

Meeting of 21, 22, and 23 September 2002 held in Montreal

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-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

Annie Roy, union advisor, 21 September (AM) and 23 September (PM)
Stéphanie Perreault, union advisor, 21 September (AM) and 23 September (PM)

1. Adoption of the agenda

PROPOSAL 1

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

THAT the agenda be adopted after correction.

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. Acceptance of new union members
6. Secretariat
7. Organisation of office work
8. Priorities
9. Negotiations—support staff employees
10. Negotiations—teachers
11. Agreement on the alternative education program

12. Professional order of teachers
13. Application of the collective agreement
14. Partisan politics
15. Sector life
16. Labour relations
17. Budget
 - 17.1 Finance committee
 - 17.2 Accommodations
 - 17.3 Reimbursement policy
18. Complaints
19. Next executive committee meeting to be held in Montreal
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 Harry Antoine:

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 Jean Picard:

THAT the minutes 0102CEPV-10, 0102CEPV-11, and 0102CEPV-12 be adopted after correction.

ADOPTED UNANIMOUSLY

4. Follow-up to the minutes of previous meetings

Minutes 0102CEPV-11: Procedures for holding a vote. During the next meeting in Montreal, Larry Imbeault and Jenny Thibault will present the procedure that is to be followed for holding a vote.

Minutes 0102CEPV-10: Negotiations. Marcel Duplessis will send a letter to the mediator in order to obtain clarification on the mediation process that went on from April to June 2001 at the Kativik-NQTA bargaining table.

Minutes 0102CEPV–10: Point 4. Congress. Jenny Thibault informs the committee that the document entitled “Préparation d’un congrès” (Preparing a Congress) will be put together within the next three weeks.

Minutes 0102CEPV–10: Point 6. Budget. The special contribution for member defence has been deducted but there is no indication of this on the pay stubs. The school boards have informed us that it is not possible for them to make changes of this nature to their systems. The executive committee would like to see reference made to the special contribution so that it will not be confused with regular union dues. The association will take the measures that are needed to find a solution. The sector directors are invited to bring this matter up at the board committee as well.

Minutes 0102CEPV–10: Point 13. The NQTA Website. Larry Imbeault has contacted a number of companies for tenders regarding the NQTA Website; after evaluating them, the executive committee has retained the services of the CSQ. The construction of the site has begun and will be completed over the coming months.

Minutes 0102CEPV–10: Point 14. Translation of written documents. A notice was sent to the communities in May 2002 in order to find members who might be interested in translating the association’s documents on a voluntary basis. The executive committee did not receive any offers.

5. Acceptance of new union members

PROPOSAL 4

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

THAT the applications for union membership received between 15 April and 16 September 2002 be accepted.

ADOPTED UNANIMOUSLY

6. Secretariat

Jenny Thibault asks the members of the executive committee to verify their contact information as well as those of union delegates in the Cree and Inuit sectors. She states that she will be working on summaries of executive committee meetings as a means of speeding up communications. The goal of this document will be to inform the members about executive committee decisions more quickly.

7. Organisation of office work

Aude Vézina is scheduled to return from leave in April 2003.

The executive committee discusses office organization.

PROPOSAL 5

Considering that the NQTA's experiment with the formula of using two union advisors has proven successful during the last two years;

considering the number of dossiers that require attention;

considering the new distribution of labour relations responsibilities between the sector directors and the union advisors;

considering the special nature of the territory that the NQTA covers; and

considering that Annie Roy is presently employed by the association and that her contract expires in December 2002:

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

THAT the NQTA offer a full-time union advisor contract to Annie Roy.

In favour: 5 Against: 1 Abstention: 1

ADOPTED BY MAJORITY

PROPOSAL 6

Considering that Noëlla Caron will retire in August 2003:

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

THAT the NQTA close the Quebec City office after the departure of Noëlla Caron, and that the position of part-time administrative agent be opened in Montreal.

ADOPTED UNANIMOUSLY

8. Priorities

The members of the executive committee consider the document entitled “Priorities” that was adopted by the last congress.

PROPOSAL 7

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

THAT members of the executive committee form a working committee to achieve objective 1.2 (by-laws) of the “Priorities” document that was adopted by the 2001 congress in Montreal.

ADOPTED UNANIMOUSLY

The members of the committee are Marcel Duplessis, President; Barbara Zephyrine, Vice-president; Alain Lajoie, Director, Cree Sector—Teachers; Jean Picard, Director, Inuit Sector—Teachers; and Larry Imbeault, Director, Inuit Sector—Support Staff.

9. Negotiations—support staff employees

Marcel Duplessis asks the Cree and Inuit sector directors to consult the sector councils for proposals regarding sector representatives for the upcoming negotiations.

10. Negotiations—teachers

PROPOSAL 8

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

THAT the executive committee inform the Fédération des syndicats de l’enseignement (FSE) of its intention to have the following representatives at the Kativik and Cree bargaining tables:

Kativik negotiations—teachers

Marcel Duplessis, president

Jean Picard, sector director

A teacher-member to be determined later

Cree negotiations—teachers

Marcel Duplessis, president

Alain Lajoie, sector director

A teacher-member to be determined later

ADOPTED UNANIMOUSLY

Marcel Duplessis will send a second letter to the school boards in order to revive the retention committee.

11. Agreement on the alternative education program

Alain Lajoie summarizes the nature and objectives of the program.

Marcel Duplessis suggests that the executive committee should have more information on this program. He will contact Natalie Petawabano about this in the near future.

12. Professional order of teachers**PROPOSAL 9**

Considering that Quebec's education system is already structured in a way that provides the public with effective protection;

considering the numerous complaint and appeal mechanisms in the *Education Act* and the collective agreement that enable the education minister and school board administrators to protect the public adequately; and

considering that the unionism of professionals that the NQTA and the FSE practise is the best way of ensuring that teachers, public services, and the public are all protected:

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

THAT the NQTA declare itself to be against the creation of a professional order.

ADOPTED UNANIMOUSLY

Marcel Duplessis will sent a letter to the communities in order to inform the members about this.

13. Partisan politics

A consultation on partisan politics was carried out last year. Because of the low member response to it, the NQTA will not be able to announce its position on this subject to the CSQ.

The NQTA will continue to refrain from becoming involved in political debates unless the issues at stake are related to working conditions or threaten to weaken the provisions of the collective agreement.

14. Application of the collective agreement

PROPOSAL 10

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

THAT a note be sent to the communities to advise the members of the communication procedures that should be followed.

ADOPTED UNANIMOUSLY

15. Sector life

Leonard George has sent the executive committee a letter of resignation from his position as Director, Cree Sector—Support Staff.

PROPOSAL 11

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

THAT the resignation of Leonard George be accepted.

ADOPTED UNANIMOUSLY

A posting for the position will be sent to the communities; members interested in the position will have two weeks to send in their applications.

Alain Lajoie, Director, Cree Sector—Teachers

- All communities, except Mistissini, have a union delegate.
- Some communities are experiencing housing problems.
- There has been a meeting to prepare the mediation process in Whapmagoostui.

- The board committee met on 4 September.
- The union training session for teacher and support staff delegates will be held in Val d'Or on 1, 2, 3, and 4 November.
- The delegates will meet with the school principals on 30 October for a joint session on labour relations and on the methods of participation.
- Steps will be taken to activate the adult education advisory committee.

Larry Imbeault, Director, Inuit Sector—Support Staff

- Larry Imbeault gives a summary of the activities in his sector.
- He is the delegate for the school board employees in Montreal.

Jean Picard, Director, Inuit Sector—Teachers

- All schools have chosen a union delegate.
- Steps will be taken to activate the adult education advisory committee.
- The union training session for delegates will be held in Salluit on 26, 27, and 28 October.
- The sector council will meet on 29 October.
- Lana Desmarchais is the Kativik School Board's new human resources director.
- Two school principals have been meddling in the handling of union matters.
- The board committee will meet in November.
- The association received an invitation from the school board to attend a conference on circumpolar education that was held in Kuujuaq on 18 and 19 September. Jean Picard represented the association. A thank-you letter and comments will be sent to the school board.

Barbara Zephyrine, Vice-president

- The labour relations committee will meet some time around 20 October.

16. Labour relations

Annie Roy presents various labour relations dossiers.

17. Budget

PROPOSAL 12

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

THAT the budget line items "Orientation days" and "Teacher-training days" be removed from the budget.

ADOPTED UNANIMOUSLY

PROPOSAL 13

Considering the plan of action proposed by the director, Inuit sector—teachers;
and

considering the director's teaching load for the 2002–2003 school year:

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

THAT the NQTA release Jean Picard for approximately 20 percent of his teaching load, or the equivalent of one subject, from January to June 2003.

ADOPTED UNANIMOUSLY

After discussion of the budgetary estimates for 2002–2003:

PROPOSAL 14

Considering the NQTA's priorities and orientations;

considering the obligations of the NQTA's general operations;

considering the distribution of responsibilities between the unions, the federations, and the Centrale;

considering the increase in transportation-related costs in recent years;

considering the FSE formula for distributing the equalization fund;

considering the upcoming round of collective agreement negotiations; and

considering the information presented by the members of the executive committee at the meeting of 21, 22, and 23 September 2002:

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

THAT the budgetary estimates for 2002–2003 be adopted as tabled.

ADOPTED UNANIMOUSLY

17.1 Finance committee

Following the posting of the position on the finance committee:

PROPOSAL 15

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

THAT Nelson Lamoureux (Kangiqualujjuaq) be accepted as a member of the finance committee.

ADOPTED UNANIMOUSLY

At the upcoming sector council meetings, the sector directors for teachers will inform the delegates that a position still needs to be filled in order to complete the composition of the finance committee.

17.2 Accommodations

Harry Antoine has contacted a number of hotels about obtaining corporate rates and the best prices for overnight stays for members of the executive committee and other members who must stay in Montreal on union business.

17.3 Reimbursement policy

Jean Picard will propose changes to the reimbursement policy at the next executive committee meeting in Montreal.

18. Complaints

1. The executive committee discusses two complaints received under article 12 of the by-laws.
 - a) Complaint from a member in a school against a member of the executive committee (the member in question leaves the room).

PROPOSAL 16

Considering the results of the enquiry conducted under the by-laws:

It is proposed by Harry Antoine and seconded by Jean Picard:

THAT the complaint be rejected.

ADOPTED UNANIMOUSLY

- b) Complaint of a member against another member.

PROPOSAL 17

Considering the results of the enquiry conducted under the by-laws;

considering that a complaint under the by-laws is only founded when a member knowingly causes prejudice to a collective agreement right, benefit, or recourse of another member;

considering that the local administration has the responsibility to maintain a healthy working atmosphere in the school and possesses the tools needed to do so; and

considering that the NQTA is cooperating with the school board to provide mediation aimed at maintaining a healthy working atmosphere in the school in question:

It is proposed by Jean Picard and seconded by Harry Antoine:

THAT the complaint be rejected.

ADOPTED UNANIMOUSLY

2. Case of a member against the NQTA in Quebec Court, Civil Division—Small Claims.

Maintaining that he had been misinformed about the January 2002 expiration of the dental plan, the complainant filed suit against the NQTA and the SSQ in Quebec Court, Civil Division—Small Claims.

PROPOSAL 18

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

THAT the NQTA join with the SSQ in contesting the suit.

ADOPTED UNANIMOUSLY

19. Next executive committee meeting to be held in Montreal

The next meeting of the executive committee to be held in Montreal will be on 6, 7, and 8 December 2002.

20. Various matters

No points were brought up.

21. Closing of the meeting

PROPOSAL 19

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

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 30 September 2002

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Alain Lajoie	Director, Cree 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. Case 9293KE09 and the Supreme Court of Canada
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 Harry Antoine:

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

ADOPTED UNANIMOUSLY

3. Case 9293KE09 and the Supreme Court of Canada

PROPOSAL 3

Considering the recommendations of the legal counsel:

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

THAT the NQTA not request permission to appeal case 9293KE09 before the Supreme Court of Canada.

ADOPTED UNANIMOUSLY

4. 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 13 October 2002

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Larry Imbeault	Director, Inuit 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. New union certification
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. New union certification

PROPOSAL 3

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

THAT persons who have signed an application form for membership and paid two dollars (\$2) as union dues or who will sign an application form for membership and pay two dollars (\$2) as union dues before the application for certification is made be accepted as members of the union.

ADOPTED UNANIMOUSLY

PROPOSAL 4

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

THAT the Northern Quebec Teaching Association (CSQ) fulfil the formal procedures required to become certified under the Labour Code to represent **all support staff employees with the exception of those who are already unionized** employed by the Kativik School Board, 2055 Oxford Avenue, Montreal, Quebec, H4A 2X6, in all of its establishments, and mandate Paul Castonguay and Langis Beaulieu to sign such an application as well as all documents required by the labour commissioner general and to carry out any related measures that may be useful or necessary.

ADOPTED UNANIMOUSLY

PROPOSAL 5

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

THAT Paul Castonguay be mandated as an agent representing the association in the present application for certification.

ADOPTED UNANIMOUSLY

4. Closing of the meeting

PROPOSAL 6

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

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 13 October 2002

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Jenny Thibault	Secretary
Alain Lajoie	Director, Cree Sector—Teachers
Larry Imbeault	Director, Inuit 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. Adoption of minutes
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. Adoption of minutes

PROPOSAL 3

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

THAT the minutes 0203CEPV-03 be adopted.

ADOPTED UNANIMOUSLY

4. Closing of the meeting

PROPOSAL 4

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

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 7, 8, and 9 December 2002 held in Montreal

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-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 Employees

Annie Roy, union advisor: Sunday, 8 December

Stéphanie Perreault: Sunday, 8 December

1. Adoption of the agenda

PROPOSAL 1

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

THAT the agenda be adopted after correction.

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. Acceptance of new union members
6. Self-government
7. Unionization of Kativik support staff employees
8. Secretariat
 - 8.1 Congress
9. Mandates of executive committee members
10. Budget
 - 10.1 Finance committee

11. Reimbursement policy
12. Negotiations
 - 12.1 Support staff employees
13. Sector life
14. Labour relations
15. Organisation of office work
16. NQTA Website
17. Complaint
18. Various matters
19. Next executive committee meeting to be held in Montreal
20. 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 and secretary of assembly for Saturday and that Marcel Duplessis be named president of assembly and Jenny Thibault be named secretary of assembly for Sunday and Monday.

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 0203CEPV-01, 0203CEPV-02, 0203CEPV-03 and 0203CEPV-04 be adopted after correction.

ADOPTED UNANIMOUSLY

4. Follow-up to the minutes of previous meetings

Minutes 0102CEPV-11: Procedures for holding a vote. Discussion of this point is postponed until the next meeting.

Minutes 0102CEPV-10: Negotiations—Inuit sector—teachers. Marcel Duplessis has sent a letter to the mediator regarding the mediation report. There has still been no response.

Point 4. Congress. Jenny Thibault informs the committee that the document entitled “Préparation d’un congrès” (Preparing a Congress) has been completed.

Point 6. Budget. Marcel Duplessis recounts the difficulties that the school boards have had regarding the notification of the special contribution for membership defence on the pay slips. The committee discusses the various ways that this could be indicated on the members’ pay slips. The sector directors are invited to discuss the matter at the labour relations committees and the board committees.

Minutes 0203CEPV-01: Secretariat. Jenny Thibault discusses the sending of summaries of the meetings. She states that it would be more efficient to write up the minutes quickly than it would be to write up summaries after each meeting.

Point 8. Priorities. The committee of executive committee members set up in order to attain objective 1.2 of the document entitled *Priorities*, which was adopted at the 2000 congress in Montreal, will soon establish its procedures.

Point 9. Negotiations—support staff employees. This point is on the agenda.

Point 10. Negotiations—teachers. Marcel Duplessis will do the follow-up needed to inform the FSE that the sector directors will be at the bargaining tables and that the names of the teachers will be communicated to them at a later date.

Marcel Duplessis has contacted the school boards regarding the committee created by the agreement on the retention premium. The school boards are open to a preliminary meeting with the NQTA.

Point 11. Agreement on the alternative education program. Marcel Duplessis explains the problems with the agreement on the alternative education program that the Cree School Board has proposed. A follow-up with the school board will take place.

Point 12. Professional order. The NQTA has sent the schools a document with information on the question.

Point 14. Application of the collective agreement. A note has been sent to the communities informing the members of the procedure for communicating with the NQTA.

Point 15. Sector life. No members have responded to the posting by sending candidacies for the position of director, Cree sector—support staff employees. During the union training session in Val d’Or, Barbara Zephyrine had also asked the members of the sector council for support staff employees to find out if in their workplaces there were any members interested in the position.

Point 17. Budget.

a) The school board has accepted the request for a union leave of approximately 20 per cent for Jean Picard. The school board must now put it in place.

b) Finance committee: the position has been filled.

c) Accommodations: Harry Antoine will provide information under the agenda point on the budget. The changes to the reimbursement policy are the subject of another agenda point.

5. Acceptance of new union members

PROPOSAL 4

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

THAT the applications for union membership received between 16 September and 2 December 2002 be accepted.

ADOPTED UNANIMOUSLY

Jenny Thibault asks if it is still relevant to indicate the status of the employee when accepting new members. Marcel Duplessis will contact Noëlla Caron for an answer to this question.

6. Self-government

Marcel Duplessis explains the issue. A meeting is planned for the following week between Marcel Duplessis, Jean Picard, Larry Imbeault, and Annie Grenier in order to obtain a Kativik School Board position or action plan on this matter.

7. Unionization of Kativik support staff employees

The support staff employees of the Kativik School Board have been officially accredited since 27 November 2002; they benefit immediately from the collective agreement protections that have been applicable to employees in Puvirnituq and in the Montreal head office.

Marcel Duplessis will send a letter to the communities in order to explain the NQTA’s structure and operations to the new members.

8. Secretariat

Jenny Thibault suggests that the executive committee adopt some minutes by telephone conference in order to reduce the amount of time required to get the information to the communities.

8.1 Congress

Jenny Thibault remarks that the next NQTA congress will take place in 2004. In order to reduce certain costs (union leaves) related to this event, it would be worthwhile to ask the Cree and Kativik school boards to set a Friday and a Monday of the same weekend during the same school year as holidays on all school calendars, as stipulated by the collective agreements for teachers, in order to allow the congress to be held.

PROPOSAL 5

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

THAT the NQTA congress be held on 19, 20, and 21 March 2004 and that, in conformity with clause 8–3.03 of the E4 collective agreement and clause 8–3.02 of the E3 collective agreement, the school boards be asked to consider 19 and 22 March 2004 as holidays.

ADOPTED UNANIMOUSLY

9. Mandates of executive committee members

Marcel Duplessis explains the reasons that lead him to obtain, in writing and under his exclusive supervision, a detailed description of future union activities in which Alain Lajoie will be participating. In order to understand the matter, members of the executive committee ask questions of those concerned. Marcel Duplessis and Alain Lajoie leave the room during the discussion.

After considering the matter, the executive committee states that a lack of evidence makes it unable to deliver to a clear decision regarding the bad faith on the part of the respondent; however, the executive committee states that the errors committed by the respondent make it unable to show him its full confidence.

The executive committee explains that no further errors of the same nature will be tolerated, and that any recurrences will lead it to ask that Alain Lajoie submit his resignation. Furthermore, the executive committee upholds the decision of the president with regard to obtaining the details of future union activities in which Alain Lajoie will be participating.

10. Budget

Harry Antoine provides executive committee members with the financial statements.

Having studied the question of accommodations, he states that the Roberval Hotel presently offers the best nightly rates. The range and quality of the hotel's services must still be verified if the NQTA is to use it when putting up members attending future union activities in Montreal.

10.1 Finance committee

Harry Antoine explains the results to the work to date. A telephone conference took place involving each of the members, who are to produce reports on the committee's objectives. Another telephone conference will take place next Tuesday to determine orientations and to define the duties of each member.

11. Reimbursement policy

The members of the executive committee are given copies of a draft policy on reimbursement, which will be discussed during the next meeting in Montreal.

12. Negotiations

Proposals on the dates for tabling demands were adopted by the General Negotiation Council at its most recent meeting.

1st tabling: Major principles, planned for March 2003.

Final tabling: June 2003.

12.1 Support staff employees

PROPOSAL 6

Considering the approval of the sector council for Cree support staff employees:

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

THAT Larry Imbeault be assigned as a negotiator at the bargaining table for Cree sector support staff employees.

ADOPTED UNANIMOUSLY

PROPOSAL 7

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

THAT the negotiators at the table for Cree sector support staff employees be Barbara Zephyrine, Michael Palumbo (as spokesperson and FPSS resource person), and a member of the sector to be named later.

ADOPTED UNANIMOUSLY

13. Sector life

Jean Picard, Director, Inuit Sector—Teachers

- There have been many problems with the distribution of housing units. The employer representatives tabled a new housing policy at the most recent board committee meeting. Jean Picard states that he will study the policy with the help of others. His initial impression is that the school board did really taken the recommendations of the union group into account during the consultation process.
- A member who would like to retire wants to attend a conference on the subject in order to obtain more information. Jean Picard asks whether it would be possible to reply to the request during the Christmas break.
- A number of members are having problems with the retention premium; he has asked the union delegates to send him the names of those teachers.
- He appreciates the way the union advisors and the sector directors cooperate to enter grievances on the arbitration role.
- He would like to know the procedure that should be followed when a teacher requests a sabbatical leave with deferred salary.
- He presents the recommendations of the sector council, in particular those regarding negotiations.
- He would like to receive the minutes of the commissioners meetings and the seniority list of the members.
- Board committee (4–5 December 2003): He reports on the massive agenda tabled by the union group. He also asks Marcel Duplessis to provide him with policies on the organization of services for students with handicaps and students with social maladjustments or learning disabilities.

Larry Imbeault, Director, Inuit Sector—Support staff employees

- The labour relations committee will meet on 15 December 2002.

- Support staff employees outside Puvirnitug and Montreal were certified on 27 November 2002. Larry Imbeault will be looking after follow-up. Larry Imbeault and Marcel Duplessis welcome the new group to the NQTA.

Barbara Zephyrine, Vice-president

- She reports on the meeting of the labour relations committee that took place on 14 November 2002. The next meeting is planned for January 2003.

Alain Lajoie, Director, Cree Sector—Teachers

- He reports on the meeting of the board committee that took place on 4 September 2002.
- The school board has tabled a new housing policy; it has not yet come into effect officially.
- There are many problems related to the state of the housing units.
- There has also been a problem with the sending of documents.
- He states that he will send a note to the communities in order to reactivate the committee on students with handicaps and students with social maladjustments or learning disabilities.
- Sector council: Delegates are to vote in January to elect teachers to represent them at the bargaining table.
- Mistissini: There are many problems related to violence.

14. Labour relations

Annie Roy and Stéphanie Perreault present the various labour relations dossiers. The executive committee must point out that details of these dossiers may not be published in the minutes out of a concern for confidentiality.

15. Organisation of office work

Unless Aude Vézina extends her maternity leave, she should be resuming her duties in April 2003.

PROPOSAL 8

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

THAT the executive committee extend Stéphanie Perreault's contract until either 15 April 2003 or Aude Vézina's return.

ADOPTED UNANIMOUSLY

16. NQTA Website

François Beauregard of the CSQ presents the NQTA's Website. Some problems are corrected. The official launch is planned for 27 January 2003.

17. Complaint 0203-PL01 (a member against another member)

Marcel Duplessis provides details of the complaint.

PROPOSAL 9

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

THAT Alain Lajoie and Harry Antoine be mandated to investigate, as stipulated by article 12.02 of the by-laws of the NQTA.

ADOPTED UNANIMOUSLY

18. Various matters

No points are brought up.

19. Next executive committee meeting to be held in Montreal

The date of the next executive committee meeting in Montreal will be decided during a telephone conference that will be held in January 2003.

20. Closing of the meeting

PROPOSAL 10

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

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone Conference Meeting of 26 January 2003

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Larry Imbeault	Director, Inuit Sector—Support Staff Employees
Jean Picard	Director, Inuit Sector—Teachers

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. Resignation of the Director, Cree Sector—Teachers
 4. Replacement of the Director, Cree Sector—Teachers
 5. Complaint
 6. Next meeting
 7. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

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

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

ADOPTED UNANIMOUSLY

3. Resignation of the Director, Cree Sector—Teachers

PROPOSAL 3

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

THAT the executive committee accept the resignation of Alain Lajoie from the position of Director, Cree Sector—Teachers.

ADOPTED UNANIMOUSLY

4. Replacement of the Director, Cree Sector—Teachers

Five members submitted their candidacies after the position was posted:

Joseph Franklin – Waswanipi
Nathalie Martel – Eastmain
Mélodie-Fée Drouin – Nemaska
Surinder Takhar Benning – Eastmain
Patrick D’Astous – Waswanipi

Jean Picard suggests that before taking a decision the executive committee obtain the sector council’s recommendation on the choice of a candidate capable of assuming the position of sector director.

Marcel Duplessis says that the by-laws could be amended in order to reflect Jean Picard’s suggestion.

PROPOSAL 4

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

THAT the executive committee recommend Mélodie-Fée Drouin from Nemaska to replace Alain Lajoie as Director, Cree Sector—Teachers.

ADOPTED UNANIMOUSLY

With 2 abstentions

Jean Picard would like the by-laws to allow the sector council to make recommendations on the choice of a candidate to fill the position of sector director.

5. Complaint

PROPOSAL 5

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

THAT Marcel Duplessis be named to replace Alain Lajoie in settling a complaint from a member.

ADOPTED UNANIMOUSLY

6. Next meeting

The executive committee would like to hold the next meeting in the NQTA's Quebec City office before it is transferred to Montreal. The date will be determined later in the week.

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 9 February 2003

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Larry Imbeault	Director, Inuit Sector—Support Staff Employees
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. Position of Director, Cree Sector—Teachers
4. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

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

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

ADOPTED UNANIMOUSLY

3. Position of Director, Cree Sector—Teachers

Marcel Duplessis explains the situation.

AMENDMENT 1 TO PROPOSAL 3

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

THAT the following decision be withdrawn from the proposal: THAT Mélodie-Fée Drouin be named interim director.

For: 2

Against: 4

REJECTED BY MAJORITY

AMENDMENT 2 TO PROPOSAL 3

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

THAT the following be added:

Considering the letter of a member from Whapmagoostui, in which it was written that the executive committee of the NQTA has taken measures to ensure that candidacies from that school were not received;

ADOPTED UNANIMOUSLY

PROPOSAL 3

Considering the letter of a member from Whapmagoostui, in which it was written that the executive committee of the NQTA took measures to ensure that candidacies from that school would not be received;

considering that the NQTA's fax machine confirmed that all schools had received the documents posting the position of director, Cree sector—teachers;

considering that the union delegate in Badabin Eeyou School in Whapmagoostui claims never to have received these documents;

considering the possibility that a technical problem or a problem of some other nature may have prevented the union delegate from receiving the documents;

considering the union delegate's request that the NQTA re-post the position in all Cree communities;

considering that Mélodie-Fée Drouin was duly elected to the position of director, Cree sector—teachers by the executive committee, in conformity with the by-laws of the NQTA;

considering the desire of the executive committee to act with complete fairness by giving an equal opportunity to all members; and

considering that the executive committee wishes to avoid any controversy surrounding mid-term elections to any position:

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

THAT the executive committee annul its decision (of 26 January 2003, minutes 0203CEPV-06) to name Mélodie-Fée Drouin to the position of director, Cree sector—teachers;

that Mélodie-Fée Drouin be named interim director;

that the NQTA post the position from 10–14 February 2003; and

that the members who have presented their candidacies be automatically reconsidered.

ADOPTED UNANIMOUSLY

4. Closing of the meeting

PROPOSAL 4

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

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 14–16 February 2003 held in Montreal

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Jean Picard	Director, Inuit Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff Employees
Mélodie-Fée Drouin	Director, Cree Sector—Teachers

1. Adoption of the agenda

PROPOSAL 1

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

THAT the agenda be adopted after correction.

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. Acceptance of new union members
6. Mandates of executive committee members
 - 6.1 The functioning of the executive committee
7. Negotiations
 - 7.1 Teachers
 - 7.2 Support staff employees—Inuit sector
8. Budget
9. Policy on participation in union activities
10. Position of Director, Cree Sector—Teachers
11. Sector life

- 11.1 Support staff employees—Cree sector
- 11.2 Support staff employees—Inuit sector
- 11.3 Teachers—Inuit sector
- 11.4 Teachers—Cree sector
- 12. Labour relations
- 13. Organization of office work
- 14. Communications between the office and the sector directors
- 15. Acts of God and food transportation by sealift
- 16. Working atmosphere at the vocational training centre
- 17. Union leave: 2003–2004 school year
- 18. Mediation
- 19. The Cree School Board's alternative education program
- 20. Nunavik government
- 21. Complaint 0203PL02
- 22. Next executive committee meeting
- 23. Various matters
 - 23.1 Benefits outside Quebec
 - 23.2 Website
 - 23.3 Parliamentary agreement
 - 23.4 Native committee
- 24. Closing of the meeting **ADOPTED UNANIMOUSLY**

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

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

THAT Marcel Duplessis be named president of assembly and that 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 Marcel Duplessis:

THAT the minutes 0203CEPV–05, 0203CEPV–06, and 0203CEPV–07 be adopted after correction.

ADOPTED UNANIMOUSLY

4. Follow-up to the minutes of previous meetings

Minutes 0102CEPV-11: Point . Budget. The Kativik School Board issued a note on the pay slips concerning the special contribution for members' rights defence (in French: pay period 18; in English: pay period 19).

Minutes 0203CEPV-01: Point 8. Priorities. A meeting will soon be held to establish a procedure for attaining objective 1.2 of the *Priorities* document that was adopted by the 2001 congress in Montreal.

Point 10. Negotiations. Marcel Duplessis contacted the school boards regarding the committees created by the agreement on the retention premium. The school boards were open to meeting, but the MEQ representatives no longer see the need for it because the deadlines have passed.

Minutes 0203CEPV-05: Point 7. Unionization of the Kativik School Board's support staff employees. Marcel Duplessis has sent a letter to all communities to explain to the new members the structure and functioning of the NQTA.

Point 17. Complaint 0203PL01 (a member against another member). Alain Lajoie and Harry Antoine were mandated to investigate the situation as stipulated by article 12.02 of the NQTA by-laws. The departure of Alain Lajoie led the executive committee to name Marcel Duplessis as his replacement in the matter of this complaint.

5. Acceptance of new union members

PROPOSAL 4

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

THAT the applications for union membership received between 2 December 2002 and 10 February 2003 be accepted.

ADOPTED UNANIMOUSLY

6. Mandates of executive committee members

The executive committee members reread the mandates set out in the by-laws.

6.1 The functioning of the executive committee

Marcel Duplessis presents a draft document entitled *Guide de procédures des réunions du Comité exécutif* (guide to executive committee meeting procedures).

A new model for the agenda is proposed and accepted.

Executive committee members will E-mail comments on and changes to the draft so that the document can be adopted at the next meeting in Montreal.

7. Negotiations

7.1 Teachers

Beginning of March: 1) The sector directors and Marcel Duplessis will meet to make the required changes to the consultation document.

2) The executive committee will meet to adopt the consultation document.

Marcel Duplessis points out the executive committee should wait until there is a protocol of negotiations before it takes a decision regarding teacher representatives at the bargaining tables.

7.2 Support staff employees—Inuit sector

There have been two meetings between Larry Imbeault, Michael Palumbo, and Annie Roy to prepare negotiations. A third meeting is scheduled for 18 February.

PROPOSAL 5

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

THAT the representatives at the support staff employee bargaining tables be Michael Palumbo (spokesperson and FPSS resource), Larry Imbeault, and Jeannine Desbiens.

ADOPTED UNANIMOUSLY

8. Budget

- Harry Antoine presents the financial statements.
- The finance committee will hold a meeting by telephone conference on 18 February.
- Noëlla Caron and Harry Antoine will meet soon to discuss a number of matters that concern the treasurer.
- Harry Antoine explains the results of his inquiries regarding accommodations.

9. Policy on participation in union activities

A new policy on participation in union activities is presented to the executive committee members.

The executive committee will adopt the policy with the changes that have been made to it and if necessary will modify the section on childcare expenses after obtaining information from other unions.

PROPOSAL 6

Considering that the executive committee has modified the various existing policies on the reimbursement of expenses incurred during participation in union activities;

considering that the various terms and conditions for reimbursement and participation in union activities have been brought together in a single policy; and

considering that the policy on participation in union activities has been completely revised and corrected:

It is proposed by Jean Picard and seconded by Harry Antoine:

THAT the executive committee adopt the new policy on participation in union activities, which will take effect on 17 February 2003.

ADOPTED UNANIMOUSLY

10. Position of Director, Cree Sector—Teachers

Jean Picard suggest that it would be appropriate to consult the Cree teacher sector council regarding the choice of a sector director before a final decision is taken. He bases his suggestion of the need for the director to have the cooperation and the support of the delegates in order to be able to carry out his or her duties. He feels that although the executive committee will continue to post these positions, it should consider establishing this procedure even if the by-laws do not specify anything regarding this.

Marcel Duplessis suggests that the by-laws could be amended to incorporate Jean Picard's idea.

Seven members submitted their candidacies:

Surinder Takhar Benning – Eastmain
 Normand Bluteau – Mistissini
 Patrick D’Astous – Waswanipi
 Mélodie-Fée Drouin – Nemaska
 Joseph Franklin – Waswanipi
 Nathalie Martel – Eastmain
 Robert Savoie – Whapmagoostui

Mélodie-Fée Drouin is not present when the vote is taken.

PROPOSAL 7

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

THAT the executive committee recommend Mélodie-Fée Drouin from Nemaska as Director, Cree Sector—Teachers.

ADOPTED UNANIMOUSLY
 with 1 abstention

11. Sector life

11.1 Support staff employees—Cree sector

- The labour relations committee met on 17 February.
- There is still no director for Cree sector support staff employees. The position will be posted again soon in an effort to fill it.

11.2 Support staff employees—Inuit sector

- Moving: Larry Imbeault, Jeannine Desbiens, Annie Roy, Lana Desmarchais, and Natasha MacDonald met to discuss the various options open to support staff employees affected by the school board move.
- A letter will be sent to support staff employees in the communities asking them to verify their classifications and elect union delegates.
- The labour relations committee met in December.
- The Kativik School Board issued a note on the pay slips concerning the special contribution for members’ rights defence (in French: pay period 18; in English: pay period 19).

11.3 Teachers—Inuit sector

- Sick-leave days: Jean Picard explains the problem of medical appointments. He is trying to find a solution to it.
- Housing policy: it appears to the NQTA that the recommendations contained in its document of more than ten pages did not lead the school board to change its draft housing policy. A meeting with the school board is planned to try to resolve the impasse.
- Jean Picard explains that he has read all of the grievances that have been accumulating over the years; there are 115 of them. He is developing a classification system for grievances that will allow them to be prioritised according to specific criteria. The evaluation reveals that the association could withdraw about thirty of them.
- A number of members are experiencing problems with the retention premium. Jean Picard has asked the delegates to send him their lists of the teachers affected; to date, four communities have replied.
- Students with handicaps and students with social maladjustments or learning disabilities: a meeting of the union members of the committee is scheduled for 18–20 February.
- Jean Picard, Jenny Thibault, and Nelson Lamoureux are scheduled to meet on 17 February in order to propose recommendations to the school board on the teaching manual entitled *Enseigner au Nunavik* (teaching in Nunavik).

11.4 Teachers—Cree sector

- The board committee met on 4–5 February.
- A number of teachers are experiencing problems with their pay.
- Many teachers have housing problems. The school board has not completed its housing policy.
- Policy on students with handicaps and students with social maladjustments or learning disabilities: the working committee will propose a new policy soon.
- Congress: although the school calendars for next year have already been determined, the school board is trying to find a solution that will accommodate the union request.
- A number of teachers have not received their contracts.
- A few teachers have experienced unfair situations regarding the provision of medical services.

12. Labour relations

Annie Roy and Stéphanie Perreault have provided a document explaining the status of all of the labour relations dossiers.

A dossier related to the members' rights defence policy is submitted to the executive committee; it requests that more information be obtained before a decision is taken.

13. Organization of office work

This point will be discussed at a future meeting.

14. Communications between the office and the sector directors

The union advisors and the sector directors will fill out a form and discuss this with the goal of increasing the effectiveness of communications and making it possible to have a more complete portrait of all dossiers.

15. Acts of God and food transportation by sealift

This point will be discussed at the next meeting.

16. Working atmosphere at the vocational training centre

This point will be discussed at a future meeting.

17. Union leave: 2003–2004 school year

This point will be discussed at a future meeting.

18. Mediation

This point will be discussed at a future meeting.

19. The Cree School Board's alternative education program

Marcel Duplessis explains the situation that arose regarding the Cree School Board's alternative education program during the most recent Cree sector board committee meeting. He states that the union group has specified that it will defend the rights of all teachers involved in the program.

Marcel Duplessis will send a letter to the Cree School Board in order to confirm the association's position.

20. Nunavik government

This point will be discussed at a future meeting.

21. Complaint 0203PL02

PROPOSAL 8

It is proposed by Larry Imbeault and seconded by Barbara Zephyrine:

THAT Harry Antoine and Marcel Duplessis be mandated to investigate dossier 0203PL02.

ADOPTED UNANIMOUSLY

22. Next executive committee meeting

The next executive committee meeting will be held on 10–12 April 2003 in Quebec City.

23. Various matters

23.1 Benefits outside Quebec

23.2 Website

23.3 Parliamentary agreement

23.4 Native committee

These points will be discussed at a future meeting.

24. Closing of the meeting

PROPOSAL 9

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

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone conference meeting of 25 February 2003

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Larry Imbeault	Director, Inuit Sector—Support Staff Employees
Jean Picard	Director, Inuit Sector—Teachers
Mélodie-Fée Drouin	Director, Cree Sector—Teachers

1. Adoption of the agenda

PROPOSAL 1

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

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. The Members' Rights Defence Policy
4. Next executive committee meeting
5. Letter to the Minister of Education regarding the Cree School Board's payroll department
6. Various matters
 - 6.1 Congress
 - 6.2 Community pressure regarding departures for union activities
7. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

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

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

ADOPTED UNANIMOUSLY

3. The Members' Rights Defence Policy

PROPOSAL 3

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

THAT the NQTA provide financial assistance to a member, as provided for by the Members' Rights Defence Policy, subject to a verification of whether or not he has a criminal record.

THAT the terms and conditions of this assistance be determined by agreement between the member and the association.

ADOPTED UNANIMOUSLY

4. Next executive committee meeting

The next executive committee meeting will be held on 13–15 April 2003.

5. Letter to the Minister of Education regarding the Cree School Board's payroll department

Marcel Duplessis informs the members of the executive committee that because of the many errors involving retention premium adjustments and CSST compensation, the incorrect evaluation of schooling, and salary deductions of more than ten per cent without prior agreement, he has sent a letter to the Minister of Education regarding the Cree School Board's payroll department.

6. Various matters

6.1 Congress

Jenny Thibault explains the problem regarding the directives for establishing the Kativik School Board's school calendars. School administrators received Marcel Duplessis's letter to Lana Desmarchais requesting that 19 and 22 March 2004 be granted as holidays for the congress, but not the school board's reply accepting that request. The school board did not follow the consultation process for establishing the school calendars; it is now proposing that the choice of considering these days as either holidays or pedagogical days be left to the schools. The final decision will be taken at the board committee meeting of 5–6 March.

6.2 Community pressure regarding departures for union activities

Jean Picard states that Jenny Thibault and he are still being subjected to pressure from the community regarding their departures for union activities.

Marcel Duplessis has contacted Lana Desmarchais to discuss the problem. A meeting involving representatives of the school board, of the local education committee, of the school administration, and of the NQTA will be scheduled to find solutions to it.

7. Closing of the meeting

PROPOSAL 4

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

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone conference meeting of 23 March 2003

In attendance:

Marcel Duplessis	President
Jenny Thibault	Secretary
Larry Imbeault	Director, Inuit Sector—Support Staff Employees
Jean Picard	Director, Inuit Sector—Teachers
Mérodie-Fée Drouin	Director, Cree Sector—Teachers

1. Adoption of the agenda

PROPOSAL 1

It is proposed by Marcel Duplessis and seconded by Mérodie-Fée Drouin:

THAT the agenda be adopted.

AGENDA

1. Adoption of the agenda
2. Nomination of a president and a secretary of assembly
3. NQTA human resources
 - 3.1 Request for reimbursement of Barreau dues
 - 3.2 Protocol for negotiations with the NQTA employees
4. Letter from Puvirnitug
5. The Cree School Board's payroll department
6. Amendments to the policy on participation in union activities
7. The Members' Rights Defence Policy—request from a member
8. Next executive committee meeting
9. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

PROPOSAL 2

It is proposed by Larry Imbeault and seconded by Mélodie-Fée Drouin:

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

ADOPTED UNANIMOUSLY

3. NQTA human resources

3.1 Request for reimbursement of Barreau dues

The union advisors have requested that the executive committee reimburse them for the annual dues that they pay to the Barreau du Québec (the provincial bar association). The executive committee maintains the decision it took at its meeting held in Montreal on 19–21 April 2002 (point 10 of the minutes 0102CEPV–10).

3.2 Protocol for negotiations with the NQTA employees

PROPOSAL 3

It is proposed by Mélodie-Fée Drouin and seconded by Jean Picard:

THAT Marcel Duplessis and Larry Imbeault be the employer representatives assigned to the negotiations with the NQTA employees.

ADOPTED UNANIMOUSLY

4. Letter from Puvirnitug

The teachers in Puvirnitug voted on a proposal to boycott the 2004 NQTA congress. The proposal was rejected.

Jean Picard explains that the board committee decision gives the teachers the latitude to consider 19 and 22 March 2004 as holidays or as fixed or floating pedagogical days.

5. The Cree School Board's payroll department

Natalie Petawabano has sent a letter to Marcel Duplessis to inform him that the school board will not be able to carry out the salary increase.

The association will initiate legal measures if the school board does not pay this increase on the 141st day.

6. Amendments to the policy on participation in union activities

PROPOSAL 4

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

THAT clauses 10.5 et 10.6 be added to the policy on participation in union activities:

10.5 Reimbursement of transportation by personal vehicle

The NQTA will reimburse for kilometres travelled by personal vehicle from a Cree community to the location of an activity to a maximum of either an airline ticket or one of the means of transportation described in 10.1 and 10.2, where applicable.

10.6 The responsibility of the association

The association is not responsible for damage to a personal vehicle.

ADOPTED UNANIMOUSLY

7. The Members' Rights Defence Policy—request from a member

The association has checked to see whether the member has a criminal record; he will sign the agreement in the coming days.

8. Next executive committee meeting

Depending on when the members are available, the next executive committee meeting will be held on either 12–14 April in Quebec City or 13–15 April in Montreal. The actual dates will be determined in the days ahead.

9. Closing of the meeting

PROPOSAL 5

It is proposed by Marcel Duplessis and seconded by Mélodie-Fée Drouin:

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 13–15 February 2003 held in Montreal

In attendance:

Marcel Duplessis	President
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Jean Picard	Director, Inuit Sector—Teachers
Mérodie-Fée Drouin	Director, Cree Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff Employees

Also in attendance: Annie Roy, Union advisor (Monday a.m.)
Stéphanie Perreault, Union advisor
Christiane Trottier
Raynald Bellerive, Vice-president (FSE)

1. Presentation and adoption of the agenda

Proposal 1

It is proposed by Jenny Thibault and seconded by Mérodie-Fée Drouin

THAT the agenda be adopted.

AGENDA

1. Presentation and adoption of the agenda
2. Opening remarks
3. Nomination of the president and the secretary of assembly
4. Adoption of the minutes of previous meetings
5. Follow-up to the minutes of previous meetings
6. Acceptance of new union members
7. Authorization for union activities
8. Mandates of executive committee members

9. Negotiations
 - 9.1 Teachers
 - 9.2 Support staff employees
 - 9.3 Sectorial negotiations (tabling of demands)
10. Budget
11. Sector life
 - 11.1 Support staff employees—Inuit sector
 - 11.2 Teachers—Inuit sector
 - 11.3 Teachers—Cree sector
12. Labour relations
13. NQTA Human resources
14. Fonds d'aide à l'organisation syndicale (FAOS)
15. Leaves for union activities: 2003–2004 school year
16. Nunavik government
17. Policy on participation in union activities
18. Website
19. Parliamentary committee
20. Native committee
21. Next executive committee meeting
22. Various matters
23. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Opening remarks

Marcel Duplessis says a few words to the executive committee before the meeting gets underway.

3. Nomination of the president and the secretary of assembly

Proposal 2

It is proposed by Larry Imbeault and seconded by Jean Picard

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

ADOPTED UNANIMOUSLY

4. Adoption of the minutes of previous meetings

Proposal 3

It is proposed by Jenny Thibault and seconded by Larry Imbeault

THAT the minutes 0203CEPV-08, 0203CEPV-09 and 0203CEPV-10 be adopted after correction.

ADOPTED UNANIMOUSLY

5. Follow-up to the minutes of previous meetings

Minutes 0203CEPV-01: Point 8. Priorities. A meeting to establish a procedure to achieve objective 1.2 of the “Priorities” document adopted at the 2001 Congress in Montreal has been scheduled for 22 May.

Minutes 0203CEPV-08: Point 11.2. Sector life: Support staff employees—Inuit sector. A letter has been sent to Inuit sector support staff employees in the communities asking them to verify their classifications and to elect their union delegates.

Minutes 0203CEPV-08: Point 19. The Cree School Board’s alternative education program. Marcel Duplessis has sent a letter to the Cree School Board explaining the Association’s position on this matter.

Minutes 0203CEPV-09: Point 6.2. Community pressure regarding departures for union activities. A meeting to find solutions to this problem will be scheduled for 16 April. It will involve representatives of the school board, the local education committee, the school administration, and the NQTA.

Minutes 0203CEPV-10: Point 7. The Members’ Rights Defence Policy—request from a member. The Association has checked to see whether the member has a criminal record; a contract has been signed with the member.

6. Acceptance of new union members

Proposal 4

It is proposed by Jenny Thibault and seconded by Larry Imbeault

THAT the applications for union membership received on 11 February, 8 April and 10 April 2003 be accepted.

ADOPTED UNANIMOUSLY

7. Authorization for union activities

Marcel Duplessis reminds the members of the executive committee of the procedure for obtaining authorization for union activities that are listed as budgetary items.

8. Mandates of executive committee members

The members of the executive committee discuss adjustments to their roles and responsibilities.

9. Negotiations

9.1 Teachers

Proposal 5

It is proposed by Jean Picard and seconded by Jenny Thibault

THAT the two elements in the letter of agreement concerning the organization of work (E4: appendix XXIX; E3: appendix XXVIII) be incorporated into the negotiation document.

**ADOPTED BY MAJORITY
With 1 abstention**

Proposal 6

It is proposed by Marcel Duplessis and seconded by Jean Picard

THAT the executive committee adopt the consultation document for Inuit sector teachers.

ADOPTED UNANIMOUSLY

Proposal 7

It is proposed by Marcel Duplessis and seconded by Mélodie-Fée Drouin

THAT the executive committee adopt the consultation document for Cree sector teachers.

ADOPTED UNANIMOUSLY

May: Consultation of the members on the issues involved in the upcoming negotiations.

9.2 Support staff employees

A meeting to discuss all aspects of negotiations will be held with representatives of the federation.

9.3 Sectorial negotiations (tabling of demands)

The full FSE demands were tabled in February.

The consultation document for the Cree and Kativik teacher negotiations has been presented to FSE representatives.

10. Budget

Monique Nepveu will replace Noëlla Caron as administration agent.

The executive committee studies the financial statements.

The executive committee feels that the money that has accumulated as a result of the members' rights defence policy should be deposited in an account other than the general-operations account in order to ensure that these funds will only be used to defend members.

Proposal 8

It is proposed by Marcel Duplessis and seconded by Harry Antoine

THAT the NQTA open an account with the Caisse d'économie des Travailleuses et Travailleurs (Québec). The signatories would be the same persons as for the main bank account: Marcel Duplessis and Noëlla Caron or Monique Nepveu in replacement of Noëlla Caron;

and

THAT the accumulated money be transferred to the members' rights account on 31 March 2003.

ADOPTED UNANIMOUSLY

11. Sector life

11.1 Support staff employees—Inuit sector

- The labour relations committee met on 10 April.
- Half of the union delegates have been elected.
- There will soon be a meeting with Michael Palumbo to discuss the upcoming negotiations.

11.2 Teachers—Inuit sector

- The board committee met on 5–6 March.
- The adult education advisory committee met on 18–19 March.
- Acts of God: the school board is not interested in meeting with the union to examine cases in dispute.
- Food transportation (sealift): status quo. The school board will follow the same practices in the 2003–2004 school year as it has in previous years.
- The collective agreement has been translated into Inuktitut. The Association will receive copies in the coming weeks.
- The next board committee meeting will be held on 14–15 May.

- Working atmosphere at the vocational training centre: there is insufficient supervision of and staff for clientele in difficulty. Relations between the local administration and the teachers are difficult.

11.3 Teachers—Cree sector

- Many teachers have problems with their salaries.
- A petition regarding the problems with the payroll department will soon be circulating in the communities.
- The next board committee meeting will be held on 14–15 May.

12. Labour relations

Annie Roy and Stéphanie Perreault go over documents detailing all labour relations dossiers with the executive committee.

13. NQTA Human resources

Marcel Duplessis and Larry Imbeault are the employer representatives in the negotiations with the office employees working for the Association.

The executive committee will soon meet to study the working document tabled by the union group.

14. Fonds d'aide à l'organisation syndicale (FAOS)

At the last General Council meeting, those responsible for the Fonds d'aide à l'organisation syndicale (the union organizing support fund), or FAOS, presented a new proposal.

Proposal 9

It is proposed by Marcel Duplessis and seconded by Larry Imbeault

THAT the NQTA not support the Intersectorial Council proposal regarding the FAOS that was presented during the most recent meeting of the General Council.

Proposal of the Intersectorial Council to the General Council

a) Continue the discussion on creating a Fonds autonome d'organisation syndicale (FAOS) through a procedure involving affiliated organizations and the Centrale, particularly by adopting a timetable at the first General Council meeting following the 2003 Congress for the obligation to acquire appropriate means for the specific needs of union organizing and resistance by taking into account:

- Developments in the area of union organizing since 1992;
- The commitments made at the 1997 and 2000 Congress on development of the Centrale;
- The inadequate amounts earmarked for union organizing in response to present and future needs for unionization, consolidation and changes in union allegiance.

b) Favour real appropriation, by the affiliated organizations, of the Centrale's obligations and budget choices in relation to its mission, action plan and responsibilities;

c) At least maintain our current commitment to union organizing in its three dimensions;

d) Favour consolidation of the Fonds de résistance syndicale (FRS) by taking into account the fund's financial needs and results since 1992;

e) Ensure that a decision on this issue is made at the 2006 Congress.

**ADOPTED UNANIMOUSLY
With 1 abstention**

15. Leaves for union activities: 2003–2004 school year

Proposal 10

It is proposed by Marcel Duplessis and seconded by Harry Antoine

THAT the executive committee discuss the point entitled "Leaves for union activities: 2003–2004 school year" at its telephone conference meeting that is to be held by on 29 April.

ADOPTED BY MAJORITY

16. Nunavik government

The executive committee discusses developments related to Nunavik government and reviews correspondence and the legal opinion that the Association requested.

17. Policy on participation in union activities

Proposal 11

Considering that the committee has made modifications to the various policies regarding reimbursement for participation in union activities;

Considering that the various terms and conditions for reimbursement and of participation in union activities have been brought together in a single policy; and

Considering that the policy on participation in union activities has been completely reviewed and corrected;

It is proposed by Marcel Duplessis and seconded by Jean Picard

THAT the executive committee adopt the new policy on participation in union activities.

ADOPTED UNANIMOUSLY

18. Website

Marcel Duplessis tells the members of the executive committee to submit any ideas that they might have for improving the NQTA Website.

19. Parliamentary committee

Marcel Duplessis will represent the NQTA at the parliamentary committee in order to emphasize the importance that the CSQ and the local unions involved in the negotiations for Innu self-government place on education.

20. Native committee

This point will be discussed at a future meeting.

21. Next executive committee meeting

The next meeting will be held by telephone conference on 29 April.

22. Various matters

No points were raised.

23. Closing of the meeting

Proposal 12

It is proposed by Marcel Duplessis and seconded by Harry Antoine

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone conference meeting of 29 April 2003

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Harry Antoine	Treasurer
Jenny Thibault	Secretary
Jean Picard	Director, Inuit Sector—Teachers
Mélodie-Fée Drouin	Director, Cree Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff Employees

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. Presentation and adoption of the agenda
2. Nomination of the president and the secretary of assembly
3. Requests for part-time union release
4. CSQ consultation on Quebec electoral reform
5. Delegation to the CSQ Congress
6. The hiring of an administration agent
7. Terms and conditions of reimbursement
8. Next executive committee meeting
9. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

Proposal 2

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

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

ADOPTED UNANIMOUSLY

3. Requests for part-time union release

Proposal 3

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

THAT the NQTA arrange for a bank of 50 days of union leave to be made available to Larry Imbeault, the Director of the Inuit Sector for Support Staff Employees, for union activities during the 2003–2004 school year.

ADOPTED UNANIMOUSLY

Proposal 4

It is proposed by Mélodie-Fée Drouin and seconded by Jenny Thibault:

THAT the NQTA grant a union release on a 30% basis to Jean Picard, the Director of the Inuit Sector for Teachers, for union activities during the 2003–2004 school year.

ADOPTED UNANIMOUSLY

The executive committee will consider Mélodie-Fée Drouin's request for union release once the status of her employment tie with the Cree School Board has been clarified.

4. CSQ consultation on Quebec electoral reform

Proposal 5

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

THAT the NQTA support the CSQ in its efforts to bring about proportional representation in provincial elections.

ADOPTED BY MAJORITY

5. Delegation to the CSQ Congress

The next CSQ Congress will be held in Quebec City on 26–30 June 2003.

The following members will attend as representatives of the NQTA:

- Marcel Duplessis, President
- Larry Imbeault, Director, Inuit Support Staff Employee Sector
- Harry Antoine, Treasurer

6. The hiring of an administration agent

Proposal 6

Considering the results of the candidate interviews and of the tests that the candidates wrote;

Considering that Ms. Nepveu's tests and interview were successful; and

Considering the recommendation by the interviewing selection committee to retain Ms. Nepveu's candidacy;

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

THAT the NQTA hire Ms. Monique Nepveu for the position of administration agent on a three-day-per-week basis.

ADOPTED UNANIMOUSLY

7. Terms and conditions of reimbursement

This point is deferred to a future meeting.

8. Next executive committee meeting

Jenny Thibault will communicate with the members of the executive committee toward the end of the summer vacation to determine the date of the next meeting.

Marcel Duplessis also mentions that two telephone conference meetings will soon be held with Cree- and Kativik-sector delegates in order to explain both the consultation booklet for the 2003–2006 collective agreement negotiations for teachers and the changes that have been made to the teachers' workload.

9. Closing of the meeting

Proposal 7

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

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone conference meeting of 9 June 2003

In attendance:

Marcel Duplessis	President
Barbara Zephyrine	Vice-president
Jenny Thibault	Secretary
Mélodie-Fée Drouin	Director, Cree Sector—Teachers
Larry Imbeault	Director, Inuit Sector—Support Staff Employees

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. Presentation and adoption of the agenda
2. Nomination of the president and the secretary of assembly
3. The Association's finances
4. Union demands
5. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of a president and a secretary of assembly

Proposal 2

It is proposed by Larry Imbeault and seconded by Mélodie-Fée Drouin:

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

ADOPTED UNANIMOUSLY

3. The Association's finances

Proposal 3

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

THAT the NQTA replace Noëlla Caron's name with that of Monique Nepveu as signatory to the three accounts and that Ms. Nepveu also be enabled to make deposits.

ADOPTED UNANIMOUSLY

4. Union demands

Marcel Duplessis and Larry Imbeault explain the union demands tabled by the Association's employees.

Wednesday, 11 June 2003: Tabling of the employer demands

16, 17 and 18 June: Meeting of union and employer representatives to explain the contents of the demands.

5. Closing of the meeting

Proposal 4

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

THAT the meeting be closed.

ADOPTED UNANIMOUSLY