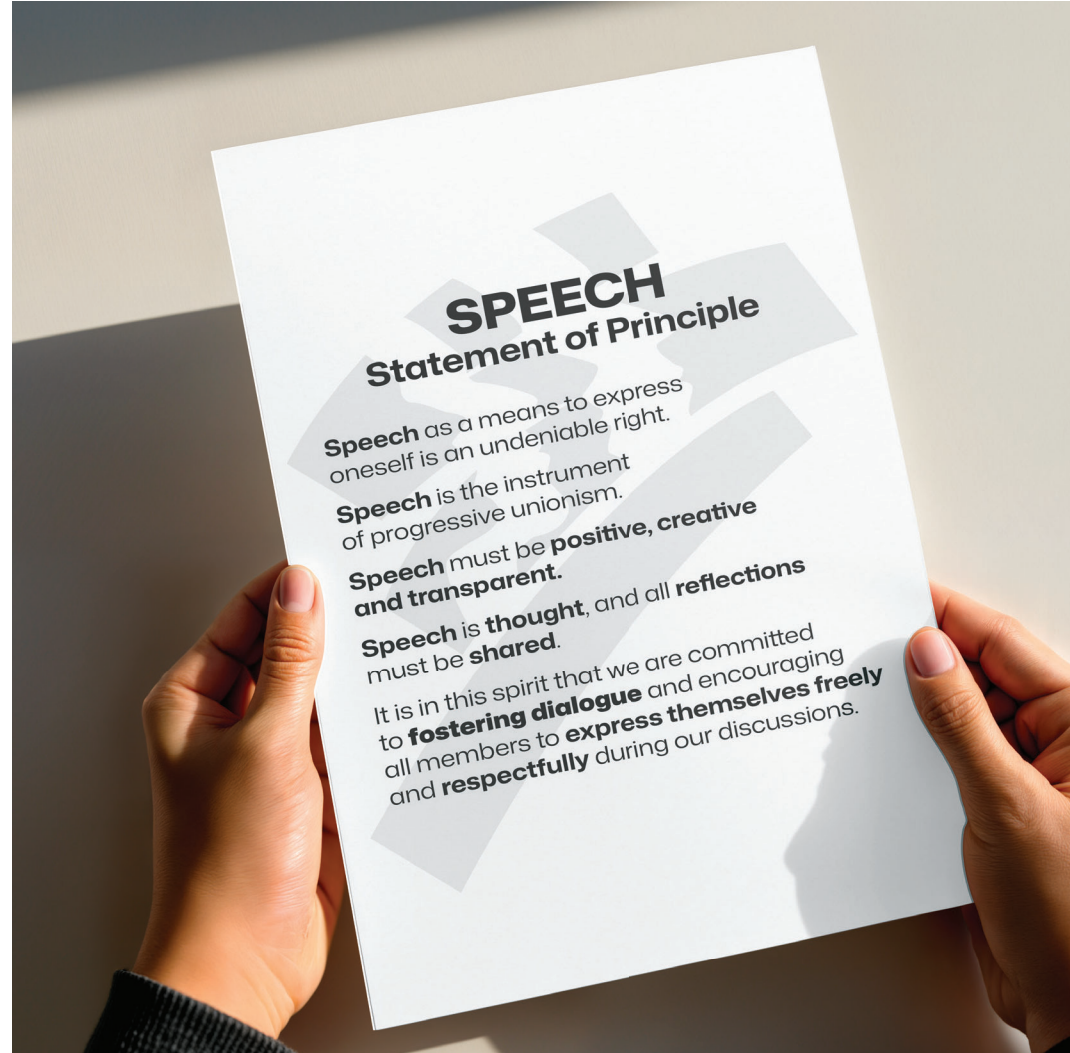
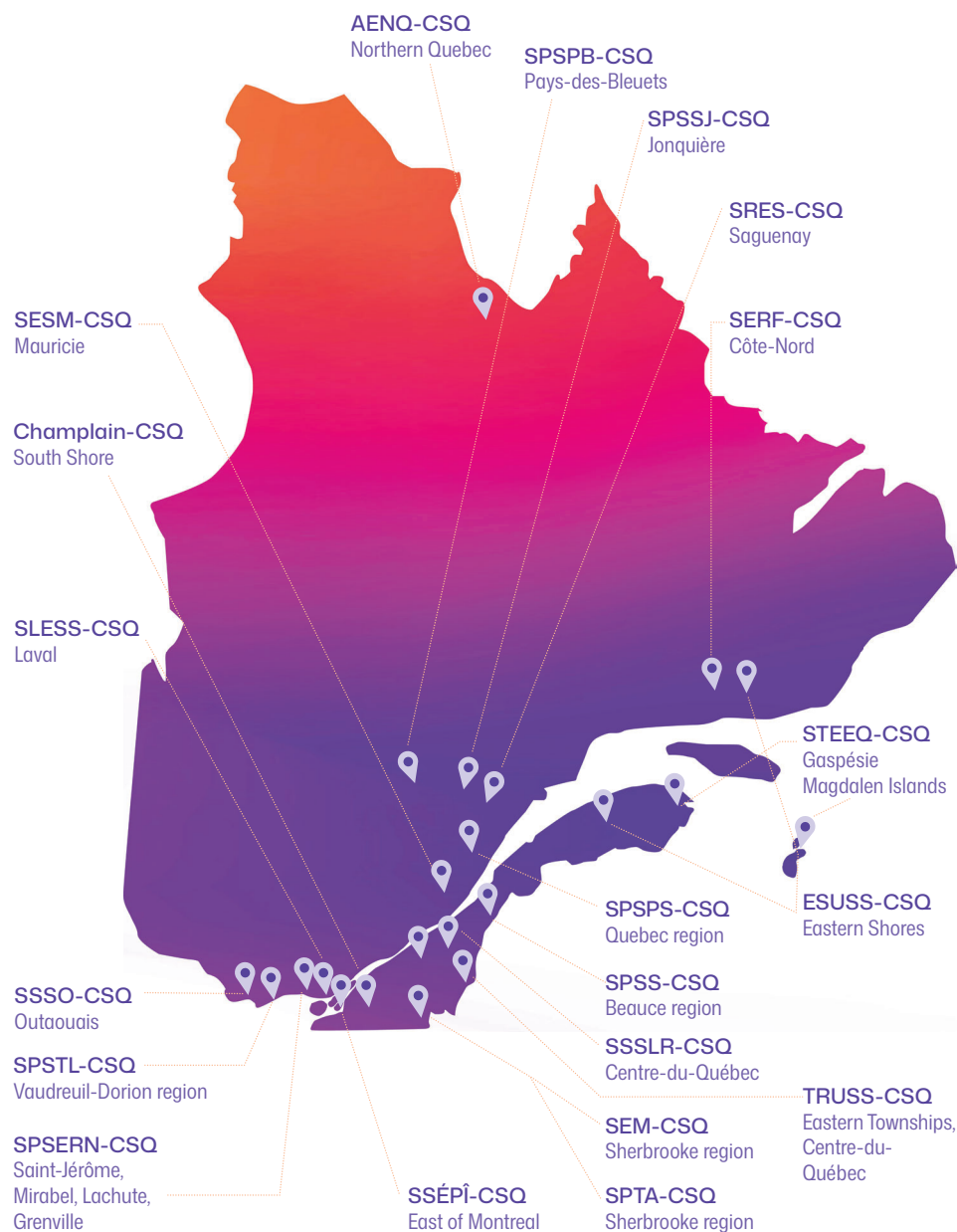
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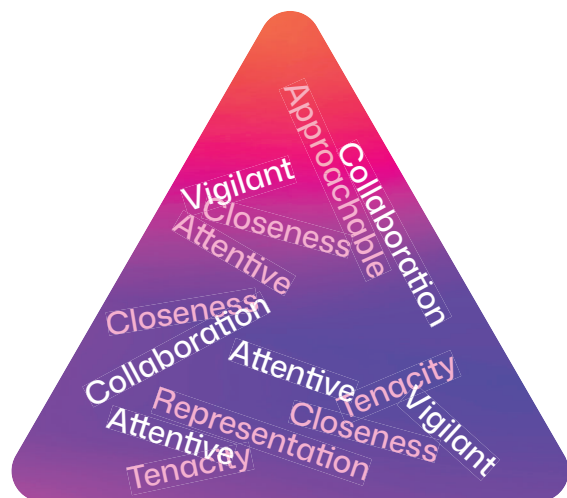
THE FPSS-CSQ COVERS EVERY REGION OF QUEBEC



We, the members of the Fédération du personnel de soutien scolaire (FPSS-CSQ), recognize the importance and necessity of a healthy and honest federation.

Since our federation enshrines the right to speak for all its members, we adhere to the Declaration of Principle, La parole (The Right to Speak).

THE FÉDÉRATION DU PERSONNEL DE SOUTIEN SCOLAIRE (FPSS-CSQ)



THE NUMBER ONE FOR
SCHOOL SUPPORT STAFF
FOR OVER 25 YEARS.

National School Support Staff Week

In May 2024, our Federal Council delegates transformed National School Support Staff Day into National School Support Staff Week.

National School Support Staff Day was established in 1999 by the FPSS-CSQ to highlight school support staff. After 25 years of existence, this transformation from a day to a week has allowed us to give even greater visibility to school support staff.

It allows for deeper reflection, the organization of more activities, and increases our chances of reaching and involving a greater number of people.

FPSS-CSQ President Éric Pronovost points out that «our public education system would not be what it is without these workers who intervene, day after day, at all levels of our school system. This special week aims to promote the commitment of school support staff, in particular by highlighting the daily actions of these essential people.»



Fédération
du personnel de
soutien scolaire (CSQ)

A Word from the President

The Fédération du personnel de soutien scolaire (FPSS-CSQ) is the **only** federation exclusively representing school support staff in Quebec schools, school service centers, and school boards.

Over time, the Federation has developed exceptional expertise. It thrives on the energy of the more than 43,000 members who shape it daily. It reflects the people who built it and those who continue to grow it.

No matter the challenges, school support staff never give up.

We are committed to the struggles we face, and we want to work with you to continue to confront the many challenges that lie ahead.

The Federation prioritizes the importance of defending and promoting the rights of its members. We play an essential role in our school service centers and school boards.

School support staff deserve the best union organization possible! They can count on a federation that reflects, develops, discusses, and makes decisions with «school support» in mind.

The FPSS-CSQ offers a rewarding, transparent, and democratic union experience to all its members.

The FPSS-CSQ is a must! Become a member of this great organization. The FPSS-CSQ is the right choice! Facing our challenges united!


Éric Pronovost





About Us

The **Fédération du personnel de soutien scolaire (FPSS-CSQ)** is the **only** federation exclusively representing school support staff in Quebec schools, school service centers, and school boards.

Taking its rightful place, earning respect, and promoting the development of the 81 job classes it represents are among the major objectives set by the FPSS-CSQ.

With more than 43,000 members, the Federation has the power to foster a workplace environment for school support staff where the working conditions of each profession are respected by the employer. Along with colleagues from other federations, it contributes to developing real solidarity within the community.

The Federation enjoys the undeniable advantage of being part of the extended family of the **Centrale des syndicats du Québec (CSQ)**. This allows it to benefit from the full expertise of the Centrale, which constitutes a true force in education and public services.

The Mission of the FPSS-CSQ

The primary mission of the FPSS-CSQ is to promote and develop the social, cultural, and professional interests of school support staff, in addition to defending the right to association, free negotiations, and freedom to engage in union actions.

The Federation also aims to guide and coordinate the representation of its affiliated unions before the Centrale's governing bodies, as well as to support them wherever their interests and rights are being addressed.

In this regard, according to the Centrale's bylaws, the Federation assumes priority sectoral responsibility for negotiations, labor relations in general, legal action, and professional matters.



A Little History

Founded in August 1998, the **Fédération du personnel de soutien scolaire (FPSS-CSQ)** became the **only** federation exclusively representing school support staff in schools, school service centers, and school boards. Previously, in 1974, it was a federation representing support staff from school boards, colleges, universities, cafeterias and other groups working in education. In 1998, the school sector unions expressed their desire to regroup based on their common concerns

Committees and Networks

We understand the importance of our members' professional development. We participate in academic research and organize focus groups and professional life committees involving members of our federation.

We actively promote and seek recognition for our expertise in the public sphere.

Members of affiliated unions can also participate on many of our Centrale's committees.

For example:

- Feminist Action Committee
- Youth Committee
- Sociopolitical Action Committee
- Sexual Diversity and Gender Identity Committee
- Occupational Health and Safety Committee
- ACTES Committee.

For Over 25 years...

Our expertise in education has enabled us to support you so that you can:

1. Promote academic success.
2. Improve the daily lives of young people and adults in training.
3. Maintain buildings.
4. Contribute positively to administrative and information technology management.

The Local Union

The local union has the latitude required to achieve the goals it has set for itself. It also enjoys the autonomy inherent in the unionism of our Federation. Upholding the values embedded in our organization is also reflected in our structure. It is important that each local union team is given the best information and adequate training to enable it to achieve its objectives.

The Federation's organizational structure is designed to provide local elected officials with all the support (technical and legal) they require, thus ensuring the best possible representation of members before union or employer bodies, facilitating the interventions required to defend and promote the professional lives of members.

Those elected to the local union participate in our democratic process by assuming dual representation. At all provincial meetings, they are invited to participate in debates, to express their members' concerns regarding current issues, and to include local concerns on the agenda of these provincial meetings.



Fédération du personnel de soutien scolaire (FPSS)

The FPSS-CSQ has 43,000 members in 20 unions, representing school support staff in 25 school service centers and school boards. The FPSS-CSQ is the second largest federation within the Centrale.

Centrale des syndicats du Québec (CSQ)

The Centrale represents 225,000 members, including more than 125,000 in the education sector. It has 11 federations comprising some 240 affiliated unions, as well as AREQ – the CSQ retirees association.

Local Union

The local union is composed of a team of people released to perform their duties and develop intermediate structures and professional life committees that meet the needs of members.

Services

Why choose the Fédération du personnel de soutien scolaire (FPSS-CSQ) and the Centrale des syndicats du Québec (CSQ)?

The FPSS-CSQ:

- Is the only organization dedicated exclusively to the needs of school support staff.
- Is autonomous within the CSQ.
- Negotiates for and on behalf of its rank-and-file members.
- Is democratic, strong, active, attentive, and close to its members.
- Offers quality services to affiliated unions and a presence in the community at no additional cost.
- Offers several specific services to Anglophone unions.

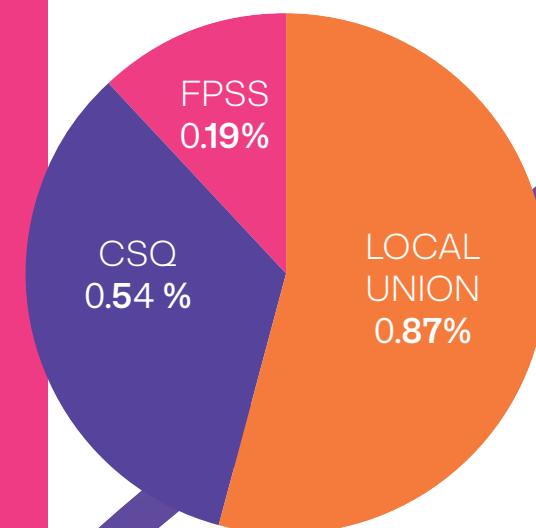
THE CSQ:

- Brings together a large number of employees from the education and public service sectors.
- Develops teamwork practices: school teams and center teams. The three personnel categories (support staff, teachers and professionals) work together daily for the same goal: to provide students with the best preparation for their personal and professional lives.
- Provides reference tools such as management databases designed to provide union officers with quick access to the information required to serve their member

Financial Aspect

Members of unions affiliated with the FPSS-CSQ determine what their dues will be at their own general assemblies. The minimum contribution to be entitled to all services is 1.5%. It is distributed in such a way as to generate a significant operating budget for each union, since an average of 0.87% of the dues remain in the local union's coffers, giving it adequate financial resources to provide quality services that meet their members' expectations. Specifically, these funds allow for union release time and the provision of direct services to members in the community, in addition to allowing unions to:

- Represent and defend the rights of their members.
- Meet with members, welcome them, and listen to them.
- Undertake concrete actions to enforce the collective agreement.
- Monitor cases at the local level.
- Foster the dynamic professional lives of school support staff.



*based on a contribution rate of 1.6

A Democratic Federation

THE CONGRESS

The Congress is the Federation's supreme body, where each union is invited to participate with an expanded delegation to determine the major or special objectives, main lines of action, and the broad priorities that will form the basis of our collective work for the next three years. Delegates also elect the members of the Federation's Executive committee and adopt any required amendments to the Federation's statutes, regulations, and policies.

The Congress is a special time for all constituents of the Federation to reflect on and determine our objectives.

THE FEDERAL COUNCIL

The Federation is governed by a Federal Council composed of delegates from each union. Its role is to ensure that the action plan will facilitate the implementation of the objectives adopted by the Congress.

The Federal Council examines all issues related to professional life, including those relating to the provincial negotiation process, and debates them in order to make the required decisions.

The Federal Council acts as a pivot between members and their union, the Federation, and the Centrale.

THE EXECUTIVE COMMITTEE

The three elected members come from the education sector and are released full-time to devote themselves exclusively to their federation duties. They are responsible for coordinating all activities related to the representation, promotion, and defense of school support staff.



Éric Pronovost PRESIDENT

Éric Pronovost has held the position of President of the FPSS-CSQ since July 1, 2013.

He served for three years on the FPSS-CSQ Executive Committee as Vice President of Communications, Secretariat, and Treasury.

Previously, he was an advisor responsible for daycare services for the Syndicat du personnel de soutien de la Commission scolaire des Premières-Seigneuries. He also served as Vice President of Labor Relations and President of his local union.

His original job classification is:
Daycare Educator



Dominic Latouche VICE PRESIDENT OF LABOUR RELATIONS AND PROFESSIONAL LIFE

Dominic Latouche has held the position of Vice President of Labour Relations and Professional Life at the FPSS-CSQ since July 1, 2022.

Previously, he was President of the Syndicat du personnel de soutien des Premières-Seigneuries from 2011 to 2022.

Within his local union, he began as a delegate before becoming the interim daycare services advisor and Vice President of Labour Relations.

His original job classification is:
Daycare Educator



Stéphane Soumis VICE PRESIDENT OF COMMUNICATIONS, SECRETARIAT, TREASURY AND THE TRAINING

Stéphane Soumis has held the position of Vice President of Communications, Secretariat, Treasury and the training since July 1, 2022.

Previously, he was President of the Syndicat du soutien en éducation de la Pointe-de-l'Île from 2015 to 2022.

Within his local union, he began as a liaison officer and was actively involved in several FPSS-CSQ and CSQ committees.

His original job classification is:
Special Education Technician