



## FSSS Translation Policy

### Background

#### *Our commitment to the French language in Quebec*

In the past, the CSN demanded that the French language be recognized as the language of work in Quebec (1968 convention) and, while it was in favour of French unilingualism (October 1969 Confederal Council), it was opposed to the fact that the movement's communications would be in French only (1970).

In 1972, the convention moral report is translated into English for the last time.

At the June 1974 convention, the name CSN was adopted as the only official name. At that same convention, the moral report states: "The fight for the French language... is one of the levers in the Quebec fight against the forces of economic, political and social domination."

In 1977, the confederal office adopted a memoir to be presented to the parliamentary commission on Bill 101, which stated: "This bill is seen by the population as an essential affirmation of our identity and provides us with the means to appear before the Court of History as something other than a diminished and ultimately defeated nation."

Ultimately, in 1983, before the parliamentary commission charged with reviewing Bill 101, which led to the adoption of Bill 57, the CSN once again affirmed its convictions. The protection of the French language in Quebec remains one of the pillars of our action.

A translation policy that did not take this into account would risk causing us to rapidly use forms of bilingualism that we have always collectively rejected.

### **At the FSSS**

The FSSS, being an organization affiliated to the CSN, shares and respects the positions taken by the unions at the CSN convention and must respect the fact that the French language is the working language in Quebec.

At one of the FSSS-CSN proceedings, we received a proposal that all documents of the FSSS proceedings, excluding the financial report, be translated.

From this resolution, a translation policy emerged.

*Update: May 11, 2021*

Over the years the policy evolved, always in accordance with the confederal position. Following several requests to improve the policy and because of unionization outside the province of Quebec, we approached the CSN to seriously examine how to implement means to meet certain requests and concerns raised by different unions. Until the work is completed, the following translation policy applies.

### **FSSS-CSN Translation Policy**

The translation policy stipulates that simultaneous translation be provided for the following debates:

- FSSS convention
- FSSS Federal Council
- FSSS Montreal general assembly
- Training sessions on public sector essential services

### Translation of Proceeding Documents

Convention and FSSS federal proceedings:

- All documents, including the convocation, except for the financial report.
- The constitution and by-laws and certain documents and files produced for the Federal Council or the convention.

### Other Documents

#### Occupational Health and Safety

- Publication and guides produced by the FSSS for unions.

#### Surveys

- Based on the audience assessment, union and member surveys excluding those open to the general public.

#### Training Sessions

- Two sessions are given in English (*Litigation and Application of the Collective Agreement*). In both cases, the sessions are in English, and the documents are translated, except for the trainer's guide.

#### Negotiations

##### *Public sector*

- Translation of federal sectoral council documents dealing with negotiation and consolidated federal sectoral councils dealing with negotiation
- Information documents and certain mobilization tools
- General assembly consultation documents

- Agreement-in-principle
- Collective agreements

#### *Private sectors*

For private sectors, the documents listed below are not necessarily translated; they may be translated after the assessment of specific situations presented by the Advisor to the Secretary-Treasurer:

- Collective agreements and collective arrangements
- Agreement-in-principle
- Federal Sector Council documents dealing with the negotiation
- Information documents and certain negotiation tools
- General assembly consultation documents

### **Translation Services**

It is interesting to know exactly what "English translation services" are available to unions. For example, the following services are available to health and social services institutions serving the English-speaking community:

- 1) An English-speaking union advisor
- 2) All consultation documents as well as mobilization tools during the collective agreement negotiation period, as well as the appendixes if applicable
- 3) Simultaneous translation in all the proceedings in which they participate
- 4) A significant portion of the documents issued during FSSS proceedings
- 5) Three training sessions
- 6) The FSSS constitution and by-laws.

#### English-Speaking Community Acknowledgement

As you can see, translation services (oral or written) into English for FSSS unions serving the English-speaking community are important.

### **Social Media**

The FSSS is not a bilingual union organization, as communications on social media are occurring at a staggering pace, and managing bilingual communications on these media requires access to resources with written English skills. Currently, we are not proposing any changes to this section.