

CSQ

IN MOTION

May 2022 ■ Éric Gingras's Address

Looking back on a very busy year

CSQ President Éric Gingras opened the year's last General Council (GC) with a short presentation on the tragic events which occurred south of the border.

He reflected on the horrors our American colleagues now have to deal with in the wake of a shooting in a Texas primary school. He also reminded participants that the U.S. Supreme Court is currently contemplating giving American States the right to ban abortions. "In circumstances such as these, what springs to my mind is the clear-sightedness of Simone de Beauvoir: 'Nothing can ever be taken for granted. It only takes a political, economic or religious crisis for women's rights to be called into question.'"

Although the summer months and holidays are just around the corner, Éric Gingras pointed out that there is still much to do before the next school year begins. He spoke of this fall's election campaign and how important it is that "our political action take different forms." And he believes that social dialogue should be part of it. "It is a powerful instrument with which to influence government decisions, play our part as a social actor and provide leadership as a central organization."

Éric Gingras gave attendees an overview of the different issues that kept the Centrale busy in the last year. He mentioned academic freedom at universities which must take precedence over duty of loyalty; the need for continued advocacy of the DEC in nursing as a qualifying diploma; the many issues affecting the elderly for which existing

proposals and potential solutions could be included in electoral platforms; the reconstruction plan for the health network which features a fair amount of rhetoric but very little substance; a major family project which fuelled big expectations yet Minister Mathieu Lacombe still hasn't delivered on his commitments; various issues impacting education and higher education that should be addressed with the input of key everyday stakeholders.

The scarcity of personnel affecting all our networks will remain a hot topic this fall, believes Éric Gingras.

"We can't just rely on recruitment. We need to make sure that people don't jump ship anymore!"

As he wrapped up his speech, the President made a point of thanking the entire staff at the Centrale for their hard work, as well as all CSQ federations and affiliates for their warm welcome, their openness and their involvement.

Read the President's complete opening remarks [French only]: extranet.lacsq.org > [Instances](#) > [CG](#) > [Documents de CG](#) > [CG CSQ 2021-2022](#) > [CG 25 et 26 mai 2022](#).



Éric Gingras

Photo François Beauregard

Right to disconnect guidelines adopted

Teleworking, precipitated by the pandemic, has highlighted the significance of the “always connected” phenomenon, shed new light on workers’ right to disconnect and shown the importance of implementing a relevant policy.

A presentation on the subject was made to the delegates to help inform the collective discussion on hyper-connectivity and disconnecting as well as to put forward relevant courses of intervention and action. Delegates then adopted right to disconnect guidelines.

COURSES OF ACTION FOR THE CSQ

- ✓ Advocate to see social and labour legislation adapted and consistent with the changing nature of the

labour market and related social protection needs.

- ✓ Consider as priorities issues related to increased use of digital technology and teleworking.
- ✓ Raise member awareness about the risks of constant connection and provide them with information about their right to disconnect and to privacy.

AREAS OF INTERVENTION TO EXPLORE

They revolve around main areas:

1. Updating existing social protection laws to include and detail notions pertaining to teleworking and disconnecting, and adding specific clauses to address non-retaliation, absence of disciplinary measures or other consequences.
2. Updating collective agreements or agreements yet to negotiate to ensure that hyperconnectivity as



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a psychosocial risk factor is included in the Occupational Health and Safety program, helping, as such, to contain this phenomenon.

3. Introducing a guide which provides, among other things, ways to encourage disconnecting from work to improve work-life-family balance.

Caisse Desjardins de l'Éducation

Call for education projects

The Caisse Desjardins de l'Éducation has launched a call for projects supported by its community development fund (Fonds d'aide au développement du milieu). This fund supports projects related to the education sector, from early childhood to higher education, that meet common needs.

Submitted projects must address one of the three following components:

- ✓ Educational success and student retention
- ✓ Recognition for professions in the education sector
- ✓ Psychological health across the education workforce

Projects must bring together different players for a common project and lead to positive long-term outcomes in the community.

Individuals, groups, organizations and associations interested in submitting a project must do so before June 30, 2022. Please note that another call for projects is slated for a fall 2022 launch.

TO LEARN MORE

Visit the Caisse Desjardins de l'Éducation website [French only]: caisseeducation.ca/fonds-daide-au-dveloppement-du-milieu/

Conference on goodwill, cooperation and communication

For effective communication

François Corriveau, Director of the CSQ Public Sector Negotiations Service, was invited by the CSQ Cohesion Steering Committee to share his experience as a mediator and conciliator and throw some light on various communication methods to facilitate discussions and further our exploration of internal cohesion within the CSQ.

François Corriveau introduced two useful methods to communicate effectively.

1. Non-violent communication

Free of innuendos, threats, intimidation, etc., this type of communication does not undermine those we are speaking with. It rests on empathy and the natural inclination of human beings to help others.

This method builds on:

- ✓ The observation of facts, without judgment or interpretation

- ✓ The identification and verbalization of our feelings
- ✓ The identification of an unfulfilled need
- ✓ The formulation of a request that is tangible, positive, realistic, achievable and negotiable

2. Cooperation

This approach builds on five rules:

- ✓ Partnership (common goal)
- ✓ Consultation
- ✓ Alternation (varying communications channels)
- ✓ Non-interference (taking one's full and rightful place, but nothing more)
- ✓ Accountability (assume one's role, power, duties and choices)

Once the conference was over, the Committee invited delegates to discuss various methods of effective communication, what constitutes

a good intervention as well as various means which could be implemented to foster an atmosphere conducive to a constructive exchange of ideas.

CONTINUED WORK PLAN

The Committee also presented an overview of its ongoing work which is well underway despite experiencing some delays in its consultations with federations. Discussion results will be presented at the next General Council in October 2022.



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Group insurance

Overview of renewal conditions

Delegates were given an overview of the group insurance renewal conditions. A contractual increase is expected for 2023 and will be confirmed next October.

The goal of this first renewal, following the call for tenders of January 1, 2021, is to ensure the payment of

the proper premium and, if possible, to avoid variations in costs. After a call for tenders, price fluctuations are expected given the undercharging in bids submitted by insurers.

WHAT YOU NEED TO KNOW

- ✓ Projections as to the fees for the upcoming year are based on usage in the past 24 months for each plan.

- ✓ Many external components have an influence on the fee such as medication and service costs.
- ✓ Claims for medications have increased from 90 million dollars in 2020 to 101 million dollars in 2021.

■ Digital technology survey

Results in early childhood announced

Results of the last component—the early childhood sector—of our digital technology project were presented before the General Council.

The development and use of digital tools in the early childhood sector have not kept pace with other sectors. The absence of government planning in this regard and the lack of means and technological tools (educational software) in early childhood contribute to a double standard, development-wise. Despite this sector being dedicated to toddlers' education, it doesn't seem to be a priority in terms of education when compared to the school sector.

RESULT HIGHLIGHTS

- ✓ Members surveyed primarily use personal digital tools.
- ✓ Home childcare educators (HCEs) use an electronic system more frequently than CPE workers.
- ✓ The electronic system is mainly used, both by HCEs and CPE workers, for communications with parents.

- ✓ The electronic system is widely used for payroll and schedule management.
- ✓ The lack of time to learn to use and master digital tools is a significant barrier to using these tools.
- ✓ Training and technical support, which includes access to a reliable Internet connection, are identified as high-priority needs.

POSITIVE IMPACTS

Generally, using digital tools has a positive impact on the work in early childhood sector. Planning activities for the children, communicating with parents and preparing and maintaining the records of the children have improved.

Job control for HCEs and CPE workers has also improved through the use of these tools.



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WHAT YOU NEED TO KNOW

- ✓ In total, 1,500 members took part in this survey on digital use in the early childhood sector.
- ✓ Nearly 90% of those surveyed were home childcare educators.
- ✓ Just over 50% of all respondents are aged 35 to 49.
- ✓ Close to 60% indicated that they have over 16 years' experience in childcare work (home childcare or CPE).

■ School shooting in Texas

The GC stands in solidarity with American colleagues

The General Council expressed its solidarity with American colleagues in the education sector as they cope with the horrors of a new school shooting in Uvalde, Texas, which resulted in the death of 19 children and 2 teachers.

The CSQ and its affiliates expressed their deepest sympathies to the education staff in Texas and their solidarity with the American Federation of Teachers which has spoken out in favour of the Domestic Terrorism Prevention Act, a bill introduced on

May 26 in the U.S. Senate that aims to deter domestic terrorism and strengthen the federal government's ability to combat this form of terrorism.

For more inclusive work environments

How can we make our workplaces more inclusive? **Pascal Vaillancourt, General Manager at Interligne, led a workshop with CSQ delegates to foster discussions on issues related to inclusion and to demonstrate what can be done in our day-to-day work.**

WHAT YOU NEED TO KNOW

What is an inclusive mindset?

Inclusion is a mental state that helps develop responses that contribute to creating safe, equitable and diverse spaces for everyone. Various attitudes can help build a more inclusive work environment. Recognizing helpful (or unhelpful) attitudes allows us to adjust our behaviours and encourage others to adjust their own.

What drives change?

- ✓ Taking responsibility of our reactions and demonstrating humility
- ✓ Learning and educating ourselves
- ✓ Avoiding gaslighting, which involves skewing information among other things
- ✓ Staying authentic and open

In practical terms, what can we do?

- ✓ Show understanding when faced with more reactive behaviour
- ✓ Do not diminish the impact of words
- ✓ Do not make the other person feel as if they are exaggerating, making something up or twisting facts
- ✓ Do not make someone feel guilty for who they are and for demanding respect
- ✓ Speak with, but never for someone
- ✓ Include all parties when making decisions

How can we become allies?

- ✓ Never assume someone's identity, regardless of their appearance and the way they express themselves
- ✓ React to discriminatory remarks
- ✓ Adopt an inclusive vocabulary (using gender-neutral language if you do not know the identity of a person or avoiding the use of "Mister", "Miss" and "Mrs.", for instance)

LEARN MORE

For more tips, read Pascal Vaillancourt's entire presentation, now available on our Extranet [French only]:

extranet.lacsq.org > [Instances > CG > Documents de CG > CG CSQ 2021-2022 > CG 25 et 26 mai 2022](#)

Visit the [Interligne](#) website to learn more about the organization and the help and information services offered to anyone concerned with sexual diversity and gender plurality.

Other resources are also available on the [Table nationale de lutte contre l'homophobie et la transphobie des réseaux de l'éducation](#) website.

