

Telephone Conference Meeting of 11 September 2000

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Alain Lajoie	Director, Cree Sector—Teachers
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Barbara Zephyrine:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and secretary of assembly
3. Executive committee positions
4. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and secretary of assembly

PROPOSAL 2

It is proposed by Barbara Zephyrine and seconded by Alain Lajoie:

THAT Marcel Duplessis be named president and secretary of assembly.

ADOPTED UNANIMOUSLY

3. Executive committee positions

PROPOSAL 3

It is proposed by Barbara Zephyrine and seconded by Jean Picard:

THAT Angus Georgekish be named to the position of Director, Cree Sector—
Support Staff.

ADOPTED UNANIMOUSLY

PROPOSAL 4

It is proposed by Larry Imbeault and seconded by Alain Lajoie:

THAT Jenny Thibault be named to the position of Secretary.

ADOPTED UNANIMOUSLY

Two candidatures have been received for the position of Treasurer: Louis Pomerleau and Michel Breault.

PROPOSAL 5

It is proposed by Marcel Duplessis and seconded by Barbara Zephyrine:

THAT Michel Breault be named to the position of Treasurer.

ADOPTED BY MAJORITY

Marcel Duplessis will inform the candidates of the outcome. A note on the subject will also be sent to the members.

4. Closing of the meeting

PROPOSAL 6

It is proposed by Marcel Duplessis and seconded by Barbara Zephyrine:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 4 October 2000

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. A welcome for the new executive committee members
4. Pressure tactics
5. Various matters
- 5.1 Position of Director, Inuit Sector—Teachers
6. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. A welcome for the new executive committee members

Marcel Duplessis thanks the new members for having accepted to sit on the executive committee at this point in the year. Each member makes a short presentation.

4. Pressure tactics

Marcel Duplessis provides a situation report on the negotiations for the retention premium. This demand was tabled to improve the problem of finding teachers who are willing to work in the North, and because working conditions are no longer as attractive as they once were.

The next negotiating session for the Inuit teacher sector will take place in Montreal on 17–18 October. To this point the MEQ's only answer is that it does not have a mandate to discuss the issue.

The Association is prepared to take the matter to the CSQ, which can support our demand before the Conseil du trésor.

Pressure tactics may be needed to make the employer change its position.

Jean Picard proposes camping in front of the National Assembly in Quebec City. Once this has been evaluated it may eventually be adopted. Other ideas, such as newspaper articles and a petition, are also proposed.

Finally, Jenny Thibault asks Marcel Duplessis to look into the procedures for holding a press conference. She also proposes that it would be a good idea to contact the CSQ's Sonia Trépanier to obtain ideas for pressure tactics.

5. Various matters

5.1 Position of Director, Inuit Sector—Teachers

Jean Picard informs the executive committee that he may be resigning his position as Director, Inuit Sector—Teachers because he still does not have a 50% union release. The deadline is 6 October 2000. He finds it difficult to combine his full-time teaching workload with his duties as sector director. The members of the executive committee ask Marcel Duplessis to contact François Badin in order to fulfil this request.

6. Closing of the meeting

PROPOSAL 3

It is proposed by Marcel Duplessis and seconded by Barbara Zephyrine:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 13, 14 and 15 October 2000 held in Montreal

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff
Aude Vézina	Union Advisor (13 and 15 October, PM)

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Adoption of the minutes of previous meetings
4. Follow-up to the minutes of previous meetings
5. Remarks by the president
6. Work of the executive committee secretary
7. Gémeau computer software
8. CSQ Conseil général and FPSS Conseil fédéral

9. Negotiations
10. Labour relations
11. Sector life
12. Budget
13. Organization of office work
14. Extension of Aude Vézina's contract
15. Member-defence policy
16. NQTA Internet site
17. Correspondence
18. NQTA congress
19. Next executive committee meeting
20. Various matters
 - 20.1. Expense form
 - 20.2. Acceptance of new union members
21. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Larry Imbeault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Adoption of the minutes of previous meetings

PROPOSAL 3

It is proposed by Alain Lajoie and seconded by Jenny Thibault:

THAT minutes 9900CEPV-16 and 9900CEPV-17 be adopted at the end of the meeting, after the executive committee has corrected them.

ADOPTED UNANIMOUSLY

4. Follow-up to the minutes of previous meetings

- Alain Lajoie will reactivate the relocation dossier with Marcel Duplessis's help.
- Marcel Duplessis will be responsible for the pay equity dossier.
- Larry Imbeault will be responsible for the insurance dossier.
- Barbara Zephyrine will be responsible for the retirement plan dossier.
- Jean Picard will report on the follow-up to the minutes of previous meetings.

5. Remarks by the president

Marcel Duplessis officially welcomes the new members. He explains how the executive committee works and how its meetings are conducted. He also states that the subjects and files discussed must always remain confidential.

6. Work of the executive committee secretary

Jenny Thibault raises several subjects that concern her work as secretary.

- She checks the list of executive committee members for Linda Lépine.
- The minutes will be completed within a reasonable period (two-weeks).
- She will take care of the executive committee members' airline ticket reservations when meetings are to be held in Montreal.
- She will try to publish a newsletter. The first issue is planned for January 2001. Every member should submit a short article to her before 13 November.
- A list of items requiring follow-up will be completed after each meeting.

7. Gémeau computer software

Marcel Duplessis gives the background to the purchase of the Gémeau computer software. Unfortunately, the program has not been as successful as expected. The members of the executive committee propose drafting a letter to the supplier to attempt to recover part of the purchase price. Michel Breault will look into the terms of the purchase agreement.

8. CSQ Conseil général and FPSS Conseil fédéral

Marcel Duplessis mentions that he has given the minutes of some CSQ Conseil général and FPSS Conseil fédéral assemblies to the members of the executive committee.

PROPOSAL 4

It is proposed by Angus Georgekish and seconded by Michel Breault:

THAT Larry Imbeault attend CSQ Conseil général assemblies as part of the FPSS representation.

ADOPTED UNANIMOUSLY

PROPOSAL 5

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT Barbara Zephyrine and Larry Imbeault attend official FPSS Conseil fédéral assemblies.

ADOPTED UNANIMOUSLY

PROPOSAL 6

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT Jeannine Desbiens attend FPSS Conseil fédéral assemblies that deal with the present negotiations.

ADOPTED BY MAJORITY

9. Negotiations

Marcel Duplessis, Jean Picard and Christiane Trottier are the representatives at the bargaining table for Inuit-sector teachers.

Marcel Duplessis, Alain Lajoie and Christiane Trottier are the representatives at the bargaining table for Cree-sector teachers.

The next bargaining session for Inuit sector teachers is scheduled for 17 and 18 October.

The next bargaining session for Cree sector teachers is scheduled for 30 November.

Larry Imbeault reports on negotiations for Inuit sector support staff. He states that the last meeting was held on 15 August, and that the periods between bargaining sessions are too long.

Barbara Zephyrine mentions that there is an agreement in principle, but that three elements—the retention premium, outings for locally hired employees, and the definition of dependents—must still be negotiated at the common table.

In conclusion, the Cree sector will remain at the joint table, but the Inuit sector will disregard the table and continue to negotiate as it has up until now. Should the employer's group ask us to join it, we would first ask what subjects would be dealt with at that table, and then we would seek mandates from the executive committee.

Future pressure tactics

Alain Lajoie foresees organizing a demonstration during the delegate training session in Val d'Or.

Marcel Duplessis and Michel Breault will work on a petition for parents during the week of 23 October.

10. Labour relations

Aude Vézina presents on-going and recently settled cases.

Jean Picard and Aude Vézina will meet with François Badin to discuss cases of non-payment. If the Kativik School Board goes beyond the deadlines, the NQTA will institute the necessary legal measures. The same policy will be applied with the Cree School Board.

Aude Vézina will have the Cree-sector workload grievance inscribed on the role.

Michel Breault, Alain Lajoie and Jean Picard will work on the harassment dossier.

An on-going problem in one of the Cree communities makes the temporary engagement of a mediator a possibility that will be evaluated. The executive committee will study the cost of such an option.

11. Sector life

Inuit sector—teachers: Jean Picard

- A number of teachers still do not have contracts.

- Some teachers still have problems with their workloads.
- There is a specific problem with a union delegate.
- The meeting of the board committee has been postponed. It is still missing a member.
- There will be a delegate training session in Kuujjuaq on 20, 21, 22 and 23 October. The sector council meeting will be held on 24 October.
- Some teachers have replacement-contract problems.
- Adult education teachers have more hours.
- The school board has delayed dealing correctly with the matter of a teacher who was falsely accused of sexual assault and harassment.
- The adult education centre in Puvirnituk is still closed.
- There were logistical problems affecting accommodations during the regional pedagogical days in Kuujjuaq.
- A special meeting of Marcel Duplessis, Jean Picard and Madeleine Kemp has been planned.
- Jean Picard still does not have his 50% union release. Marcel Duplessis will telephone François Badin about this on Monday, 16 October.

Cree sector—support staff: Barbara Zephyrine

- A letter about proceeding with elections has been sent to the delegates.
- The delegate training session will be held in Val d'Or in November.
- There has not been a labour relations committee meeting in the Cree sector for a year.

Inuit sector—support staff: Larry Imbeault

- There still have not been elections for delegates.
- The cost of insurance coverage will increase by 25% beginning in January.
- A brief summary of the most recent assembly of the CSQ Conseil général is given.
- The CSQ logo is presented.

Cree sector—teachers: Alain Lajoie

- Because of the director's many trips there has been less communication with the delegates than there was last year.
- Every community now has a union delegate.
- Elections to the board committee will be held during the sector council meeting.

12. Budget

This point will be discussed at the next meeting.

13. Organization of office work

Marcel Duplessis explains that there have been many changes in the NQTA office.

PROPOSAL 7

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the NQTA hire a labour relations trainee for the winter session.

ADOPTED UNANIMOUSLY

Marcel Duplessis will meet with Michel Breault to calculate the cost of hiring an employee in the future.

14. Extension of Aude Vézina's contract

PROPOSAL 8

Considering the departure of Lise Lavallée, the association's union advisor;

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the temporary contract of Aude Vézina be extended until the end of June 2001.

ADOPTED UNANIMOUSLY

15. Member-defence policy

Jean Picard, Michel Breault, Alain Lajoie and Aude Vézina will work on the NQTA's member-defence policy. A telephone conference meeting will be scheduled for this purpose.

The resulting document could be presented to the congress.

16. NQTA Internet site

This point will be discussed at the next meeting.

17. Correspondence

This point will be discussed at the next meeting.

18. NQTA congress

This point will be discussed at the next meeting.

19. Next executive committee meeting

The next executive committee meeting will be held in Montreal on 2 (PM), 3, 4 and 5 December.

20. Various matters

20.1 Expense form

This point will be discussed at the next meeting.

20.2 Acceptance of new union members

PROPOSAL 9

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the new union membership applications received between 11 July and 10 October 2000 be accepted with the changes that have been made to them.

ADOPTED UNANIMOUSLY

PROPOSAL 10

It is proposed by Alain Lajoie and seconded by Larry Imbeault:

THAT the sector directors contact the delegates about preparing a list of employees in each of the establishments.

ADOPTED UNANIMOUSLY

Jenny Thibault will contact Noëlla Caron regarding the changes that need to be made to the list of new union members. Jean Picard will send each delegate a copy of the forms for those members who have not yet signed a union application form.

21. Closing of the meeting

PROPOSAL 11

It is proposed by Alain Lajoie and seconded by Marcel Duplessis:

THAT minutes 9900CEPV-16 and 9900CEPV-17 be adopted with the changes that have been made to them.

ADOPTED UNANIMOUSLY

PROPOSAL 12

It is proposed by Jenny Thibault and seconded by Michel Breault:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 24 October 2000

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Meeting with the CSQ
4. Negotiations
5. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Meeting with the CSQ

Marcel Duplessis reports on the meeting that he had earlier in the day with representatives of the federations and the CSQ. Present at the meeting were: Marcel Duplessis, Larry Imbeault, Bernard Couturier-Lévesque (FPSS), Gilles Drouin (FPPE), Marielle Tardif (FPPE), Johanne Fortier (FSE), Raynald Bellerive (FSE vice-president), Pierre Lefebvre (CSQ assistant coordinator for provincial negotiations), Diane Fortin (CSQ coordinator for provincial negotiations) and Alain Pélissier (CSQ secretary-treasurer). The objective of the meeting was to discuss the retention premium and the Kativik School Board's relocation to the North.

In December, CSQ representatives will meet with ministère de l'Éducation du Québec (MEQ) representatives to discuss these subjects. Upcoming bargaining sessions are planned for:

- Inuit sector support staff: 16 November
- Cree sector teachers: 30 November and 1 December
- Inuit sector teachers: 27 (PM), 28 and 29 (AM) November and 6, 7 and 8 December.

* In the event that there is no agreement in principal by then, 17, 18 and 19 December have been set aside for Inuit sector support staff and teacher negotiations.

Marcel Duplessis explains the law 37.

Jean Picard suggests that a letter be drafted to the FSE and FPSS representatives requesting them to inform us of the meeting that will take place between representatives of the CSQ and the MEQ.

4. Negotiations

Marcel Duplessis reports on Inuit sector teacher negotiations. The last session took place on 17 and 18 October.

Christiane Trottier will write a report on the negotiations. There will be another intense period of negotiations in December designed to achieve an agreement in principle.

Two subcommittees will be created to work on negotiations.

Committee # 1

Members: Marcel Duplessis, Jean Picard and Alain Lajoie.

Meeting date: Sunday, 29 October (telephone conference)

Committee # 2

Members: Marcel Duplessis and Larry Imbeault

Meeting date: Wednesday, 1 November (telephone conference)

After these meetings have taken place the committees will inform the executive committee of the results of their work during the telephone conference meeting planned for Tuesday, 14 November.

Jean Picard informs the executive committee of a letter that he received from a member during the training session. On the basis of this it is decided that Marcel Duplessis will go to Kuujuaq on Tuesday, 24 October in order to meet with the delegates and members in Kuujuaq.

In closing, the Executive Committee makes a few suggestions regarding pressure tactics in the event that negotiations reach an impasse.

5. Closing of the meeting

PROPOSAL 3

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 15 November 2000

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Larry Imbeault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Budget
4. Follow-up on committees
5. Petition

6. Various matters
 - 6.1 Newsletter and transportation
 - 6.2 Insurance
 - 6.3 Retirement
 - 6.4 Training
 - 6.5 Follow-up on the illegal strike of 14 November 2000
7. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Barbara Zephyrine and seconded by Michel Breault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Budget

Michel Breault informs the committee that along with its audited financial statement the NQTA should present the budget to the FSE at the end of November.

- Last year the NQTA received an equalization payment of \$173,509 from the FSE, and this amount must be adjusted to take this year's situation into account.
- The amounts made available for grievances and negotiations have been adjusted.

Jean Picard will present changes to the Inuit sector budget at the next executive committee meeting.

PROPOSAL 3

It is proposed by Michel Breault and seconded by Alain Lajoie:

THAT the 2000–2001 budget be adopted as amended.

ADOPTED UNANIMOUSLY

4. Follow-up on committees

Committee 1

Composition: Marcel Duplessis, Jean Picard and Alain Lajoie.

The committee members report on the work that has been carried out. They will present a document to each executive committee member at the next meeting.

There will be a meeting of CSQ and MEQ representatives on 5 December.

Committee 2

Composition: Marcel Duplessis and Larry Imbeault.

The meeting was not held.

5. Petition

Marcel Duplessis informs the committee that a telephone-conference meeting was held for Inuit sector delegates on 14 November to present the petition for parents and to explain the process.

6. Various matters

6.1 Newsletter

Jenny Thibault reminds the members of the Executive Committee to send her their texts for the newsletter. She also explains the new form for transportation and accommodations.

6.2 Insurance

Larry Imbeault will attend a training session on insurance on 29 November.

6.3 Retirement

Barbara Zephyrine would like to know who she can contact for information and help on the retirement dossier.

6.4 Training

Jean Picard informs the committee that the CSQ offers interesting training sessions on a variety of topics. The members of the executive committee could find these beneficial. Information will be presented at the next meeting.

6.5 Follow-up on the illegal strike of 14 November 2000

Marcel Duplessis gives the background to the events that led up to the strike. He also explains that some of the members in three communities walked out. According to the school board, teachers who took part in the illegal strike will receive letters of warning and have their salaries cuts.

As the NQTA will be having petitions signed in the coming days, Marcel Duplessis will write a letter to parents to inform them that the illegal strike and the petition are two separate matters.

The executive committee will decide upon a follow-up to this action at its next meeting.

7. Closing of the meeting

PROPOSAL 4

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 2, 3, 4, and 5 December 2000 held in Montreal

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Adoption of the minutes of previous meetings
4. Follow-up to the minutes of previous meetings
5. Negotiations
 - 5.1 Reports
 - 5.2 The steps involved in mediation
 - 5.3 Follow-up of the two committees

- 5.4 Illegal strike
- 5.5 Petition
- 5.6 Meeting with the CSQ
- 5.7 Plan of action
- 6. Budget
- 7. Sector life
- 8. Labour relations
- 9. Organization of office work
- 10. NQTA human resources
- 11. NQTA congress
- 12. Native committee
- 13. Member-defence policy
- 14. CSQ training for executive committee members
- 15. Acceptance of new union members
- 16. NQTA structure
- 17. Correspondence
- 18. Chisasibi and Waskaganish issues
- 19. Next executive committee meeting
- 20. Various matters
- 21. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Jean Picard:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Adoption of the minutes of previous meetings

PROPOSAL 3

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the minutes 0001CEPV-01 be adopted.

ADOPTED BY MAJORITY

PROPOSAL 4

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the minutes 0001CEPV-02, 0001CEPV-03, 0001CEPV-04, and 0001CEPV-05 be adopted after they have been corrected.

ADOPTED UNANIMOUSLY

4. Follow-up to the minutes of previous meetings

Marcel Duplessis:

Will meet with Alain Pélissier on 14 December 2000.

Michel Breault:

Establish a policy for purchasing goods and services.

Alain Lajoie:

Obtain a list of all members by school or establishment.

Write a letter for the recorders and give a copy to Jean Picard.

Larry Imbeault:

Summarize the insurance session that was given the previous Monday.

Barbara Zephyrine:

Plan a labour-relations committee meeting for January 2001.

Jean Picard:

Follow up on the note sent to delegates about the list of all members by establishment.

Plan a meeting of the board committee.

5. Negotiations

5.1 Reports

Marcel Duplessis reports on the negotiations for Inuit- and Cree-sector teachers, and presents a document to the members of the executive committee.

Sunday, 3 December 2000

Larry Imbeault reports on the negotiations for Inuit-sector support staff.

Barbara Zephyrine points out that the retention premium and arbitration must still be negotiated.

The joint table no longer exists. The Cree sector also acknowledges that it had not worked with it since negotiations began.

After analyzing the situation of the two sectors, a proposal is put forward.

PROPOSAL 5

It is proposed by Marcel Duplessis and seconded by Jean Picard:

THAT before 15 December, the association conduct a consultation of the members of the Inuit sector for teachers to obtain a mandate to exercise pressure tactics, which could include a strike.

ADOPTED UNANIMOUSLY

5.2 The steps involved in mediation

Marcel Duplessis explains the steps involved in mediation:

- 1) Request for mediation (7 days)
- 2) Mediation (60 days)
- 3) "Cooling-off" period (20 days)

5.3 Follow-up of the two committees

This point is postponed until the next meeting in Montreal.

5.4 Illegal strike

This point is postponed until the next meeting in Montreal.

5.5 Petition

This point is postponed until the next meeting.

Monday afternoon, 4 December 2000

5.6 Meeting with the CSQ

On Monday, 4 December 2000, Marcel Duplessis, Jean Picard, Alain Lajoie and Larry Imbeault met with CSQ President Monique Richard and representatives of the federations (FSE, FPSS, and FPPE) to discuss our

demand on the retention premium. Marcel Duplessis relates what took place at the meeting.

The CSQ has made a commitment to undertake to meet with the ministère de l'Éducation at the administrative and political levels.

In the afternoon, Christiane Trottier, an FSE labour-relations counsellor, and FSE Vice-president Raynald Bellerive discuss the future plan of action with the executive committee.

5.7 Plan of action

After analyzing the state of the negotiations, the meeting with the CSQ, and proposal 5, the executive committee finalizes its plan of action.

PROPOSAL 6

It is proposed by Jean Picard and seconded by Marcel Duplessis:

THAT the question read as follows:

Considering that we have been negotiating for more than a year;

considering that the employer has rejected the majority of our important demands:

The NQTA executive committee recommends that the members of the Inuit sector for teachers give it the mandate to exercise pressure tactics, which could include a strike.

The terms and conditions for exercising these pressure tactics will be determined by the members of the Inuit sector for teachers during a second consultation.

Do you agree with this proposal? **ADOPTED UNANIMOUSLY**

5 December: Telephone conference with the sector delegates to explain the mandate and the plan of action.

6 December:

Marcel Duplessis will meet with teachers in Kuujjuaraapik.

Jean Picard will meet with teachers in Kuujjuaq.

Jenny Thibault will meet with teachers in Aupaluk.

7 December: Jean Picard will meet with teachers in Salluit.

11 December: Jean Picard will meet with teachers in Kangirsujuak.

12 December: The members will vote on the mandate.

6. Budget

PROPOSAL 7

It is proposed by Marcel Duplessis and seconded by Jean Picard:

THAT for the NQTA's bank account, number 24734, Robert Gagné's signature be changed for that of the new treasurer, Michel Breault. The signatories are now Marcel Duplessis, Michel Breault, and Noëlla Caron.

ADOPTED UNANIMOUSLY

Given the executive committee's decision on the plan of action, the executive committee meeting is suspended, and agenda points 7–20 will be postponed until the next meeting in Montreal, which is to be held on 2, 13, and 14 January 2001.

21. Closing of the meeting

PROPOSAL 8

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 17 December 2000

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Barbara Zephyrine:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Vote
4. Negotiations
5. Planning

- 6. Various matters
 - 6.1 Kuujjuaraapik situation
- 7. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Larry Imbeault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Vote

Marcel Duplessis informs the committee of the results of the vote by Inuit sector teachers that was held on 12 December. Of the members participating, 97% voted in favour of a mandate for pressure tactics.

Jean Picard mentions that the information campaign carried out in some communities was much appreciated by delegates and members.

4. Negotiations

Marcel Duplessis provides information on negotiations for Cree sector teachers. The last session took place on 12 and 13 December. There is an agreement in principal, but two issues—the three trips and the retention premium—must still be negotiated.

A bargaining session for Inuit sector teachers was held on 15 December. The union opened the meeting by presenting the mandate received from its members. In the course of the day only one issue was settled. These negotiations are progressing very slowly. The next meeting is planned for the end on the day on 18 December.

The next bargaining session for Inuit sector support staff is scheduled for 19 December. FPSS resource-person Michael Palumbo is replacing Lise Lavallée the spokesperson at the bargaining table.

The employer should be making a proposal at the upcoming meeting.

5. Planning

Representatives of the Kativik and Cree school boards will meet with MEQ representatives on 18 December.

CSQ representatives will meet with the MEQ this week to discuss and support our demands.

Marcel Duplessis will ensure that copies of the petitions are sent to the people who can support our demands. He will also write a press release to explain the problem of the lack of teachers in Nunavik.

Jean Picard will work out a plan of action for pressure tactics.

Alain Lajoie will work on a plan of action to obtain a mandate in his sector.

6. Various matters

6.1 Kuujjuaraapik situation

Marcel Duplessis explains the situation in the village.

PROPOSAL 3

Considering the difficulties in developing union life and information in the Kuujjuaraapik school that are in keeping with the objectives of the NQTA;

considering that NQTA structures allow these objectives to be attained and a minimum of services to be provided to the members:

It is proposed by Michel Breault and seconded by Jean Picard:

THAT Aude Vézina refer calls from Kuujjuaraapik to the Inuit sector director.

ADOPTED UNANIMOUSLY

7. Closing of the meeting

PROPOSAL 4

It is proposed by Marcel Duplessis and seconded by Larry Imbeault:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Executive Committee, Minutes

0001CEPV-08

Meeting of 21 December 2000 held in Montreal

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president (by telephone)
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers (by telephone)
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Negotiations
4. Petition
5. Plan of action

6. Various matters
 - 6.1 NQTA congress
 - 6.2 Meeting with Alain Pélissier
 - 6.3 Complaint from a member
7. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Barbara Zephyrine:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Negotiations

The last two bargaining sessions for Inuit sector teachers took place on 15 and 18 December. During these meetings an agreement was reached on how teachers would be placed on availability. The employer tabled a counterproposal on handicapped students and students with learning and emotional problems which did not take the NQTA's proposal into account. The school board wants to settle the matter of class size after the negotiations have been concluded.

The next bargaining session for Inuit sector teachers is planned for 17 January 2001.

Larry Imbeault gave information on negotiations for Inuit sector support staff. The last bargaining session took place on 19 December. The employer indicated that it would make an offer on the KSB move if the union would drop its demand on the retention premium.

The next bargaining sessions are planned for 31 January and 1 and 2 February 2001.

The CSQ has not taken the steps necessary for setting up a meeting with MEQ representatives, Marcel Duplessis wants to be certain that there will be a follow-up on the matter at the 4 December meeting.

4. Petition

Michel Breault gives the results of the petition. Unfortunately, we have not achieved the objective that we had hoped for. We have received petitions from four of the nine Cree communities and from nine of the fourteen Inuit communities.

In January, Jean Picard will contact the delegates in the villages from which there have been no replies in order to obtain the petitions.

5. Plan of action

A telephone conference with the delegates is planned for January in order to set up general assemblies in the communities to get ideas about pressure tactics.

Marcel Duplessis will see that the mediation process begins on 10 January 2001.

6. Various matters

6.1 NQTA congress

The congress will be held in Montreal from 16 to 18 March 2001.

The NQTA will send out notices of convocation around 15 January. In preparation for the congress, at the end of that month delegates will receive changes to the by-laws, the number of representatives per school or community, and so on.

6.2 Meeting with Alain Pélissier

Marcel Duplessis et Michel Breault met with CSQ Treasurer Alain Pélissier to find a solution to the disagreement in the matter of legal costs (in cases which began before September 1993). After discussion the two parties (the NQTA and the CSQ) agreed to settle the expenses equitably (NQTA – 50 per cent; CSQ – 50 per cent).

6.3 Complaint from a member

Marcel Duplessis gives a brief summary of the situation. The subject will be analyzed at the next executive committee meeting

7. Closing of the meeting

PROPOSAL 3

It is proposed by Marcel Duplessis and seconded by Larry Imbeault:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 12–14 January 2001 held in Montreal

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Jean Picard	Director, Inuit Sector—Teachers
Alain Lajoie	Director, Cree Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff
Angus Georgekish	Director, Cree Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Michel Breault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Adoption of the minutes of previous meetings
4. Follow-up to the minutes of previous meetings
5. Negotiations
 - 5.1. Illegal strike

- 5.2 Follow-up to the two committees for negotiations
- 5.3 Petitions
- 5.4 Plan of action
- 6. NQTA congress
- 7. Member-defence policy
- 8. Sector life
- 9. Labour relations
- 10. Complaint from a member
- 11. NQTA human resources
- 12. Native committee
- 13. Acceptance of new union members
- 14. CSQ training
- 15. Correspondence
- 16. Next executive committee meeting
- 17. Various matters
- 18. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Adoption of the minutes of previous meetings

PROPOSAL 3

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the minutes 0001CEPV-06, 0001CEPV-07, and 0001CEPV-08 be adopted after they have been corrected.

ADOPTED UNANIMOUSLY

4. Follow-up to the minutes of previous meetings

Jean Picard

- A meeting of the board committee is planned for February.
- A new delegate has been elected in Kujjuaraapik: Doris Lemieux

Michel Breault

- Establish the protocol for the purchasing of goods and services

Barbara Zephyrine

- Plan a meeting of the labour relations committee

Alain Lajoie

- Plan a meeting of the board committee

Jenny Thibault

- Publish the NQTA newsletter

5. Negotiations

Marcel Duplessis gives an update on negotiations in the Inuit and Cree sectors for teachers, and gives a document to the members of the executive committee.

The next bargaining session for Cree-sector teachers had been scheduled for 16 January but was cancelled by the employer. A future date will be proposed, at which time a number of documents will be exchanged.

Most of the major demands for Inuit-sector teachers have still not been settled.

Larry Imbeault gives information on the negotiations for Inuit-sector support staff. The last bargaining session took place from 2:30 to 3 PM on 20 December. The major issues are placement on availability for two years and salary compensation of one month of salary per year of seniority.

The next bargaining sessions are planned for 31 January at 2 PM and for 1 and 2 February.

5.1. Illegal strike

It seems that the Kativik School Board has not given any disciplinary measures to those teachers who were in an illegal position by refusing to work on 14 November 2000. These teachers would have had their salaries cut, however.

5.2. Follow-up to the two committees for negotiations

Marcel Duplessis presents the results of the work with the help of a chart.

5.3. Petitions

Michel Breault presents the results of the petitions received from each community.

Some communities did not return their petitions.

The committee will analyze the results and evaluate this part of the plan of action before initiating other pressure tactics.

5.4. Plan of action

PROPOSAL 4

Considering that the E4 collective agreement for teachers expired in June 1998;

considering the mandate for pressure tactics obtained on 14 December 2000;

considering the state of the negotiations as of 20 December 2000;

considering that the majority of our major demands have been rejected by the employer;

It is proposed by Marcel Duplessis and seconded by Barbara Zephyrine:

THAT the NQTA executive committee request that the Fédération des enseignants (FSE) initiate the mediation process for Inuit-sector teachers

ADOPTED UNANIMOUSLY

PROPOSAL 5

It is proposed by Marcel Duplessis and seconded by Barbara Zephyrine:

THAT we proceed with the negotiations for Cree-sector teachers.

ADOPTED UNANIMOUSLY

Steps in the plan of action for Inuit sector negotiations

- 1- Meet with the coordinating group for negotiations (16 January 2001)
- 2- Meet with the FSE to obtain the mandate to initiate mediations
- 3- Newspaper articles and advertisements
- 4- Petitions and appeals to the delegates
- 5- Consultation on pressure tactics

Marcel Duplessis and Jean Picard will hold a telephone conference with the delegates in order to explain the state of negotiations.

6. NQTA congress

Jenny Thibault gives the latest information about the organization of the congress.

The convocation must be sent to the communities around 15 January. Airline and hotel reservations will be made after this has been done. The cooperation of the sector directors will be very important if this step is to be successful.

7. Member-defence policy

This point will be discussed during a telephone conference planned for 4 February.

8. Sector life

Jean Picard; director, Inuit Sector—teachers

- Delegates in Salluit and Inukjuak are finding it difficult to have access to the FAX machines. Jean Picard will speak to François Badin in order to correct the situation.
- The union lodged a grievance against the Kativik School Board to have part-time teachers who participate in full pedagogical days paid correctly. The school board and the union reached an agreement on this. The employer is supposed to pay them, but it does not always do so. Jean Picard asks that the union advisor call one last time before initiating further legal proceedings.
- Jean Picard explains the situation of an Inukjuak member who received a disciplinary measure. The union will contest it, because it would not want to see the teacher dismissed as a result of it.

- Clauses 10–10.01 and 10–10.02 of the collective agreement provide the possibility of an assistance program related to violence, alcohol, and so on, for employees. Jean Picard and Marcel Duplessis will contact other school boards that have instituted such a program and then bring up the subject at the next board committee meeting.
- There are new delegates in Inukjuak and in Kujjuaraapik.
- The results obtained regarding the carrying out of pressure tactics is very satisfying. (94%)
- Jean Picard stated in January that he would try to correct the problem of the missing petitions. He will also work on the plan of action and on pressure tactics.
- The school board must send the union the complete list of all teachers and information about them no later than 15 October (clause 3–3.02). The union has filed a grievance because this provision was not respected.
- Teachers in Salluit have serious problems related to their workloads. The principal of the school is not really cooperating in the attempt to find a resolution. Stéphane Boulanger is in charge of the matter, but he is waiting for the approval of Renée Carrier and François Badin before correcting it.
- Jean Picard reviews the situation of a non-re-engaged member in Kangirsuk. The NQTA executive committee will try to take steps to speed up the resolution of this matter.

- The meeting of the advisory committee had to be cancelled following Madeleine Kemp's request. The minutes of previous meetings still have not been sent to the executive committee and the sector director.

PROPOSAL 6

It is proposed by Alain Lajoie and seconded by Larry Imbeault:

THAT Marcel Duplessis be mandated to inform Madeleine Kemp of the limits of her role and of what her duties and responsibilities are as a member of the advisory committee.

ADOPTED UNANIMOUSLY

- Many schools have not had their full complement of teachers since Christmas. There have been a large number of resignations.
- Jean Picard asks Marcel Duplessis to obtain all necessary information on the CSQ's strike fund.
- Michel Breault will take charge of the matter of a member who has questions about taxation. The NQTA does not feel that it has the resources necessary to devote to this matter.

Alain Lajoie: director, Cree sector—teachers

- The Cree School Board has a policy on violence. Nevertheless some school principals write and apply their own policies.
- A member received funding to attend a conference but is now having difficulty obtaining reimbursement for expenses.
- There is a problem obtaining housing in Whapmagoostui.
- A number of Waskaganish teachers have contract problems.
- There is a problem meeting with the school board for the board committee.

Larry Imbeault: director, Inuit sector—support staff

- Two grievances have been filed regarding employee-classification problems. The union is awaiting a decision in one of the cases.

Barbara Zephyrine: vice-president

- There still has not been a labour relations committee meeting, mainly because the school board's representatives have been very busy with the various bargaining sessions. There have, however, been frequent contacts between Natalie Petawabano and Barbara Zephyrine in order to find solutions to various disputes. The labour relations committee will return to its regular schedule once the negotiations have finished.
- Some members who retired about six months ago have still not received their pension benefits from CARRA. Barbara Zephyrine has spoken a number of times to the school board and CARRA in order to correct the situation. a number of are having problems related to their retirement. The disputed cases should be solved soon.
- Natalie Petawabano and Barbara Zephyrine have been discussing a maintenance-service program for the caretakers and maintenance workers in the nine schools in the board. The program will include a variety of subjects, including health and safety, time management, and first aid.

Angus Georgekish: director, Cree sector—support staff

- One member had a sick-leave problem. The union advisor has taken care of the matter.

9. Labour relations

This point will be discussed at an upcoming meeting.

10. Complaint from a member

The NQTA has received a complaint from a member. Marcel Duplessis and Alain Lajoie will study the matter. A report will be made to the executive committee members at the next meeting.

11. NQTA human resources

This point will be discussed at an upcoming meeting.

12. Native Committee

This point will be discussed at an upcoming meeting.

13. Acceptance of new union members

PROPOSAL 7

It is proposed by Jenny Thibault and seconded by Jean Picard:

THAT the applications for union membership of those on the list of 14 December 2000 to 11 January 2001 be accepted.

ADOPTED UNANIMOUSLY

14. CSQ training

This point will be discussed at an upcoming meeting.

15. Correspondence

Marcel Duplessis and Jenny Thibault inform the executive committee of the correspondence that has been received.

16. Next executive committee meeting

4 February: next executive committee meeting (by telephone conference).

14–15 March: executive committee meeting (in Montreal).

17. Various matters

This point will be discussed at an upcoming meeting.

18. Closing of the meeting

PROPOSAL 8

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 30 January 2001

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Alain Lajoie and seconded by Jenny Thibault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Congress workshops and guests
4. By-law amendments
5. Congress agenda
6. Various matters
 - 6.1 Complaint from a member
 - 6.2 Non-teaching professional transaction
 - 6.3 Member-defence policy

7. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Congress workshops and guests

Luc Brunet will act as president of assembly for the NQTA congress, which will be held on 16, 17, and 18 March, in Montreal.

Special guests:

Monique Richard, President of the CSQ
Daniel Lachance, 2nd Vice-president of the CSQ
Raynald Bellerive, Vice-president of the FSE–CSQ
Christiane Trottier, CSQ advisor
Bernard Couturier-Lévesque, President of the FPSS–CSQ

Workshops

Retirement: Michel Breault will organize this workshop.

EHDA/ IPL: Alain Lajoie will organize this workshop.

Classification: Barbara Zephyrine will organize this workshop.

Homosexuality: Larry Imbeault will organize this workshop.

Those responsible for organizing the workshops should present their information before next Wednesday. A conference call is scheduled for 7 February to choose which workshops will be presented to the congress.

Michel Breault will try to arrange a kiosk on insurance.

4. By-law amendments

The deadline for sending out by-law amendments proposed by the members is 31 January 2001.

A telephone conference is scheduled for the 4 February to gather and analyze the proposed amendments.

5. Congress agenda

The executive committee has a suggestion for how to organize some of the points on the agenda of the congress:

Friday morning: executive committee report;
Friday afternoon: negotiations;
Sunday afternoon: workshops and elections.

A telephone conference, involving Linda Lépine, Noëlla Caron, Marcel Duplessis, and Jenny Thibault, to prepare the congress is scheduled for the afternoon of 1 February.

6. Various matters

6.1 Complaint from a member

Marcel Duplessis explains the situation.

A letter has been sent to the member who lodged the complaint to explain that the NQTA will not support the case as the situation does not fall within its mandate—it is a personal conflict between two members.

6.2 Non-teaching professional transaction

Marcel Duplessis explains the problem.

PROPOSAL 3

It is proposed by Alain Lajoie and seconded by Marcel Duplessis:

THAT the executive committee reject Natalie Petawabano's request that a teacher be paid according to the salary scale for non-teaching professionals.

ADOPTED UNANIMOUSLY

6.3 Member-defence policy

This point will be presented at the next executive committee meeting, which will be held by telephone conference on 7 February at 7 P.M.

7. Closing of the meeting

PROPOSAL 4

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 4 February 2001

In attendance:

Marcel Duplessis	President
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Jean Picard:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. By-laws amendments
4. Various matters
 - 4.1 Negotiation report
 - 4.2 Orientations and priorities
 - 4.3 Congress: demonstration
5. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Jenny Thibault and seconded by Jean Picard:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. By-law amendments

Marcel Duplessis explains the proposed amendments and makes necessary changes. He also presents the amendment proposed by Stéphane Beauregard from Puvirnituk. Jenny Thibault explains her proposed amendment and her comment on the Native Committee and the amendment proposed by Catherine Cyr.

4. Various matters

4.1 Negotiation report

Marcel Duplessis presents the executive committee with the negotiation report that he will submit to the congress.

4.2 Orientations and priorities

Marcel Duplessis asks the members of the executive committee to read the document on the orientations and priorities so that they can make any necessary changes at the next meeting.

4.3 Congress: demonstration

The members of the executive committee want to organize a demonstration during the association's congress in Montreal.

Alain Lajoie will contact the CSQ's Sonia Trépanier about organizing the event.

5. Closing of the meeting

PROPOSAL 3

It is proposed by Marcel Duplessis and seconded by Michel Breault:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Executive Committee, Minutes

0001CEPV-12

Telephone Conference Meeting of 7 February 2001

In attendance:

Marcel Duplessis	President
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Mediation
4. Congress workshops
5. By-law amendments
6. Member-defence policy
7. Various matters
 - 7.1 Congress: demonstration
8. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Michel Breault and seconded by Alain Lajoie:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Mediation

The mediation process is beginning for Inuit-sector teachers.

Susan Therrien will be the mediator. Two dates were proposed for the first meeting: 26 February and 2 March 2001. As the employers are not available on 26 February, 2 March has been chosen.

On 13 February 2001, Christiane Trottier and Marcel Duplessis will meet to prepare for mediation. Special attention will be paid to the retention issue.

The team that will take part in mediation will be determined at a future meeting.

The executive committee stresses the importance of having media coverage at the beginning of the mediation.

The next bargaining session for Cree-sector teachers is scheduled for 19, 20, and 21 March.

4. Congress workshops

Alain Lajoie will present a workshop on handicapped students and students with learning and emotional problems. There will be a workshop on support staff classification and another (2 X 45 min.) on retirement.

5. By-law amendments

Marcel Duplessis presents a few modifications to the by-laws. The members of the executive committee have until Friday to make final corrections.

6. Member-defence policy

Jean Picard will make a final check of the member-defence policy.

Jean Picard and Aude Vézina will present the member-defence policy to the congress.

7. Various matters

7.1 Congress: demonstration

Sonia Trépanier will coordinate the demonstration. She will contact Raynald Bellerive, who will inform the executive committee of the CSQ of this activity.

The federation will assume the cost of the demonstration. Buses and packed lunches will be prepared for the participants. She will also contact the police regarding security.

Jenny Thibault suggests that the delegations from each community prepare placards and banners for the demonstration.

Efforts will also be made to have appearances by throat-singers and drummers.

8. Closing of the meeting

PROPOSAL 3

It is proposed by Jean Picard and seconded by Alain Lajoie:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Executive Committee, Minutes

0001CEPV-13

Telephone Conference Meeting of 15 February 2001

In attendance:

Marcel Duplessis	President
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Jenny Thibault and seconded by Alain Lajoie:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Member-defence policy
4. Orientations and priorities
5. Executive committee reports
6. Various matters
 - 6.1 Complaint from a member
 - 6.2 Congress transportation
 - 6.3 Workshops
7. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Member-defence policy

PROPOSAL 3

It is proposed by Marcel Duplessis and seconded by Jean Picard:

THAT the policy be presented to the congress for adoption with the condition that the members accept the special contribution through a referendum.

ADOPTED UNANIMOUSLY

4. Orientations and priorities

This point will be discussed at the next meeting.

5. Executive committee reports

The members of the executive committee must give their reports to Linda Lépine for translation.

6. Various matters

6.1 Complaint from a member

Marcel Duplessis explains the problem. A letter has sent to the member who lodged the complaint to explain that the association does not defend members who have had personal suits brought against them by other members. However, should there be a element that affects the union the NQTA could make an enquiry. The executive committee has decided to wait for the civil and criminal courts judge's verdict before taking a decision.

On Monday, Marcel Duplessis will telephone the member who lodged the complaint to explain the executive committee's decision

6.2 Congress transportation

Jenny Thibault informs the executive committee that all Inuit teacher and support staff sectors airline reservations have been made. A number of communities in the Cree sector have not yet found their participants.

6.3 Ateliers

The workshops that will be presented to the congress are:

Handicapped students and students with learning and emotional problems: 90 minutes

Retirement: 2 x 45 minutes

Classification: 45 minutes

SSQ-Vie will set up a kiosk on insurance.

The executive committee will organize a demonstration during the congress.

In closing, Jean Picard stresses the importance of holding an executive committee meeting on pressure tactics before the congress.

7. Closing of the meeting

PROPOSAL 4

It is proposed by Jenny Thibault and seconded by Alain Lajoie:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 4 March 2001

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

Also present: Aude Vézina Union Advisor

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Barbara Zephyrine:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Mediation

4. Plan of action

- 5. Various matters
 - 5.1 Congress
- 6. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Michel Breault and seconded by Alain Lajoie:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Mediation

Marcel Duplessis explained the first mediation meeting, which took place on 2 March. The union gave the mediator, Ms. Therrien, and the employer three documents on the state of negotiations: our demands, issues that have been settled, and retention.

The employer submitted a short board to the other two parties.

Jean Picard asks that a document summarizing the meeting be produced for the members.

To a question from Jean Picard, Marcel Duplessis states that the mediator was informed of the result of the members' vote on pressure tactics.

The next meeting is scheduled for 18 and 19 April.

4. Plan of action

Jean Picard presents the plan of action on pressure tactics for the Inuit teacher sector.

PROPOSAL 3

It is proposed by Jean Picard and seconded by Marcel Duplessis:

THAT the plan of action on pressure tactics for the Inuit teacher sector be adopted after modification.

ADOPTED UNANIMOUSLY

Jean Picard informs the executive committee that a telephone conference to explain the plan of action and voting procedure to the Inuit teacher sector delegates is planned for 5 March 2001.

The vote in the communities is scheduled for 12 March.

Jean Picard reminds the executive committee that the newspaper articles have not yet been written and that these must be sent out before the Kativik School Board's second interview.

5. Various matters

5.1 Congress

The congress workshops will be:

Handicapped students and students with learning and emotional problems
Retirement
Classification

A kiosk on insurance is planned.

6. Closing of the meeting

PROPOSAL 4

It is proposed by Alain Lajoie and seconded by Barbara Zephyrine:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 14–15 March 2001 held in Montreal

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Jean Picard	Director, Inuit Sector—Teachers
Alain Lajoie	Director, Cree Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff
Angus Georgekish	Director, Cree Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Acceptance of new union members
4. Budget
5. Member-defence policy
6. Complaint from a member
7. Human resources
8. Office organization

9. Congress
10. Negotiations
11. Next executive committee meeting
12. Various matters
13. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Angus Georgekish:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Acceptance of new union members

PROPOSAL 3

It is proposed by Jenny Thibault and seconded by Larry Imbeault:

THAT the applications for union membership of those on the amended list of 15 January 2001 to 13 March 2001 be accepted.

ADOPTED UNANIMOUSLY

4. Budget

Michel Breault gives information on the budget. The amount budgeted for the transportation of the delegates to the congress is very high—approximately \$163,000. The total cost of the congress is presently estimated at \$270,000. He points out that a committee could be created to find solutions to reduce the cost of the congress. The possibility of holding the congress every three years is an idea to be considered.

5. Member-defence policy

Jean Picard and Aude Vézina will present the member-defence policy to the congress.

Michel Breault points out that acceptance of the policy will not be based solely on the financial aspect (the increase in dues of \$0.25 per week) but above all on the willingness to accept the costs of a number of cases.

PROPOSAL 4

It is proposed by Jean Picard and seconded by Marcel Duplessis:

THAT the executive committee adopt the member-defence policy on the condition that regular members will have to pay special dues of \$0.25 per week is accepted.

ADOPTED UNANIMOUSLY

PROPOSAL 5

It is proposed by Marcel Duplessis and seconded by Barbara Zephyrine

THAT the executive committee ask the congress to deduct special dues of \$0.25 per regular member per week in order to allow the member-defence policy to be applied.

ADOPTED UNANIMOUSLY

6. Complaint from a member

Marcel Duplessis gives information on this matter.

Marcel Duplessis states that he sent the complainant a letter explaining that the executive committee was awaiting the results of the police inquiry before it took a decision. He will write the complainant another letter to remind him of the executive committee's position on the matter.

7. Human resources

Marcel Duplessis updates information on human-resource issues.

8. Office organization

Jean Picard explains to the executive committee members that last year he began his union release on 10 October. He states that he would appreciate it enormously if the NQTA would respect the formalities on union releases that are set out in the collective agreement. The NQTA should advise the school boards of whether or not it intends to release the sector directors before 1 May.

9. Congress

Jenny Thibault gives information on the latest preparations for the congress. She checks the schedule with the executive committee members.

Marcel Duplessis explains the progress of the demonstration that will be held on 16 March.

10. Negotiations

Jean Picard explains the procedures that must be followed before a strike vote can be held in the Inuit sector. Aude Vézina gives additional information.

Marcel Duplessis explains that a strike should usually be resorted to after pressure tactics. The strike is the final solution.

Once mediation is finished, the executive committee will study the entire plan of action.

11. Next executive committee meeting

Given the special nature of this executive committee meeting, no date for the next meeting is decided upon.

12. Various matters

No points were brought forward.

13. Closing of the meeting

It is proposed Larry Imbeault and seconded by Jenny Thibault:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 16 March 2001 held in Montreal

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Alain Lajoie and seconded by Jenny Thibault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Acceptance of a new union member
4. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Acceptance of a new union member

PROPOSAL 3

It is proposed by Alain Lajoie and seconded by Jenny Thibault:

THAT a member's application for union membership be accepted.

ADOPTED UNANIMOUSLY

4. Closing of the meeting

PROPOSAL 4

It is proposed by Jenny Thibault and seconded by Marcel Duplessis:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 20 March 2001

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers

Also present: Aude Vézina Union Advisor

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Michel Breault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Plan of action and pressure tactics
4. Hiring interviews for Inuit sector teachers
5. Human resources
6. Various matters
7. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Plan of action and pressure tactics

Aude Vézina informs the executive committee that Claudine Morin, a CSQ lawyer, analyzed the list of pressure tactics in order to verify their legality. She also relayed Ms. Morin's comments.

Jean Picard states that he is planning to hold three telephone-conference meetings with the delegates in order to explain and carry out the plan of action.

Meeting dates

- 1- 21 March
- 2- 26 March to 1 April
- 3- 19 April

Jean Picard adds that the delegates can contact him or Marcel Duplessis if they have any problems.

Jean Picard presents the final version of the plan of action. He also mentions that teachers can ask the school board for a statement of the number of kilograms that they have left for the transportation of food and of personal effects.

Jean Picard asks the members of the executive committee for help in preparing pressure tactics.

4. Hiring interviews for Inuit sector teachers

Michel Breault states that it would be worthwhile providing new teachers with a document explaining the present state of working conditions and negotiations. This information could be made known during interviews. This point will be discussed at greater length at an upcoming meeting.

5. Human resources

(Aude Vézina leaves the meeting.)

Aude Vézina must pay dues in order to remain a membre of the Bar Association and be able to continue practising.

This is the first time that an employee of the NQTA has been a member of the Bar. Marcel Duplessis is suggesting that the association pay the cost of these dues for the 2001-2002 year. The Executive Committee will analyse the appropriateness of continuing its participation in the payment of these dues.

PROPOSAL 3

It is proposed by Marcel Duplessis and seconded by Michel Breault:

THAT the NQTA pay Aude Vézina's bar association fees for 2001–2002.

ADOPTED UNANIMOUSLY

6. Various matters

No other issues were brought to the meeting.

7. Closing of the meeting

PROPOSAL 4

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 27 March 2001

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Negotiations
4. Various matters
 - 4.1 Next meeting
 - 4.2 Plan of action and pressure tactics
5. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Negotiations

Marcel Duplessis reports on negotiations.

Marcel Duplessis, the federations, and representatives of the MEQ are to meet on 29 March.

4. Various matters

4.1 Next meeting

The next meeting will be held on 29 March 2001 at 7 PM.

4.2 Plan of action and pressure tactics

Jenny Thibault would like to have a report on the preparations for pressure tactics.

5. Closing of the meeting

PROPOSAL 3

It is proposed by Alain Lajoie and seconded by Jenny Thibault:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 29 March 2001

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Negotiations
4. Various matters
 - 4.1 Plan of action and pressure tactics
5. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Jean Picard:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Negotiations

Marcel Duplessis reports on the meeting that he had with MEQ representatives.

Three morning meetings between the federations (FSE, FPSS, and FPPE) and the ministry had been scheduled.

Marcel Duplessis explained our main demands (retention, outings, handicapped students and students with learning and emotional problems) at the meeting. He also stated that the Kativik sector was in mediation but that the Cree sector as not yet in mediation.

The ministry representatives stated that the retention issue would have to be negotiated with the Conseil du trésor.

The main subjects discussed at the FPSS meeting were relocation and the retention premium.

Finally, the ministry representatives met with the FPPE, whose representatives indicated that they wanted to include pedagogical counsellors in the issue of handicapped students and students with learning and emotional problems. They also stated that they wanted the retention premium.

At the end of the meeting, the ministry representatives stated that they would negotiate with the Conseil du trésor and added that the retention premium would apply to both the Cree and Kativik sectors.

The ministry hopes to be able to table a proposal before Easter.

The ministry representatives met with Annie Grenier and François Badin in the afternoon.

4. Various matters

4.1 Plan of action and pressure tactics

Jean Picard provides information on the plan of action and pressure tactics.

On Sunday, 1 April, Jean Picard will hold a telephone conference with the delegates in order to explain the next steps in the plan of action.

5. Closing of the meeting

PROPOSAL 3

It is proposed by Jean Picard and seconded by Jenny Thibault:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 25 April 2001

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Resignation of Lise Lavallée
4. Temporary position during the summer period
5. Contract of Aude Vézina
6. FPSS delegation
7. Union releases
8. Collective-bargaining mediation: Inuit sector—teachers
9. Negotiations: school support staff

10. Next executive committee meeting
11. Various matters
12. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Barbara Zephyrine:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Resignation of Lise Lavallée

On 11 April, the NQTA received a letter of resignation from Lise Lavallée, which was dated 20 March 2001.

PROPOSAL 3

It is proposed by Alain Lajoie and seconded by Marcel Duplessis:

THAT the NQTA accept Lise Lavallée's resignation.

ADOPTED UNANIMOUSLY

4. Temporary position during the summer period

The Fonds de solidarité des travailleurs du Québec (FTQ) subsidizes a summer-work program. Benoit Laporte has finished his job training with the NQTA and is available this summer.

PROPOSAL 4

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the NQTA hire Benoit Laporte for a ten-week period within the framework of the Fonds de solidarité des travailleurs du Québec summer-work program to support Quebec students.

ADOPTED UNANIMOUSLY

5. Contract of Aude Vézina

With the resignation of Lise Lavallée the union advisor's position is available. The association will offer the position to Aude Vézina.

6. FPSS delegation

The NQTA has three accredited groups.

PROPOSAL 5

Considering that the decision to appoint a delegation from the Northern Quebec Teaching Association to the various bodies of the Fédération du personnel de soutien scolaire of the Centrale des syndicats du Québec lies with the executive committee of the NQTA;

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT Barbara Zephyrine and/or Larry Imbeault be delegated as official representatives for all of the NQTA's school support staff members to the various bodies of the Fédération du personnel de soutien scolaire and the Centrale des syndicats du Québec and that all of their mandates will be conferred for all of the members that we represent.

ADOPTED UNANIMOUSLY

7. Union releases

After considering the situation, in September 2000, the executive committee offered a 50 per cent union release to the directors of the two sectors for teachers. Jean Picard accepted the release. However, Alain Lajoie could not accept because of his work schedule and the absence of a substitute teacher. Barbara Zephyrine has offered her assistance on a basis of occasional union releases.

The NQTA is still in a critical situation; there are many issues to be taken care of.

PROPOSAL 6

It is proposed by Barbara Zephyrine and seconded by Jenny Thibault:

THAT a 50 per cent union release be given the director of the Inuit sector for teachers for the 2001–2002 school year.

ADOPTED BY MAJORITY

PROPOSAL 7

It is proposed by Alain Lajoie and seconded by Barbara Zephyrine:

THAT a 50 per cent union release be given to the Cree sector and that the person receiving it be determined at a later date.

ADOPTED BY MAJORITY

Counter-proposal 1

It is proposed by Marcel Duplessis and seconded by

THAT a 25 per cent union release be given to the director of the Cree sector for teachers for the 2001–2002 school year.

REJECTED BY MAJORITY

Counter-proposal 2

Considering that this decision involves the 2001–2002 budget; and
 considering that we have not yet defined the role of the sector directors;

It is proposed by Michel Breault and seconded by Alain Lajoie:

THAT a decision on union releases be taken at the next meeting held in Montreal and that a half-day be devoted to a discussion of this matter.

REJECTED BY MAJORITY

The votes on the proposals:

Counter-proposal 1: Rejected by majority
 Counter-proposal 2: Rejected by majority
 Proposal 6: Accepted by majority
 Proposal 7: Accepted by majority

8. Collective bargaining mediation: Inuit sector—teachers

Two mediation meetings with the Kativik School Board took place last week. During the first meeting, the employer was very receptive. During the second

meeting, however, discussions on the issue of handicapped students and students with learning and emotional problems were very tense and difficult.

Jean Picard and Michel Breault will meet to work on the issue of handicapped students and students with learning and emotional problems.

The final mediation session will take place on 26 April.

9. Negotiations: school support staff (Kativik)

The last bargaining session was held on Monday, 23 April. Arbitration, retention, and moving were discussed.

The school support staff must take action to make the Kativik School Board react.

Next Monday, Larry Imbeault will hold a meeting for the members to determine what measures they might take.

10. Next executive committee meeting

The next executive committee meeting will be held in Montreal on 11–13 May.

11. Various matters

Michel Breault and Jean Picard are writing the texts for the newspapers.

Michel Breault announces that he will resign on 1 June 2001.

12. Closing of the meeting

PROPOSAL 8

It is proposed by Jenny Thibault and seconded by Marcel Duplessis:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 11–13 May 2001 held in Montreal

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Jean Picard	Director, Inuit Sector—Teachers
Alain Lajoie	Director, Cree Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff
Angus Georgekish	Director, Cree Sector—Support Staff

Also in attendance: (11 May PM) Christiane Trottier, FSE counsellor
Raynald Bellerive, FSE vice-president, Pierre Lefebvre, assistant coordinator of
provincial negotiations. (13 May AM) Paul Castonguay, CSQ counsellor.

Aude Vézina, union advisor

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Adoption of the minutes of previous meetings
4. Follow-up to the minutes of previous meetings
5. Meeting with Christiane Trottier, Raynald Bellerive, and Pierre Lefebvre
6. Mediation: Inuit Sector—Teachers
7. Negotiations: Cree Sector—Teachers

8. Sector life
9. Labour relations
10. Unionization
11. Treasury
12. Budget
13. Full- and part-time union releases for the 2001–2002 school year
14. 2001 Congress evaluation
15. Complaint received
16. Human resources
17. Next executive committee meeting
18. Various matters
- 18.1 Reimbursement procedures
19. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Adoption of the minutes of previous meetings

This point will be discussed at a future meeting.

4. Follow-up to the minutes of previous meetings

This point will be discussed at a future meeting.

5. Meeting with Christiane Trottier, Raynald Bellerive, and Pierre Lefebvre

The main information provided at this meeting is:

- Last Wednesday evening, Monique Richard met with Minister Legault. The recruitment and retention premium issue was discussed during the meeting.
- The minister would like the Conseil du trésor to contribute to the costs that would arise from this.
- Raynald Bellerive explains the structures.
- Jean Picard has three comments on the technical nature of the issue, the support of the federations for the issue, and the global agreement.
- The association would have the support of the federations if it were to go on strike.
- Christiane Trottier suggest that the executive committee take a larger view of the negotiations (the time frame, the texts, and so on).

6. Mediation: Inuit Sector—Teachers

There have been six mediation sessions.

Christiane Trottier analyses the meetings.

1st and 2nd meetings: Employer and union documents are tabled

18–19 April: The mediator reviews the outstanding issues and listens to each group's points of view.

20 April: Discussion between the parties

26–27 April: Discussion between the parties and the end of mediation. A detailed report will be sent to the delegates.

7. Negotiations: Cree Sector—Teachers

PROPOSAL 3

Considering that our work at the bargaining table has resulted in an agreement in principle that was subject to our obtaining a serious proposal on a retention premium; and

considering that the employer has made no proposal on the retention premium; It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the association consult the members of the Cree sector for teachers to obtain a mandate to exercise pressure tactics in order to obtain an offer on the retention premium.

ADOPTED UNANIMOUSLY

PROPOSAL 4

It is proposed by Alain Lajoie and seconded by Marcel Duplessis:

THAT the question be worded as follows:

Considering that the collective agreement expired in June 1998;

considering that our work at the bargaining table has resulted in an agreement in principle that was subject to our obtaining a serious proposal on a retention premium; and

considering that the employer has made no proposal on the retention premium;

The executive committee of the NQTA recommends that its Cree teacher-sector members exercise lawful pressure tactics in order to speed up negotiations to obtain a proposal on the retention premium.

The details of these pressure tactics will be determined by the committee that the director of the Cree teacher-sector, in consultation with the sector council, will be setting up.

Do you agree with this proposal?

Yes

No

ADOPTED UNANIMOUSLY

Negotiations: Inuit Sector—Teachers

PROPOSAL 5

Considering the absence of an offer on recruitment and retention for teachers;

considering the Kativik School Board's refusal to guarantee additional second-language resources for handicapped students and students with learning and emotional problems; and

considering the Kativik School Board's intransigent position and the absence of a satisfactory offer on outings for locally hired staff;

It is proposed by Marcel Duplessis and seconded by Jean Picard:

THAT the NQTA executive committee reject the agreement in principle for Inuit-sector teachers reached on 27 April 2001 between the employer bargaining

committee of the Kativik School Board (CPNCSK), the Kativik School Board, and the Northern Quebec Teaching Association.

ADOPTED UNANIMOUSLY

Marcel Duplessis contacted François Badin on Monday morning to inform him of the executive committee's decision to reject the agreement in principle.

The federations want the NQTA to make this decision public.

Support staff—Inuit sector:

- Negotiations continue
- 22 May 2001: meeting with the two spokespersons
- 23 May 2001: meeting with the FPSS

Support staff—Cree sector:

- The parties must return to the bargaining table in order to finish the negotiations.

8. Sector life

Angus Georgekish; Director, Cree Sector—Support Staff

- Some members have contract problems.

Alain Lajoie; Director, Cree Sector—Teachers

- 21 May is a possible date for a board committee meeting.
- A number of members have received disciplinary measures.
- The school board has not yet begun the hiring process for the next school year.

Jean Picard; Director, Inuit Sector—Teachers

- The school board is hiring more and more occasional substitutes.
- The school board has offered some teachers 50% contracts at the moment of hiring, only to offer them 25% contracts once the schools start up in the North.
- A re-assigned member: The school board has offered him a position at the primary level.

9. Labour relations

Aude Vézina gives information on various labour relations issues.

PROPOSAL 6

Considering the importance of grievances 91-00136-5113 and 91-00137-5113;
and

considering the amount owed to an employee in spite of the fact that he was not
living on Kativik School Board territory;

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the NQTA go to evocation.

ADOPTED UNANIMOUSLY

10. Unionization

Paul Castonguay, a CSQ resource person, presents information on unionization
and the period of change in union allegiance.

11. Treasury

The executive committee discusses the resignation that Michel Breault
announced at the meeting of 25 April. Michel Breault will remain on the executive
committee until December 2001.

12. Budget

Michel Breault presents the financial statement and analysis for the last month
(for the period ending 31 March).

13. Full- and part-time union releases for the 2001-2002 school year

Marcel Duplessis explains the situation following the last executive committee
meeting.

PROPOSAL 7

It is proposed by Marcel Duplessis and seconded by Michel Breault:

THAT the executive committee reconsider proposals 6 and 7 of the 25 April 2001
meeting on union releases for the 2001-2002 school year.

ADOPTED UNANIMOUSLY

PROPOSAL 7

It is proposed by Marcel Duplessis and seconded by Michel Breault:

THAT the executive committee reconsider proposals 6 and 7 of the 25 April 2001 meeting on union releases for the 2001–2002 school year.

ADOPTED UNANIMOUSLY

PROPOSAL 8

It is proposed by Marcel Duplessis and seconded by ?:

THAT discussions on union releases be postponed until the time that the executive committee discusses the 2001–2002 budget.

ADOPTED BY MAJORITY

14. 2001 Congress evaluation

This point will be discussed at a future meeting.

15. Complaint received

Marcel Duplessis gives information on the situation.

Barbara Zephyrine and Larry Imbeault will enquire into the complaint received from a member.

16. Human resources

Marcel Duplessis indicates that Aude Vézina's temporary contract terminates in June.

PROPOSAL 9

Considering the resignation of Lise Lavallée as NQTA labour-relations advisor;
and

considering that Aude Vézina has filled this role since February 2000;

It is proposed by Marcel Duplessis and seconded by Barbara Zephyrine:

THAT the executive committee offer a permanent contract as NQTA labour-relations advisor to Aude Vézina.

ADOPTED UNANIMOUSLY

17. Next executive committee meeting

The next executive committee meeting will be held on 21 May.

18. Various matters

18.1 Reimbursement procedures

Marcel Duplessis will contact a member concerning procedures for the reimbursement of telephone charges.

19. Closing of the meeting

PROPOSAL 10

It is proposed by Jenny Thibault and seconded by Larry Imbeault:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 21 May 2001

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Adoption of the minutes
4. Negotiations
4. Various matters
5. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Jean Picard:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Adoption of the minutes

PROPOSAL 3

It is proposed by Jenny Thibault and seconded by Marcel Duplessis:

THAT the minutes 0001CEPV-10, 0001CEPV-11, 0001CEPV-12, 0001CEPV-13, 0001CEPV-14, 0001CEPV-16, 0001CEPV-17, and 0001CEPV-18 be adopted after they have been corrected.

ADOPTED UNANIMOUSLY

4. Negotiations

PROPOSAL 4

Considering the NQTA executive committee's rejection of the agreement in principle for the teachers of the Inuit sector reached on 27 April 2001 between the CPNCSK and the NQTA;

It is proposed by Marcel Duplessis and seconded by Jean Picard:

THAT the NQTA executive committee consult the teacher members of the Inuit sector to obtain the mandate to declare a strike, which could eventually take the form of an unlimited general strike, at an appropriate moment after the beginning of the 2001-2002 school year.

ADOPTED UNANIMOUSLY

PROPOSAL 5

It is proposed by Marcel Duplessis and seconded by Jean Picard:

THAT the proposal be worded as follows:

Considering that the collective agreement for Kativik School Board teachers expired in 1998;

considering that no offer has been tabled on teacher recruitment and retention, preventing a satisfactory conclusion to the entire negotiations;

considering the Kativik School Board's refusal to present an offer concerning outings for locally hired staff; and

considering the Kativik School Board's refusal to guarantee additional second-language resources for students experiencing difficulties:

I authorize the NQTA executive committee to declare a strike, which could eventually take the form of an unlimited general strike, at an appropriate moment after the beginning of the 2001–2002 school year.

Yes

No

ADOPTED UNANIMOUSLY

The executive committee will organize a number of telephone conferences in order to inform the members and to explain to them the reason for this vote.

5. Various matters

Jean Picard explains the situation in Kuujjuaraapik. A letter will be sent to correct the problem.

6. Closing of the meeting

PROPOSAL 6

It is proposed by Jenny Thibault and seconded by Alain Lajoie:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 27 May 2001

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Jean Picard	Director, Inuit Sector—Teachers
Alain Lajoie	Director, Cree Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff
Angus Georgekish	Director, Cree Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Acceptance of a new union member

4. Negotiations: Inuit sector—support staff
5. Negotiations: Inuit sector—teachers
6. Various matters
7. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Acceptance of a new union member

PROPOSAL 3

It is proposed by Marcel Duplessis and seconded by Larry Imbeault:

THAT the application for union membership by a new member be accepted.

ADOPTED UNANIMOUSLY

4. Negotiations: Inuit sector—support staff

A meeting of Inuit-sector support staff, professionals, and the Kativik School Board took place last Thursday. The employer tabled a proposal on relocation.

An agreement in principle was reached between the representatives of the union and the employer. Larry Imbeault details this proposal.

PROPOSAL 4

Considering that the collective agreement expired in June 1998;

considering that the work at the bargaining table led to an agreement in principle;

considering the possibility of continuing work on the recruitment and retention problem through a committee; and

considering that the writing of the texts of the new agreement has not been completed:

It is proposed by Marcel Duplessis and seconded by Larry Imbeault:

THAT the executive committee recommend that the members accept the agreement in principle for Inuit-sector school support staff reached on 25 May 2001 between the CPNCSK and the NQTA.

ADOPTED UNANIMOUSLY

PROPOSAL 5

It is proposed by Larry Imbeault and seconded by Marcel Duplessis:

THAT the question be worded as follows:

Considering that the collective agreement expired in June 1998;

considering that the work at the bargaining table led to an agreement in principle;

considering the possibility of continuing work on the recruitment and retention problem through a committee; and

considering that the writing of the texts of the new agreement has not been completed:

THAT the executive committee recommend that the members accept the agreement in principle for Inuit-sector school support staff reached on 25 May 2001 between the CPNCSK and the NQTA.

I accept
the agreement

I reject
the agreement

ADOPTED UNANIMOUSLY

A general assembly has been scheduled for 28 May to allow the members to vote on the agreement in principle. Support staff employees living in the community of Puvirnituk will be able to vote on Wednesday, 30 May.

5. Negotiations: Inuit sector—teachers

The vote to obtain a strike mandate will take place on Monday, 30 May.

PROPOSAL 6

It is proposed by Jean Picard and seconded by Marcel Duplessis:

THAT the question be worded as follows:

Considering that the collective agreement for Kativik School Board teachers expired in 1998;

considering that no offer has been tabled on teacher recruitment and retention;

considering the employer's refusal to present an offer on outings for locally hired staff; and

considering the employer's refusal to guarantee additional second-language orthopedagogical resources:

I authorize the NQTA executive committee to declare a strike, which could eventually take the form of an unlimited general strike, at an appropriate moment after the beginning of the 2001–2002 school year.

Yes

No

ADOPTED UNANIMOUSLY

Cree sector—teachers

PROPOSAL 7

Considering that the collective agreement expired in 1998;

considering that our work at the bargaining table has resulted in an agreement in principle that was subject to our obtaining a satisfactory proposal on a retention premium;

considering that the employer has made no proposal on the retention premium;

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the executive committee of the NQTA recommend that its Cree teacher-sector members exercise lawful pressure tactics in order to speed up negotiations to obtain a proposal on the retention premium.

PROPOSAL 8

It is proposed by Alain Lajoie and seconded by Marcel Duplessis:

THAT the question be worded as follows:

Considering that the collective agreement expired in 1998;

considering that our work at the bargaining table has resulted in an agreement in principle that was subject to our obtaining a satisfactory proposal on a retention premium;

considering that the employer has made no proposal on the retention premium;

The executive committee of the NQTA recommends that its Cree teacher-sector members exercise lawful pressure tactics in order to speed up negotiations to obtain a proposal on the retention premium.

The details of these pressure tactics will be determined by the committee that the director of the Cree teacher-sector, in consultation with the sector council, will be setting up.

Do you agree with this proposal?

Yes

No

ADOPTED UNANIMOUSLY

6. Various matters

Jean Picard proposes that some executive committee members should hold telephone conferences with members in certain communities in order to explain to them why a strike mandate is being sought.

Information sessions:

Date: Monday, 28 May 2001

Time: 7 PM

Communities: Kuujjuaq (in French): Jean Picard
 Salluit (in English): Michel Breault
 Inukjuak (in English): Marcel Duplessis
 Tasiuaq (in both French and English): Jenny Thibault

Date: Tuesday, 29 May 2001

Time: 7 PM

Communities: Kuujjuaq (in English): Marcel Duplessis
 Inukjuak (in French): Michel Breault
 Salluit (in French): Jean Picard
 Aupaluk (in both French and English): Jenny Thibault

Kangiqsujuaq: Jean Picard

7. Closing of the meeting

PROPOSAL 9

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 4 June 2001

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Angus Georgekish	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Pressure tactics for the Cree sector—teachers
4. Negotiations
5. Inclusion in RREGOP
6. Budget
7. Plan of action
8. Next executive committee meeting
9. Various matters
 - 9.1 Meeting with the Cree School Board

- 9.2 Loan to a member
- 9.3 Congress (evaluation)
- 10. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Pressure tactics for the Cree sector

Marcel Duplessis has sent the documents that are required for carrying out the consultation on pressure tactics.

Tuesday, 5 June 2001: telephone conference with the delegates

Thursday, 7 June 2001: vote

4. Negotiations

Monique Richard met with Minister Legault to discuss the recruitment and retention premium. Legault stated that he had the mandate to table an offer.

Marcel Duplessis gives information about the four bargaining tables.

The Inuit sector support staff have voted for the agreement in principle.

The union party will ask for the mediator's report; she was to have sent it last Thursday.

Vote on the agreement in principle for teachers: the consultation will take place by mail. The delegates have the addresses of their members.

5. Inclusion in RREGOP

The employees and the association have always contributed to the retirement plan, but the association has never undertaken the formal administrative procedures required.

Technically, CARRA could simply tell our employees that they may not withdraw their benefits and return the amounts that they have paid into the plan.

PROPOSAL 3

It is proposed by Marcel Duplessis and seconded by Michel Breault:

THAT the Northern Quebec Teaching Association be authorized to undertake the procedures required to include in RREGOP everyone who works for our union and everyone who works for it in the future.

THAT the Northern Quebec Teaching Association agree to pay the employer contribution and to deduct the contributions from admissible salary that it pays the persons affected. The Northern Quebec Teaching Association realizes that this decision is irrevocable.

THAT the Northern Quebec Teaching Association also request that its inclusion have effect retroactive to 1 January 2001.

ADOPTED UNANIMOUSLY

6. Budget

Michel Breault states that the amount spent to hold the NQTA congress in Montreal will exceed \$300,000. The association's budget show a very large deficit.

7. Plan of action

Marcel Duplessis asks the members of the executive committee to devise a plan of action for the coming year.

Jean Picard states that in order to write his plan of action he will have to consider the document on the priorities that was adopted by the congress. He adds that a meeting of the sector directors will be necessary in order to create the plan of action. He ends by saying that the executive committee must debate all aspects of restructuring.

8. Next executive committee meeting

Marcel Duplessis asks the executive committee members to tell him how they can be reached so that good communications can be maintained and future meetings planned over the summer period.

There will be a meeting in Montreal in August.

9. Various matters

9.1 Meeting with the Cree School Board

Marcel Duplessis, Barbara Zephyrine, Alain Lajoie, and Angus Georgekish met with Gordon Blackned and other representatives of the Cree School Board.

At their invitation, the NQTA met with the Cree School Board. The goal of the meeting was to improve communications between the school board and the NQTA and to come to a better understanding of each other. The meeting was a positive one. Another meeting should take place during the summer.

9.2 Loan to a member

A member has asked the executive committee for a loan, which denied the request.

9.3 Congress (evaluation)

This point will be discussed at a future meeting.

10. Closing of the meeting

PROPOSAL 4

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 17 June 2001

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Negotiations
4. Secretary's position
5. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Larry Imbeault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Negotiations

On Friday, 15 June, the Cree and Kativik school boards called by telephone conference meeting Marcel Duplessis to make the following proposal.

PROPOSAL

Part A

<u>Sector</u>	<u>1st year of experience</u>	<u>3rd year of experience</u>
1	\$3,500	\$5,000
2	\$5,500	\$7,000
3	\$7,000	\$9,000

Part B

A committee to study the problems related to recruitment and retention of teachers working in isolated regions will be formed.

The employer pointed out that the premium would only be payable to staff who have an authorization to teach.

Marcel Duplessis will meet with Alain Lajoie (director, Cree sector—teachers) and Michel Breault (who is replacing Jean Picard) to discuss the proposal. After this discussion has taken place, they will meet with the heads of the school boards in order to propose changes.

In the Cree sector, 87 per cent voted in favour of carrying out pressure tactics.

4. Secretary's position

PROPOSAL 3

Considering the state of the negotiations;

considering that Jenny Thibault's term of office as secretary ends on 30 June;

considering that Jenny Thibault is maintaining her membership status; and

considering that it would be difficult to post a position before the month of August:

It is proposed by Alain Lajoie and seconded by Marcel Duplessis:

THAT Jenny Thibault assume the duties of the secretary on an interim basis (until a member is named to the position).

ADOPTED UNANIMOUSLY

5. Closing of the meeting

PROPOSAL 4

It is proposed by Larry Imbeault and seconded by Alain Lajoie:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 24 June 2001

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Jean Picard	Director, Inuit Sector—Teachers
Alain Lajoie	Director, Cree Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Negotiations
4. Various matters
5. Closing of the meeting

ADOPTED UNANIMOUSLY

2. **Nomination of a president and a secretary of assembly**

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Michel Breault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. **Negotiations**

Marcel Duplessis restates the events surrounding the government's proposal on the recruitment and retention premium.

Meeting of Friday, 15 June. The proposal was:

Part A

<u>Sector</u>	<u>1st year of experience</u>	<u>3rd year of experience</u>
1	\$3,500	\$5,000
2	\$5,500	\$7,000
3	\$7,000	\$9,000

Part B

A committee to study the problems related to recruitment and retention of teachers working in isolated regions will be formed.

The proposal imposed a condition affecting non-qualified personnel; neither school board seemed to want to include them initially.

Wednesday, 20 June: meetings between the NQTA and the CPNCSK (3 PM) and the CPNCSC (7 PM) for comments and suggestions about the offer on the recruitment and retention premium.

Thursday, 21 June: meeting between the CPNCSC, the CPNCSK, and the NQTA for the tabling of the final offer.

No changes to the amounts were proposed at this meeting. As for the committee, the employer group agreed to withdraw the CPNCF and the professionals; the union group will maintain four representatives from the CSQ.

Non-qualified personnel would receive the premium subject to certain terms and conditions.

The union group accepts the agreement. Both parties sign it and agree to recommend its acceptance by the groups that they represent.

The union group will wait for the Conseil du trésor's approval of the final offer of 21 June before it consults its members.

Marcel Duplessis and Barbara Zephyrine will meet this week to discuss the final details of the Cree-sector support staff negotiations. The texts are almost ready.

PROPOSAL 3

Considering that the collective agreement expired in June 1998;

considering that the work at the bargaining table led to an agreement in principle, subject to obtaining a satisfactory proposal on a retention premium;

considering the agreement in principle reached at the bargaining table on 21 June 2001 on teacher recruitment and retention;

considering the creation of a parity committee to study the question of the recruitment and retention of teachers working in remote and isolated regions for the Cree and Kativik School Boards; and

considering that the writing of the texts of the new agreement has not been completed:

It is proposed by Marcel Duplessis and seconded by Jean Picard:

THAT the executive committee recommend that the members accept the agreement, including the offer on recruitment and retention, between the CPNCSK and the NQTA for Inuit sector teachers, conditional on the negotiating team's acceptance of the texts.

ADOPTED BY MAJORITY

PROPOSAL 4

It is proposed by Jean Picard and seconded by Marcel Duplessis:

THAT the wording of the question be:

Considering that the collective agreement expired in June 1998;

considering that the work at the bargaining table led to an agreement in principle, subject to obtaining a satisfactory proposal on a retention premium;

considering the agreement in principle reached at the bargaining table on 21 June 2001 on teacher recruitment and retention;

considering the creation of a parity committee to study the question of the recruitment and retention of teachers working in remote and isolated regions for the Cree and Kativik School Boards; and

considering that the writing of the texts of the new agreement has not been completed:

The executive committee recommends that the members accept the agreement, including the offer on recruitment and retention, between the CPNCSK and the NQTA for Inuit sector teachers, conditional on the negotiating team's acceptance of the texts.

I accept the agreement

I reject the agreement

ADOPTED BY MAJORITY

PROPOSAL 5

Considering that the collective agreement expired in June 1998;

considering that the work at the bargaining table led to an agreement in principle, subject to obtaining a satisfactory proposal on a retention premium;

considering the agreement in principle reached at the bargaining table on 21 June 2001 on teacher recruitment and retention;

considering the creation of a parity committee to study the question of the recruitment and retention of teachers working in remote and isolated regions for the Cree and Kativik School Boards; and

considering that the writing of the texts of the new agreement has not been completed:

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the executive committee recommend that the members accept the agreement, including the offer on recruitment and retention, between the CPNCSC and the NQTA for Cree sector teachers, conditional on the negotiating team's acceptance of the texts.

ADOPTED BY MAJORITY

PROPOSAL 6

It is proposed by Alain Lajoie and seconded by Marcel Duplessis:

THAT the wording of the question be:

Considering that the collective agreement expired in June 1998;

considering that the work at the bargaining table led to an agreement in principle, subject to obtaining a satisfactory proposal on a retention premium;

considering the agreement in principle reached at the bargaining table on 21 June 2001 on teacher recruitment and retention;

considering the creation of a parity committee to study the question of the recruitment and retention of teachers working in remote and isolated regions for the Cree and Kativik School Boards;

considering that the writing of the texts of the new agreement has not been completed:

The executive committee recommends that the members accept the agreement, including the offer on recruitment and retention, between the CPNCSC and the NQTA for Cree sector teachers, conditional on the negotiating team's acceptance of the texts.

I accept the agreement

I reject the agreement

ADOPTED BY MAJORITY

4. Various matters

Jean Picard reminds the executive committee that it should take a decision on union releases for sector directors.

5. Closing of the meeting

PROPOSAL 7

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 28 June 2001

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Jean Picard	Director, Inuit Sector—Teachers
Alain Lajoie	Director, Cree Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff
Angus Georgekish	Director, Cree Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Negotiations
4. Various matters
5. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Barbara Zephyrine:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Negotiations

This afternoon, Marcel Duplessis met with Jacques Gauthier and Ginette -----
----- to discuss the remaining issues in the negotiations for Cree-sector support staff.

During this meeting, Mr. Gauthier told Marcel that Conseil du trésor approval would be needed before a final agreement on the recruitment and retention premium can be reached and the members consulted.

PROPOSAL 3

Considering that the collective agreement expired in June 1998;

considering that the work at the bargaining table led to an agreement in principle;

considering the possibility of continuing work on the recruitment and retention problem through a committee; and

considering that the writing of the texts of the new agreement has not been completed:

It is proposed by Marcel Duplessis and seconded by Barbara Zephyrine:

THAT the executive committee recommend that the members accept the agreement, including the offer on recruitment and retention, between the CPNCSC and the NQTA for Cree sector school support staff, conditional on the negotiating team's acceptance of the texts.

ADOPTED UNANIMOUSLY

PROPOSAL 4

It is proposed by Barbara Zephyrine and seconded by Marcel Duplessis:

THAT the wording of the question be:

Considering that the collective agreement expired in June 1998;

considering that the work at the bargaining table led to an agreement in principle;

considering the possibility of continuing work on the recruitment and retention problem through a committee; and

considering that the writing of the texts of the new agreement has not been completed:

The executive committee recommends the members to accept the agreement between the CPNCSC and the NQTA for Cree sector school support staff, conditional on the negotiating team’s acceptance of the texts.

I accept the agreement

I reject the agreement

ADOPTED UNANIMOUSLY

Marcel Duplessis will send a letter to the Cree-sector support staff members to inform them that a consultation on the agreement in principle will take place in the coming weeks.

PROPOSAL 5

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT (Marcel will provide the text of the vote for teachers—pressure tactics)

4. Various matters

Barbara Zephyrine explains the situation of a member regarding a claim for reimbursement following the congress. The NQTA will reimburse the entire amount, in spite of the error that the complainant committed.

Jean Picard asks that the executive committee take a decision on union releases for sector directors before the beginning of the next school year.

5. Closing of the meeting

PROPOSAL 6

It is proposed by Marcel Duplessis and seconded by Jean Picard:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 9 July 2001

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Jean Picard	Director, Inuit Sector—Teachers
Alain Lajoie	Director, Cree Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Jenny Thibault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Negotiations
4. The association's members
5. Various matters
6. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Alain Lajoie and seconded by Larry Imbeault:

THAT Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly.

ADOPTED UNANIMOUSLY

3. Negotiations

A telephone conference with the Cree-sector support staff delegates is planned for Tuesday, 10 July.

The vote on the agreement in principle for Cree-sector support staff will be held on Thursday, 12 July.

The union bargaining team for support staff is now reading through the texts. We can assume that the negotiations are almost completed.

The Conseil du trésor approved the final agreement on the recruitment and retention premium on 5 July.

PROPOSAL 3

It is proposed by Barbara Zephyrine and seconded by Alain Lajoie:

THAT a letter be sent to the members to explain the situation.

REJECTED BY MAJORITY

PROPOSAL 4

Considering that the NQTA has reached an agreement in principle on the entire negotiations for Cree and Kativik school board teachers; and

considering that we are in the summer period:

It is proposed by Marcel Duplessis and seconded by Michel Breault:

THAT the members be consulted on the agreement in principle at the beginning of the next school year.

ADOPTED BY MAJORITY

4. The association's members

The executive committee discusses unionization and the period for changing union allegiance.

5. Various matters

Jean Picard reminds the executive committee that a decision must be taken about union releases for the sector directors.

Marcel Duplessis announces that he will be on vacation during the coming weeks.

6. Closing of the meeting

PROPOSAL 5

It is proposed by Marcel Duplessis and seconded by Alain Lajoie:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY