

**Telephone Conference Meeting of 3 September 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

**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. Next executive committee meeting
4. Consultation (vote) in the agreement in principle
5. Information
6. Vacant position on the executive committee
7. Various matters
  - 7.1 Meeting with the Cree School Board
8. 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. Next executive committee meeting**

The next executive committee meeting will take place in Montreal on 21–23 September.

Jenny Thibault will reserve the airline tickets and hotel rooms.

## **4. Consultation (vote) in the agreement in principle**

The general assemblies of the teachers of the Cree and Inuit sectors began voting on 15 August. Not all of the results have been received yet.

## **5. Information**

Marcel Duplessis will write a letter to the members to explain the procedures that will follow the results of the vote.

Marcel Duplessis will contact Barbara Zephyrine about the corrections made by Joanne Quévillon for the texts of the support staff of Cree sector.

Most of the corrections that came out of the re-reading of the texts of the support staff negotiations have been made; now all that remains is to contact François Badin about changing the texts.

At Jenny Thibault's request, Marcel Duplessis explains that once the collective agreement has been signed the school board has 90 days to pay members everything that they are owed.

Sick-leave days will no longer be redeemable under the new agreement (subject to the verification of the texts). As the collective agreement is not yet signed, however, they should be paid in accordance with the 1995–1998 agreement.

Jean Picard says that the Kativik School Board has put unused redeemable sick-leave days in a bank. This information was written on the pay stub. The NQTA will take appropriate measures to ensure that the provisions of the 1995–1998 collective agreement are respected.

Insurance: all members will change insurance plans in January. Information about this will be sent to the members.

Pay equity: work to attain rank 21 is continuing. Information about this will be sent to the members.

Adult education: Marcel Duplessis visited a member (an employee of the Kativik School Board) who works in the prison in St. Jerome.

Member-defence policy: Marcel Duplessis will communicate with the school boards regarding the special dues.

Budget: the NQTA had a deficit of more than \$100,000 in May. The budget will be presented to the executive committee at the next meeting.

The executive committee will discuss the upcoming consultation for the next negotiations.

## **6. Vacant position on the executive committee**

Marcel Duplessis will send the communities a request for candidates for the position of secretary. There will be a two week-period for receiving candidatures.

## **7. Various matters**

### **7.1 Meeting with the Cree School Board**

Alain Lajoie provides information about his meeting with the heads of the Cree School Board on workload.

## **8. Closing of the meeting**

### **PROPOSAL 3**

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

THAT the meeting be closed.

**ADOPTED UNANIMOUSLY**

**Meeting of 21, 22, and 23 September 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
Leonard George	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

Also in attendance: Aude Vézina, Union Advisor, 23 September A.M.

**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. Position of executive committee secretary
4. Adoption of the minutes of previous meetings
5. Follow-up to the minutes of previous meetings
6. Budget
  - 6.1 Treasurer's report
  - 6.2 Priorities and tasks
  - 6.3 Union releases
  - 6.4 Reimbursement forms

7. Negotiations
8. Sector life
9. Labour relations
10. Insurance
11. Pay equity
12. Acceptance of new union members
13. Congress evaluation
14. Next executive committee meeting
15. Various matters
  - 15.1 Secretariat
  - 15.2 Mail and cargo
16. 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. Position of executive committee secretary**

Jenny Thibault leaves the room for this point.

Three candidates have applied for the position: Serge Beaudoin, a teacher in Umiujaq, Robert Briand, a teacher in Mistissini, and Jenny Thibault, a teacher in Kangirsuk on a one-year leave of absence without salary.

The executive committee chooses Jenny Thibault for the position of secretary for the 2001–2004 term of office.

## **4. Adoption of the minutes of previous meetings**

This point is postponed to a future meeting.

## **5. Follow-up to the minutes of previous meetings**

This point is postponed to a future meeting.

## **6. Budget**

### **6.1 Treasurer's report**

Michel Breault presents the financial statements for the period ending 31 August 2001.

### **6.2 Priorities and tasks**

Marcel Duplessis presents the priorities for 2001–2004.

### **6.3 Union releases**

The executive committee has a long discussion on the subject. For 2001–2002, the executive committee prefers adding a resource-person in the Montreal office rather than releasing the sector directors. As there will be no more union releases, the sector directors - teachers will no longer manage calls about labour relations.

#### **PROPOSAL 3**

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

THAT the NQTA proceed with the hiring of a full-time union advisor on the basis of a temporary contract of less than a year, which will end in June 2002.

#### **AMENDMENT TO THE MAIN PROPOSAL**

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

THAT the words “full-time” be removed from the proposal.

#### **COUNTERPROPOSAL**

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

THAT the NQTA proceed with the hiring of a part-time union advisor on the basis of a temporary contract of less than a year, which will end in June 2002.

**Vote on the proposals:**

Counterproposal: **REJECTED BY MAJORITY**

Amendment: **ADOPTED UNANIMOUSLY**

Main proposal as amended: **ADOPTED UNANIMOUSLY**

## **6.4 Reimbursement forms**

Jenny Thibault explains the various reimbursement forms.

### **PROPOSAL 4**

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

THAT the 2001–2002 budget be adopted.

**ADOPTED UNANIMOUSLY**

Jean Picard leaves over the point entitled “Budget.”

## **7. Negotiations**

The negotiations for Cree sector support staff employees are nearly finished.

From 10 to 13 September: Re-reading of the texts for the negotiations for Cree sector teachers.

From 25 to 29 September: Re-reading of the texts for the negotiations for Inuit sector teachers.

## **8. Sector life**

### **Barbara Zephyrine—Vice-president**

- She has contacted Natalie Petawabano to discuss the training session for maintenance workers. The course should begin in a few months.
- She has sent a letter to the communities about electing delegates.

### **Alain Lajoie—Director, Cree Sector—Teachers**

- He draws up a list of elected delegates. Some communities have not yet held elections.
- He has had a meeting with the school supervisors to discuss problems related to teacher workload.
- A letter will be sent to the board committee about professional improvement.



- A telephone conference is scheduled for 2 October with Natalie Petawabano, Jean Bérubé, Supervisor of schools by interim and Alain Lajoie to resolve the workload problem (compulsory presence after classes).
- Some teachers have housing problems. Housing maintenance is no longer carried out on a regular basis.
- He asks Marcel Duplessis to send a letter to the school board about the last meeting between leaders of the Cree School Board and some of the members of the NQTA executive committee.

**Jean Picard—Director, Inuit Sector—Teachers**

- The majority of the communities have delegate.
- There is a serious problem of labour relations in Ivujivik.

**9. Labour relations**

Aude Vézina reports on the cases in the four sectors.

**PROPOSAL 5**

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

THAT the NQTA contact the school boards and the members concerned in order to demonstrate its intention to settle the greatest possible number of grievances during the 2001–2002 school year before they are heard.

**ADOPTED UNANIMOUSLY**

**10. Insurance**

This point is postponed to a future meeting.

**11. Pay equity**

This point is postponed to a future meeting.

**12. Acceptance of new union members**

**PROPOSAL 6**

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

THAT the applications for union membership of those on the lists of 16 March to 12 July and 27 August to 21 September 2001 be accepted.

**ADOPTED UNANIMOUSLY**

**13. Congress evaluation**

Jenny Thibault will E-mail the results of the participants' evaluation of the congress.

**14. Next executive committee meeting**

This point is postponed to a future meeting.

**15. Various matters**

**15.1 Secretariat**

This point is postponed to the next executive committee meeting held in Montreal.

**15.2 Mail and cargo**

Canada Post and Air Inuit (First Air) have begun measuring goods and food parcels sent to the North based on volume as well as on weight. This regulation could penalize the teachers because the weights deducted from their allowances are often greater than the true shipped weight. The marginal benefits contained in the collective agreement must be respected integrally.

**16. Closing of the meeting**

**PROPOSAL 7**

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

THAT the meeting be closed.

**ADOPTED UNANIMOUSLY**

**Telephone Conference Meeting of 3 October 2001**

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Michel Breault	Treasurer
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Leonard George	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 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. Negotiations
5. Insurance
6. Various matters
  - 6.1 Website
  - 6.2 Union training
  - 6.3 Union releases
7. Next executive committee meeting
8. 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 is postponed to a future meeting.

## **4. Negotiations**

10 October 2001: The union group will meet school board representatives to correct the texts.

12 October: First FSE consultation.

Week of 29 October: Executive committee meeting on the consultations for the next negotiations.

5 November: The NQTA will meet Raynald Bellerive to exchange on the elements and points to be negotiated during the next Cree and Kativik negotiations.

16 November: Province-wide consultations.

## **5. Insurance**

SSQ Vie is presently consulting the members for the renewal of health- and dental-care insurance plans.

We have been given an additional two weeks to submit the results of this consultation out of consideration for the special situation of our members.

A message will be sent to the members in order to verify that the consultation documents have been received.

## **6. Various matters**

### **6.1 Website**

The NQTA intends to create a Website. Marcel Duplessis asks the executive committee members to send him comments and suggestions about how this project should be carried out.

### **6.2 Union training**

Marcel Duplessis asks the sector directors to plan union training sessions for their delegates.

### **6.3 Union releases**

After a number of discussions on the subject, it is agreed that a meeting should be planned between Marcel Duplessis and the two sector directors - teachers in order to find solutions that would make their tasks easier by coordinating union releases with their schedules. It is also agreed that there should be a meeting between Marcel Duplessis, the sector directors, and school board representatives in order to redress the problem of sector directors leaving their communities to carry out union activities.

## **7. Next executive committee meeting**

No date is set at this time.

## **8. Closing of the meeting**

### **PROPOSAL 3**

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

THAT the meeting be closed.

**ADOPTED UNANIMOUSLY**

**Telephone Conference Meeting of 31 October 2001**

In attendance:

Marcel Duplessis	President
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 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 new union members
4. Pay equity
5. Negotiations (1998–2002)
6. Sector life
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. Acceptance of new union members**

### **PROPOSAL 3**

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

THAT the applications for union membership of Inuit-sector support staff be accepted.

**ADOPTED UNANIMOUSLY**

## **4. Pay equity**

Considering that the NQTA is in the process of re-reading the final texts for teachers;

considering the strong possibility that the teachers will be in the signing process before the end of November;

considering that the provincial plan of action includes actions that are to take place between 5 and 21 November,

considering the complexity of the pay equity issue:

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

THAT the NQTA reduce its emphasis on the provincial plan of action; and

THAT the NQTA follow the pay equity issue with the objective, after consultation, of eventually including its members in the provincial plan of action.

**ADOPTED UNANIMOUSLY**

## **5. Negotiations (1998–2002)**

### **Support staff—Inuit sector**

1 November, A.M.: verification of letters of agreement. 3 November: signature of the agreement by the two parties.

### **Support staff—Cree sector**

All negotiations have finished. The signing process has begun.

### **Teachers—Cree and Inuit sectors**

The NQTA is in the process of re-reading and correcting the final texts.

## **PROPOSAL 5**

Considering that all of the province's teachers had the right to receive their back pay 60 days after the signing of their collective agreements;

considering that the support staff employees of the Kativik School Board have the right to receive their back pay 60 days after the signing of their collective agreement;

considering that the CPNCSK and the CPNCSC are offering teachers their back pay only 90 days after the signing of their collective agreements;

considering that the teachers have been waiting for the settlement since 1998:

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

THAT the NQTA asks the FSE and the CSQ to intervene immediately before the CPNCSK, the CPNCSC, the MEQ, and the government of Quebec so that the teaching members of the NQTA have the right to treatment similar to that received by the other teachers in the province and by the employees of other school boards.

**ADOPTED UNANIMOUSLY**



## **6. Sector life**

### **Jean Picard—Director, Inuit Sector—Teachers**

- Delegate training session in Salluit on 16, 17, and 18 November.
- Sector council meeting on 15 November.
- Board committee meeting on 28 and 29 November. Composition of the board committee, for the union group: Jean Picard (Kangirsuk), Nelson Lamoureux (Kangiqualujjaq), and Stéphane Beauregard (Puvirnituaq).

### **Alain Lajoie—Director, Cree Sector—Teachers**

- Delegate training session in Val d'Or on 2, 3 A.M.4, and 5 November.
- Sector council meeting on 3 November P.M.

### **Larry Imbeault - Director, Inuit Sector – Support Staff**

Delegate training session in Val d'Or on 2, 3 and 4 November.

## **7. Closing of the meeting**

### **PROPOSAL 6**

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

THAT the meeting be closed.

**ADOPTED UNANIMOUSLY**

**Telephone Conference Meeting of 21 November 2001**

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Leonard George	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. Human resources
4. Negotiations
5. Position of treasurer
6. Adoption of the minutes of previous meetings
7. Various matters
  - 7.1 Telephone conferences
  - 7.2 The reimbursement of retroactive salary
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. Human resources**

The NQTA job offer for a full- or part-time counsellor whose contract would end on 30 June 2002 attracted more than 50 candidates.

### **PROPOSAL 3**

Considering the results of the interviews:

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

THAT the NQTA offer a temporary full-time contract ending on 30 June 2002 to Benoît Laporte.

**ADOPTED UNANIMOUSLY**

Benoît Laporte will take up his duties as soon as possible.

## **4. Negotiations**

### **Support staff—Cree sector:**

All of the representatives of the union group have signed the new agreement.

### **Teachers—Cree and Inuit sectors:**

All of the re-reading has been completed. All of the representatives of the union group will sign the new agreement during the last week of November.

Following the minutes 04, Marcel Duplessis mentions that he met with Pierre Lefebvre on 13 November for back pay after 90 days rather than after the 60 days (teacher's agreement) in the agreement for support staff and professionals. He also explains that a text was added in the agreement on insurance (fire, theft, etc.). As this had not been a topic of negotiations, the union wanted to obtain reasons justifying its inclusion. Marcel Duplessis states that this addition does not

lessen the rights of the teachers and that it had been negotiated at the provincial level. Finally, Marcel Duplessis explains the final steps in the signing of the new agreement and the reimbursement process.

At the request of Jenny Thibault, Marcel Duplessis mentions that the executive committee will wait for the result of working sessions of Inuit Sector – teachers before beginning the consultations for the next negotiations.

## **5. Position of treasurer**

The departure of Michel Breault should be considered final. Marcel Duplessis will send a note to all the communities posting the position of treasurer. Candidacies will be accepted over a period of two weeks; interested members must contact the Montreal office before 10 December. The executive committee will vote on the matter during a telephone conference on 12 December.

## **6. Adoption of the minutes of previous meetings**

### **PROPOSAL 4**

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

THAT the minutes 0001CEPV–09 and 0001CEPV–15 be adopted.

**ADOPTED UNANIMOUSLY**

## **7. Various matters**

### **7.1 Telephone conferences**

Marcel Duplessis states that the association will now use the services of Sprint for its telephone conferences. This decision was taken in order to reduce the costs of these meetings.

Also with the goal of reducing the cost of union activities, Jenny Thibault asks Marcel Duplessis to look into Jean Picard's proposal about acquiring a credit card that confers benefits when airline tickets are reserved.

### **7.2 The reimbursement of retroactive salary**

Marcel Duplessis states that he is presently in the process of informing the managers of the Co-ops in the communities and the Makivik Society that some of the association's members will soon be receiving large cheques that they will want to cash. He is also asking them to help the members

manage this money in order that problems at income tax time might be avoided.

**8. Closing of the meeting**

**PROPOSAL 5**

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

THAT the meeting be closed.

**ADOPTED UNANIMOUSLY**

**Telephone Conference Meeting of 5 December 2001**

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Leonard George	Director, Cree Sector—Support Staff
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. Human resources
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 Barbara Zephyrine:

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

**ADOPTED UNANIMOUSLY**

### **3. Human resources**

#### **PROPOSAL 3**

Considering that the NQTA has offered the position of union advisor to Benoît Laporte;

considering that Benoît Laporte has obtained a post as an advisor elsewhere and has declined the NQTA's offer;

considering that Annie Roy was the interview panel's alternate choice:

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

THAT the NQTA offer a temporary full-time contract ending on 30 June 2002 to Annie Roy.

**ADOPTED UNANIMOUSLY**

Annie Roy will take up her duties on 10 December.

### **4. Closing of the meeting**

#### **PROPOSAL 4**

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

THAT the meeting be closed.

**ADOPTED UNANIMOUSLY**

**Telephone Conference Meeting of 17 December 2001**

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Leonard George	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. Treasurer's position
4. Next meeting
5. Information
6. Adoption of the minutes of previous meeting
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. Treasurer's position**

Harry Antoine (Nemaska) and Nelson Lamoureux (Kangiqsualujjuaq) have submitted their candidacies for the position of NQTA executive committee treasurer.

Harry Antoine was elected by majority.

Harry Antoine will be the new NQTA executive committee treasurer.

## **4. Next meeting**

The next meeting will be held in Montreal on 25, 26, 27, and 28 January 2002.

## **5. Information**

## **6. Adoption of the minutes of previous meeting**

### **PROPOSAL 3**

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

THAT the minutes 0001CEPV-19, 0001CEPV-20, 0001CEPV-21, 0001CEPV-22, 0001CEPV-23, 0001CEPV-24, 0001CEPV-25, 0001CEPV-26, 0001CEPV-27, 0001CEPV-28, and 0102CEPV-01 be adopted after correction.

**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**

**Executive Committee**, Minutes

0102CEPV-08

**Meeting of 25, 26, 27, and 28 January 2002 held in Montreal**

In attendance:

Marcel Duplessis	President
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Alain Lajoie	Director, Cree Sector—Teachers
Leonard George	Director, Cree Sector—Support Staff
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff

Also in attendance: Aude Vézina and Annie Roy, Union Advisors  
Raynald Bellerive, Vice-president of the FSE

**1. Adoption of the agenda****PROPOSAL 1**

It is proposed by Jenny Thibault 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. Adoption of the minutes of previous meetings
4. Follow-up to the minutes of previous meetings
5. Negotiations
  - 5.1 Negotiations—teachers 1998
  - 5.2 Negotiations—teachers 2002
  - 5.3 Negotiations—support staff 1998

- 5.4 Negotiations—support staff 2002
- 5.5 Negotiations—FSE
- 6. Budget
  - 6.1 Financial statements
  - 6.2 Accommodations
- 7. Sector life
- 8. Labour relations
- 9. Organisation of office work
- 10. Human resources
- 11. Secretariat
- 12. Retention committee
- 13. Native committee
- 14. NQTA website
- 15. Congress evaluation
- 16. Acceptance of new union members
- 17. Next executive committee meeting
- 18. Various matters
- 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 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 Jenny Thibault and seconded by Alain Lajoie:

THAT the minutes 0102CEPV-02, 0102CEPV-03, 0102CEPV-05, and 0102CEPV-06 be adopted after correction.

**ADOPTED UNANIMOUSLY**

#### 4. Follow-up to the minutes of previous meetings

**Minutes 0102CEPV-02—Mail and cargo.** Jean Picard reports that a check of the new regulation has shown that employees are not being penalized. The Cree and Kativik school boards are making reimbursements that are based on the net weight of the goods rather than the size of the parcels.

**Minutes 0102CEPV-05—Negotiations.** On 26 November, Jean Picard gave Marcel Duplessis the document compiling the needs of the members, which came out of the working session for Inuit sector teachers.

**Minutes 0102CEPV-05—Telephone conferences.** We still have not received the account statement from Sprint that we need to be able to evaluate the company's telephone-conference services.

**Minutes 0001CEPV-03—Gémeau software.** Jean Picard reminds the executive committee of his proposal (which was accepted) to write a letter to the supplier for a partial refund on the software. Unfortunately, this was not done before the deadline.

#### 5. Negotiations

Marcel Duplessis tells the committee that he has telephoned the mediator a number of times in order to obtain the mediation report on the negotiations for Inuit sector teachers, but that she has never returned his calls or sent the report.

##### 5.1 Negotiations—teachers 1998

Cree School Board teachers will receive part of their retroactive pay with the 31 January 2002 salary payment.

##### 5.2 Negotiations—teachers 2002

The members of the executive committee have reviewed the consultation document for the next negotiations for teachers, which came out of the working groups held in the communities.

##### 5.3 Negotiations—support staff 1998

Support staff employees of the Cree School Board received their retroactive pay with the 17 January 2002 salary payment. Support staff employees of the Kativik School Board received their retroactive pay with the 6 December 2001 salary payment.

#### **5.4 Negotiations—support staff 2002**

The consultation was carried out in general assemblies held in Montreal, Puvirnituk, and Kuujuaq. The turnout was low. The consultation will be carried out again in the coming months.

### **6. Budget**

#### **6.1 Financial statements**

Marcel Duplessis presents the financial statements for the past year and again gives a general outline of the 2001–2002 budget.

The members of the finance committee are Harry Antoine, Jean Picard, and two members to be selected from the sectors. The treasurer will head this committee.

#### **6.2 Accommodations**

Jenny Thibault will find the Montreal-area hotels with the best rates for members who must stay in the city for executive committee meetings.

### **7. Sector life**

Leonard George: A member of his sector has a pension problem.

### **8. Labour relations**

Aude Vézina presents the report on labour relations.

### **9. Organisation of office work**

Marcel Duplessis gives the executive committee members a document outlining the duties of the sector directors.

### **10. NQTA human resources**

Marcel Duplessis tells the executive committee members that Lise Lavallée's grievance has been settled by an out-of-court agreement. He also states that the collective agreement with the NQTA's employees expired a number of years ago and that their working conditions must be re-negotiated soon.

### **11. Secretariat**

Jenny Thibault has a proposal for a new way of publishing the newsletter. She will send it by fax in order to provide the information quickly.

## **12. Retention committee**

Discussion of this point is postponed to a future meeting.

## **13. Native committee**

Marcel Duplessis says that he would like to meet with the members of the native committee this year. Several executive committee members propose that a first telephone conference with the members of this committee be held this year and that this be followed by a meeting in Montreal next year.

## **14. NQTA website**

Marcel Duplessis will send the executive committee members the final document on the project.

## **15. Congress evaluation**

Jenny Thibault presents the congress evaluation. She proposes to send the document by E-mail to the members of the executive committee. She also informs the executive committee that the document entitled "Organisation et préparation de Congrès" (Organizing and Preparing the Congress) is almost finished.

## **16. Acceptance of new union members**

### **PROPOSAL 4**

It is proposed by Jenny Thibault and seconded by Harry Antoine:

THAT the applications for union membership received between 22 September 2001 and 24 January 2002 be accepted.

**ADOPTED UNANIMOUSLY**

**17. Next executive committee meeting**

The next meeting of the executive committee to be held in Montreal will be on 19, 20, and 21 April 2002. A training session will be held on 22 and 23 April 2002.

**18. Various questions**

Marcel Duplessis informs the members of the executive committee that the dental plan has been rejected because not enough members enrolled in it.

**19. Closing of the meeting**

**PROPOSAL 5**

It is proposed by Larry Imbeault and seconded by Harry Antoine:

THAT the meeting be closed.

**ADOPTED UNANIMOUSLY**



**Telephone Conference Meeting of 19 March 2002**

In attendance:

Marcel Duplessis	President
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Alain Lajoie	Director, Cree Sector—Teachers
Leonard George	Director, Cree Sector—Support Staff
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. Extension of the collective agreements
4. Dental plan consultation
5. NQTA human resources
6. Interim members of the executive committee
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. Extension of the collective agreements**

The government made a proposal at the beginning of February 2002:

- a salary increase of 1.5%
- a one-year extension of the collective agreements.

All of the federations rejected this initial offer. The government then made a second offer, with a salary increase of 2% that would come into effect in April 2003 and a one-year extension of the collective agreements.

### **PROPOSAL 3**

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

THAT the executive committee recommend the members to vote in favour of extending the collective agreements (E3, E4, S8 et S9).

**ADOPTED UNANIMOUSLY – 1 ABSTENTION**

## **4. Dental plan consultation**

In the autumn, the SSQ consulted the members on the choice of the various insurance plans available. There were not enough enrolments for the dental plan to be offered. At the February 2002 Conseil général des négociations, the CSQ asked the SSQ to propose alternatives that could allow the dental plan to be provided.

A consultation on a new dental plan will be held in April.

## **5. NQTA human resources**

This point is deferred to the next meeting in Montreal.

**6. Interim members of the executive committee**

**PROPOSAL 6**

It is proposed by Alain Lajoie and seconded by Harry Antoine:

THAT Larry Imbeault occupy the position of Vice-president on an interim basis in replacement of Barbara Zephyrine for the duration of her leave.

**ADOPTED UNANIMOUSLY**

**PROPOSAL 7**

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

THAT Nelson Lamoureux occupy the position of Director, Inuit Sector—Teachers on an interim basis in replacement of Jean Picard for the duration of his leave.

**ADOPTED UNANIMOUSLY**

**7. Closing of the meeting**

**PROPOSAL 8**

It is proposed by Alain Lajoie and seconded by Harry Antoine:

THAT the meeting be closed.

**ADOPTED UNANIMOUSLY**

**Meeting of 19, 20 and 21 April 2002 held in Montreal**

In attendance:

Marcel Duplessis	President
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Alain Lajoie	Director, Cree Sector—Teachers
Leonard George	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 Jean Picard:

THAT the agenda be adopted after it has been corrected.

**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. Consultation
  - 5.1 Extension of the collective agreement and the dental plan
  - 5.2 Consultation on CSQ partisan political action
6. Budget
7. Sector life
8. Labour relations
9. Secretariat
10. NQTA human resources
11. Retention committee

12. Finance committee
13. NQTA Internet site
14. Translation of written documents
15. Complaint
16. Acceptance of new union members
17. Next executive committee meeting in Montreal
18. Various matters
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 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 Jenny Thibault and seconded by Alain Lajoie:

THAT the minutes 0102CEPV-07, 0102CEPV-08, and 0102CEPV-09 be adopted after they have been corrected.

**ADOPTED UNANIMOUSLY**

## **4. Follow-up to the minutes of previous meetings**

**Minutes 0102CEPV-08: Sprint telephone conference services.** The executive committee has decided to use the services of Bell Canada rather than Sprint Canada because the plans offered by Sprint are less favourable.

**Minutes 0102CEPV-08: Accommodations.** Jenny Thibault has made inquiries about hotels in the Montreal region. Harry Antoine will try to obtain corporate rates.

**Minutes 0102CEPV-08: Negotiations.** Marcel Duplessis will make a final call to the minister of labour about receiving the mediation report. The executive committee will send a letter to the mediator if no reply is received. Marcel

Duplessis informs the executive committee that members who were due retroactive salary have received it.

**Minutes 0102CEPV-08: Congress.** Jenny Thibault informs the executive committee that the texts are ready and that the document will be put together in the weeks ahead.

## **5. Consultation**

### **5.1 Extension of the collective agreement and the dental plan**

Two of the sector directors - teachers (Nelson Lamoureux is replacing Jean Picard for the Inuit sector) have held telephone conferences with the delegates in order to explain the procedures for the consultation on the extension of the collective agreement and the dental plan.

Marcel Duplessis gives the results that have been received for some of the votes.

11–16 April: General assemblies in the communities.

11 April: Telephone conference with Cree sector teachers.

16 April: Telephone conference with Inuit sector teachers.

19 April: Telephone conference with Cree sector support staff.

Jean Picard states that the members may not have been informed about the implications of extending the collective agreement versus the issue of special education and other demands. He would have liked to suggest the members to open negotiations beyond the chapter on salary.

### **5.2 Consultation on CSQ partisan political action**

The executive committee will hold a consultation on CSQ partisan political action.

## **6. Budget**

Marcel Duplessis presents the budget.

The executive committee will ask the two school boards to indicate the special contribution for member defence on the pay stubs.

Jean Picard states that the policy on reimbursement of expenses should be reviewed before the beginning of the next school year. He also adds that a structure to control expenses should be established.

At the request of the executive committee, Marcel Duplessis will verify with the travel agency whether or not payment by credit card would allow the NQTA to obtain discounts on the purchase of airline tickets.

## **7. Sector life**

### **Jean Picard: director, Inuit sector—teachers**

20 March: professional improvement fund meeting.

21–22 March: board committee meeting

Consultations on the dental plan and the extension of the collective agreement have been conducted.

The school board has rejected the housing policy.

### **Alain Lajoie: director, Cree sector—teachers**

18 April: board committee meeting

The school of Mistissini has requested mediation.

## **PROPOSAL 4**

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

THAT the NQTA approach the Cree School Board about sharing the costs of mediation for the school in Mistissini.

**ADOPTED BY MAJORITY**

### **Larry Imbeault: director, Inuit sector—support staff**

A labour relations committee meeting will be held soon.

The Conseil fédéral of the FPSS wants to hold a training session for union delegates.

### **Leonard George: director, Cree sector—support staff**

Another member has a pension plan problem.

**8. Labour relations**

Annie Roy presents the labour relations report.

**9. Secretariat**

Jenny Thibault will write up a document after every executive committee meeting to inform the members of the decisions taken.

**10. NQTA human resources**

Aude Vézina will be on maternity leave until September or December 2002.

**PROPOSAL 5**

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

THAT the NQTA not reimburse our union advisors for their Barreau de Québec dues.

**ADOPTED UNANIMOUSLY**

**11. Retention committee**

Marcel Duplessis sent a letter to the Cree and Kativik school boards in order to schedule a date for holding a meeting of the retention committee. He will follow up on the first letter sent.

**12. Finance committee**

The members of the 2001 NQTA congress voted in favour of creating a finance committee whose objective would be to find solutions to support the restructuring of the organization and to ensure improved services to the members. The task of this committee is to report on the work of the NQTA executive committee.

Two members of the executive committee, Jean Picard and Harry Antoine, are on the committee. The remaining positions on the committee will be posted in order to recruit the other members (one from the Cree sector and one from the Inuit sector) needed to fill them. Anyone interested in being a member of the committee should contact the treasurer of the association, Harry Antoine.

**13. NQTA Internet site**



Marcel Duplessis presents a document entitled "NQTA Internet Site." Larry Imbeault will contact a number of companies for submissions.

**PROPOSAL 6**

It is proposed by Harry Antoine and seconded by Marcel Duplessis:

THAT for the purposes of creating an Internet site, the 2001–2002 budget be modified by the transfer of \$5,000 from the "Telephone and E-mail" line item to the "Purchase and maintenance of computer and office" line item

**ADOPTED BY MAJORITY**

**14. Translation of written documents**

After discussion, the executive committee works on the procedures for the translation of written documents.

A notice will be sent to the communities in order to find members who would be interested in translating the association's documents on a voluntary basis.

**15. Complaint**

Marcel Duplessis and Larry Imbeault will study a complaint that has been received and present the results of their enquiry to the executive committee at a future meeting.

**16. Acceptance of new union members**  
**PROPOSAL 7**

It is proposed by Jenny Thibault and seconded by Harry Antoine:

THAT the applications for union membership received between 28 January and 11 April 2002 and those received from the Cree School Board on 15 February 2002 and dated August 2001–February 2002 be accepted.

**ADOPTED UNANIMOUSLY**

**17. Next executive committee meeting in Montreal**

The next executive committee meeting will be held on 6–8 September in Montreal.

**18. Various matters**

No points were brought up.

**19. Closing of the meeting**

**PROPOSAL 8**

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

THAT the meeting be closed.

**ADOPTED UNANIMOUSLY**

**Telephone Conference Meeting of 5 May 2002**

In attendance:

Marcel Duplessis	President
Jenny Thibault	Secretary
Harry Antoine	Treasurer
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 Jenny Thibault:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Consultation: Extension of the collective agreement
4. Consultation: Dental plan
5. Correspondence received
6. Reimbursement
7. Sector director
8. 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 Harry Antoine:

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

**ADOPTED UNANIMOUSLY**

**3. Consultation: Extension of the collective agreement**

Marcel Duplessis presents the tables displaying the results of the votes that have been received on extending the collective agreement.

Jenny Thibault recommends that the executive committee propose a final date for receiving results from the polls.

Jean Picard suggests that union delegates should be informed of the procedures for holding a vote.

The executive committee will consider the question of voting procedures at its next meeting in Montreal.

**4. Consultation: Dental plan**

Marcel Duplessis explains the tables showing the voting results for the dental plan. The dental plan has been accepted by Kativik School Board support staff and Cree School Board teachers.

**5. Correspondence received**

The executive committee has received a letter from a member from Whapmagoostui. Marcel Duplessis has written and sent a letter to the complainant.

**6. Reimbursement**

A member asked the executive committee for the reimbursement of approximately \$450. in dental expenses that were incurred after the plan had expired. The executive committee refuses the request.

**7. Sector director**

Marcel Duplessis and Jean Picard explain that it is becoming difficult to accomplish the duties of sector director (for Inuit sector teachers) because of many actions and attitudes of a small number of representatives and elected officials of the Kativik School Board.

The executive committee asks Marcel Duplessis to contact representatives of the Kativik School Board in order to resolve the situation. A meeting will be planned with the director of human resources, the administration of the school in Kangirsuk, the commissioner, and the NQTA in order to try to bring about a permanent solution to this recurring problem. Legal measures will be undertaken if it continues.

## **8. Closing of the meeting**

### **PROPOSAL 3**

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

THAT the meeting be closed.

**ADOPTED UNANIMOUSLY**

**Telephone Conference Meeting of 26 May 2002**

In attendance:

Marcel Duplessis	President
Jenny Thibault	Secretary
Harry Antoine	Treasurer
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 Jenny Thibault:

THAT the agenda be adopted.

**AGENDA**

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. Government proposal recognizing teacher working time
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 Jean Picard:

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

**ADOPTED UNANIMOUSLY**

**3. Government proposal recognizing teacher working time**

**PROPOSAL 3**

Considering that the distribution and use of the five additional hours of presence in school that is contained in the government proposal are to be managed solely by the teacher for carrying out work of a personal nature (class planning, correction, etc.) as provided for as part of his or her general duties;

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

THAT the NQTA executive committee recommend that the members vote to accept the government proposal recognizing working time (15 May 2002), subject to the final writing of the texts.

**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**