

## An overview of part-timers' unions in Quebec's universities

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### Most university part-timers in Quebec are organized

Union membership is relatively high in Quebec (41%). A large majority of part-time teachers in postsecondary education (also called “sessionals” in this overview) are unionized and affiliated to one of Quebec’s main labor federations:

<i>Labor federation</i>	<i>Members (approximate)</i>
CSN: <i>Confédération des syndicats nationaux</i> [CNTU, Confederation of national trade unions]	270,000
FTQ: <i>Fédération des travailleurs et des travailleuses du Québec</i> [QFL, Quebec Federation of Labour]	500,000
CSQ: <i>Centrale des syndicats du Québec</i> [formerly the CEQ: <i>Centrale de l'enseignement du Québec</i> , or Quebec Teachers' Federation]	170,000 [mostly teachers in public institutions]

### Sessionals at the FNEEQ (CSN)

The FNEEQ is the *Fédération des enseignantes et enseignants du Québec* (Quebec Federation of Teachers). The FNEEQ is a federation of unions representing 24,000 teachers in Quebec’s unique two-level system of post-secondary education:<sup>1</sup>

- part-time and full-timers teachers together, in 34 public CEGEPs and 27 private establishments (including private CEGEPs but also private primary and secondary schools)
- sessionals, *chargés d'enseignement* and *maîtres de langues* at 10 public and private universities<sup>2</sup>
- tutors at the TÉLUQ (*Télé-Université du Québec*, which specializes in long-distance learning)

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<sup>1</sup> In the early 1960s, a fundamental reform of education in Quebec produced a structure of 11 years of primary and secondary schooling, followed by 2 years of pre-university or 3 years of technical education in colleges called CEGEPs (*collèges d'enseignement général et professionnel*). Graduates of CEGEPs may then go on to university and enroll in 3-year undergraduate programs. The reforms dramatically increased the level of schooling of Quebec’s population since then.

<sup>2</sup> These are recently-created categories. As the name implies, *chargés d'enseignement* only teach, but are hired on an annual basis with large loads of 6 to 8 courses. *Maîtres de langues* are language teachers with similar annual teaching loads.

- the teaching assistants (TAs) of McGill University in Montreal

FNEEQ affiliates represent sessionals at all but 2 of Quebec's French-speaking universities. The following table presents all 8 of them by order of their date of accreditation:

<b>FNEEQ-CSN affiliate</b>	<b>Date of accreditation</b>	<b>Membership (approximate)</b>
Syndicat des chargées et chargés de cours de l'Université du Québec à Montréal (SCCUQ)	1978 [the largest campus of the public Université du Québec system]	1600
Syndicat des chargées et chargés de cours de l'Université de Montréal (SCCCUM)	1978 [a large private university]	2500
Syndicat des chargées et chargés de cours de l'Université du Québec à Rimouski (SCCCUQAR)	1982, including professors and sessionals. Sessionals formed their own union in 1987.	500
Syndicat des chargées et chargés de cours de l'Université du Québec à Chicoutimi (SCCCUQAC)	1983	500
Syndicat des chargées et chargés de cours de l'Université du Québec en Abitibi-Témiscamingue (SCCCUQAT)	1983, including all employees. In 1993, sessionals formed their own union and joined the FNEEQ-CSN.	300
Syndicat des chargées et chargés de cours de l'Université Laval (SCCCUL)	1988 [large private university]	1800
Concordia University Continuing Education Part-Time Faculty Union (CUCEPTFU)	1991 [large, private English-speaking university]	200
Syndicat des chargées et chargés de cours de l'Université du Québec en Outaouais (SCCC-UQO)	1993	600

### **Sessionals affiliated to the CSQ**

The University of Sherbrooke is a large private university in the city of Sherbrooke. The *Syndicat des chargées et chargés de cours de l'Université de Sherbrooke (SCCCUS)* represents more than 2,000 sessionals. It was accredited in 1982. They are affiliated to the CSQ, the *Centrale des syndicats du Québec*.

### **Sessionals affiliated to the FTQ**

The Université du Québec à Trois-Rivières is a campus of the public Université du Québec system. The *Syndicat des chargés de cours de l'Université de Québec à Trois-Rivières (SCCUQTR)* represents more than 1000 sessionals. It was accredited in 1983.

The SCCUQTR is affiliated to the FTQ as local 2661 of SCFP-Québec, all of whose member unions represent almost 100,000 members, working in municipalities, health care, education, universities, social services, public utilities, transportation, emergency services and airlines. SCFP-Québec is part of SCFP/CUPE, a Canada-wide federation of public-sector employees. SCFP is the *Syndicat canadien de la fonction publique*, or Canadian Union of Public Employees (CUPE).

### **CUPFA/APTPUC: independent**

The Concordia University Part-time Faculty Association/*Association des professeur(e)s à temps partiel de l'Université Concordia (CUPFA/APTPUC)*. It represents over 1100 part-time faculty at Concordia University. The union was certified on September 27, 1989.

CUPFA/APTPUC is not affiliated to any labor federation. It stands out as one of the largest independent unions in Quebec.