



COMPETITIVE DUES

Each union determines its own dues on the basis of local realities and affiliation obligations. The average* rate is 1.5% of earned salary. This provides unions and the Federation with the independence and efficiency required to respond effectively to the needs expressed by members from private education institutions.

Thanks to its Equalization Fund, the Federation is also able to help its unions actively take part in their organization's democratic life by reimbursing a substantial share of its bodies' and committees' release, stay, and travel costs.

* Actual cost after tax deduction: the actual cost of dues paid is approximately 40% (depending on individual deductions) of the amount initially remitted.

Unionism within a central body

FPEP chose to be part of the CSQ in order to grow within a central union body whose priorities include promoting education. The CSQ has always clearly enunciated what differentiates it from other education-centred networks, while nurturing ties of solidarity with individuals who share its union objectives.

The Federation freely defines its own union and professional priorities. Within the CSQ, all federations are independent, and no single federation has the right to interfere in the action of another. However, they can consult and support one another to defend the projects that they share with other groups within the CSQ. Furthermore, FPEP sits on the Intersectoral Council and on the CSQ education network coordination committee, thus enabling it to take an active part in discussions and in setting the CSQ's orientations on projects and issues relating to education.

Through their affiliation with the CSQ, FPEP unions and members are able to realize their full potential, participate in the advancement of all major issues relating to education in Quebec, and obtain access to a broad network offering services and expertise.

CSQ is on hand throughout Quebec

The Centrale des syndicats du Québec (CSQ) has a foothold all across Quebec.

It brings together approximately 200,000 members drawn from 240 unions spread across 13 federations and from one association of retirees, the AREQ. Its members, two thirds of whom are women, work mainly in the education, childcare, and health and social services sectors, as well as in communications and the community and recreational sectors.

Unions: A key element

Unions are the cornerstone of democratic life within the CSQ. Their full independence is acknowledged throughout the organization. Each union is member of the Centrale and is represented within all of its bodies. The unions' direct participation at all levels of the organization guarantees a rich and representative democratic life.

Participation in negotiations

In regards to negotiation, the CSQ has established an organizational model that fosters participation of a maximum number of members throughout all stages of the process leading to a collective agreement.

Fostering member involvement

At the CSQ, union life extends far beyond the organization itself. Many individuals campaign on committees and networks to promote various union and social causes (the status of women, youth, sociopolitical action, professional action, the environment, cultural development, LGBT rights, and occupational health and safety).

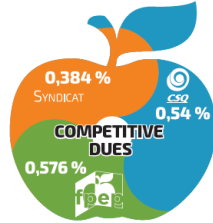
Public sector negotiations

As a member of the CSQ's Intersectoral Negotiations Council, FPEP is also continuously engaged in all negotiations involving the public education sector. It can monitor and even intervene on fundamental matters, such as salary and retirement, as well as on social issues such as pay equity, parental leave, and employment insurance.

Its position within the CSQ allows it to anticipate which working conditions may come up for negotiation in the private sector, because negotiations regarding the various education sectors take place at the level of the CSQ (teachers, professional personnel, and support staff).




Centrale des syndicats du Québec



*My ideas,
my values,
my pride,
my federation*

FPEP-CSQ



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At the Heart
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Sector



FÉDÉRATION DU PERSONNEL
DE L'ENSEIGNEMENT PRIVÉ
(CSQ)

A Federation with a Difference

