

1The Arguments, in 1988, for forming FAC: mostly taken from the Factual 15th anniversary issue

As requested in the last General Assembly, here are some of the arguments that people at various cégeps had in 1988 for forming an autonomous union federation outside of the centrals (CSN or CSQ). The next installment in the **Future of FAC** file will address the issue of whether or not there have been changes in the CSN and FAC since the formation of FAC.

1. Many members felt that FNEEQ's association with the CSN was a major problem because the CSN priority was not with teachers but with the FAS- a large group of hospital workers who dictated the negotiating schedule, because of their size. So the idea was to form an independent federation not linked to either the CSN or CEQ (now the CSQ). It was felt important to have a cégep teachers' federation, of teachers for teachers that could independently negotiate on behalf of teachers since there was dissatisfaction with the negotiating process in FNEEQ/CSN.
2. People did not like the idea that teachers who served at the federation level became "permanent fixtures" in the federation rather than returning to teaching after a certain period and thus FAC was set up with the idea that no one could become a permanent employee but people would serve for a limited time and then go back to teaching.
3. Some college teachers found that there wasn't enough emphasis on pedagogy, When FAC was formed, the pedagogical affairs officer held an important position in the federation and pedagogical issues were often dealt with in FAC publications.
4. Many Anglophone teachers complained about the lack of translation of CSN and FNEEQ documents into English. So, from the beginning, FAC has had very good translations of all documents that go to the members.
5. Many members decried the lack of participation of members at the local level and felt that with FAC we could have a higher number of local members involved in our General Assemblies.
6. Some female teachers felt that there was a negative "macho" atmosphere at FNEEQ/CSN which alienated them.

7. Some people saw the CSN as being too close to the Parti québécois to the detriment of the union membership.

8. Some people felt that the agreement negotiated for FNEEQ by Francine Lalonde was not a good one.

9. Some members were not satisfied with the legal services at the CSN.

10. A majority of Vanier teachers felt that FNEEQ/CSN could not be changed from within and that the above problems could only be addressed in a new federation outside of any union central. Thus, they voted for the formation of an autonomous federation of cégep teachers - FAC.