

Telephone conference meeting of 2 September 2003

In attendance:

Marcel Duplessis	President
Jenny Thibault	Secretary
Harry Antoine	Treasurer
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. Vacant executive committee position
 - 3.1 Resignation of the vice-president
 - 3.2 Posting for directors of the Cree and Kativik support staff employee sectors
4. Results of teacher consultations for the 2003–2006 collective agreement negotiations
5. Unionization
6. Payroll department—Cree School Board
7. 2004 NQTA congress
8. Next executive committee meeting
9. Various matters
 - 9.1 Maternity leaves for the union advisors
 - 9.2 Union training sessions
 - 9.3 Negotiations with the Association's employees
10. 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. Vacant executive committee position

3.1 Resignation of the vice-president

Barbara Zephyrine officially submitted her resignation on 31 August 2003.

Proposal 3

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

THAT the NQTA accept the resignation of Barbara Zephyrine from the position of vice-president.

ADOPTED UNANIMOUSLY

Proposal 4

Larry Imbeault does not take part in the vote.

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

THAT Larry Imbeault be named to the position of vice-president on an interim basis in order to complete Barbara Zephyrine's term of office.

**ADOPTED BY MAJORITY
With 1 abstention**

3.2 Posting for directors of the Cree and Kativik support staff employee sectors

The positions will be posted in the two sectors.

Period for submitting candidacies: 3 to 19 September 2003

Selection will take place at the next executive committee meeting in Montréal.

4. Results of teacher consultations for the 2003–2006 collective agreement negotiations

Marcel Duplessis informs the committee that the participation rate was very low. The results will be analyzed during the meeting that is to be held in October.

Proposal 5

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

THAT the executive committee endorse the results of the consultation of Cree and Kativik sector teachers for the 2003–2006 collective agreement negotiations.

ADOPTED UNANIMOUSLY

5. Unionization

Marcel Duplessis explains that a group has approached the Association about unionizing. The executive committee is agreeable to the request.

6. Payroll department—Cree School Board

Marcel Duplessis provides the latest information on the situation. A meeting of representatives of the Association and representatives of the Cree School Board to find a solution to the problem is scheduled for Thursday, 4 September 2003.

A telephone conference will soon be held with union delegates in order to inform them about the situation.

7. 2004 NQTA congress

Jenny Thibault provides information on this point.

8. Next executive committee meeting

The next meeting will be held on 3–6 October in Montréal. Marcel Duplessis asks the members of the executive committee to prepare their plans of action for presentation at the next meeting.

9. Various matters

9.1 Maternity leaves for the union advisor

Aude Vézina and Annie Roy will be on maternity leave as of April. Their positions will be posted. The Association will try to replace them with interns who are studying law or labour relations.

9.2 Union training sessions

Marcel Duplessis asks the sector directors to select dates for the union training sessions.

9.3 Negotiations with the Association's employees

Negotiations are not finished; maternity leave and professional improvement remain unresolved.

10. Closing of the meeting

Proposal 6

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

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 3, 4, 5 and 6 October 2003 held in Montreal

In attendance:

Marcel Duplessis	President
Larry Imbeault	Vice-president
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Jean Picard	Director, Kativik Sector—Teachers
Mérodie-Fée Drouin	Director, Cree Sector—Teachers

Also in attendance: Annie Roy, Union Advisor (Sunday a.m.)
Aude Vézina, Union Advisor

1. Presentation and adoption of the agenda

Motion 1

It was moved by Jenny Thibault and seconded by Jean Picard

THAT the agenda be adopted.

AGENDA

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. Adoption of the minutes of previous meetings
4. Follow-up to the minutes of previous meetings
5. Acceptance of new union members
6. Unionization of Innu in Mashteuiatsh (Pointe-Bleue)
7. Budget
 - 7.1 Financial statements
 - 7.2 Sector action plans
 - 7.3 Union leaves
 - 7.4 Finance committee
 - 7.5 Reimbursement form

8. 2003–2006 Negotiations
 - 8.1 NQTA consultation for teachers (continued)
 - 8.2 FSE-NQTA protocol for the Cree and Kativik bargaining tables
 - 8.3 Protocol for union leaves
 - 8.4 Intersectorial negotiations (CSQ—provincial table)
 - 8.5 Sectorial negotiations (FSE)
 - 8.6 NQTA negotiations (local level)
9. Sector life
 - 9.1 Teachers—Cree sector
 - 9.2 Teachers—Kativik sector
 - 9.3 Support staff employees—Cree sector
 - 9.4 Support staff employees—Kativik sector
10. Congress
 - 10.1 Location
 - 10.2 Calendar of operations
 - 10.3 NQTA congress rules of order
 - 10.4 Newsletters
 - 10.5 Invitations
 - 10.6 Workshops
 - 10.7 Presentation of reports by executive committee members
11. NQTA human resources
12. Labour relations
13. Negotiations with NQTA employees
14. Orientations and priorities
15. CSQ consultation on the Free Trade Area of the Americas (FTAA)
16. Professional order
17. Inquiry into union renewal
18. Nunavik government
19. Next executive committee meeting in Montreal
20. Various matters
 - 20.1 Retirement
 - 20.2 Replacement of the word *Inuit* by the word *Kativik*
 - 20.3 Native committee
 - 20.4 By-laws committee
 - 20.5 Web site
21. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by Mélodie-Fée Drouin and seconded by Larry Imbeault

THAT Marcel Duplessis be named chairperson and Jenny Thibault be named recording secretary.

ADOPTED UNANIMOUSLY

3. Adoption of the minutes of previous meetings

Motion 3

It was moved by Jenny Thibault and seconded by Larry Imbeault

THAT the minutes 0203CEPV-11, 0203CEPV-12, 0203CEPV-13 and 0304CEPV-01 be adopted after correction.

ADOPTED UNANIMOUSLY

4. Follow-up to the minutes of previous meetings

Minutes 0203CEPV-11: Point 8. Priorities.

The meeting of 22 May 2003 did not take place. It is planned for 6 October.

Motion 4

It was moved by Jean Picard and seconded by Marcel Duplessis

THAT Mélodie-Fée Drouin replace Alain Lajoie and Barbara Zephyrine at the meetings of the subcommittee of the executive committee on the realization of objective 1.2 of the priorities document.

ADOPTED UNANIMOUSLY

5. Acceptance of new union members

Motion 5

It was moved by Jenny Thibault and seconded by Marcel Duplessis

THAT the applications for union membership received between 11 April and 16 September 2003 be accepted upon verification.

ADOPTED UNANIMOUSLY

6. Unionization of Innu in Mashteuiatsh (Pointe-Bleue)

A number of employees at the elementary school have signed membership cards in order to create a union.

The certification process is presently before the Commission des relations du travail.

Marcel Duplessis explained the mechanism that would enable the members of the newly formed union to become part of the NQTA. The certification process must be completed before there can be discussions on this. The integration of these workers into the NQTA would probably take the form of a service agreement between the two unions.

The CSQ, in cooperation with the NQTA, would be in charge of the first negotiations with the employer.

7. Budget

7.1 Financial statements

Harry Antoine presented the financial statements.

The NQTA will verify invoices for union leaves of absence.

Motion 6

Considering the priorities and orientations of the NQTA;

considering the requirements of NQTA general operations;

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

considering the increase in transportation 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 3–6 October 2003:

It was moved by Harry Antoine and seconded by Marcel Duplessis

THAT the budget estimates for 2003–2004 be adopted as presented.

ADOPTED BY MAJORITY

Motion 7

It was moved by Jean Picard and seconded by Mélodie-Fée Drouin

THAT allocations for negotiations be used exclusively for activities related to negotiations.

ADOPTED UNANIMOUSLY

7.2 Sector action plans

Teachers—Kativik sector

- Union training session
- Board committee (3)
- Adult education advisory committee
- Visits to some communities to inform the members about negotiations.
- Committee concerning students with handicaps and students with social maladjustments or learning disabilities

Teachers—Cree sector

- Union training session
- Board committee (3)
- Visits to some communities
- Adult education advisory committee (formation)

Support staff employees—Kativik sector

- Labour relations committee (4)
- Union training session

Support staff employees—Cree sector

- Labour relations committee
- Union training session

7.3 Union leaves

A number of proposals were presented; they will be discussed during the next executive committee meeting.

7.4 Finance committee

Harry Antoine presented the reports of the finance committee. This subject will be discussed and decided during the next executive committee meeting in Montreal.

7.5 Reimbursement form

This point will be discussed during a future meeting.

8 – Negotiations 2003-2006

8.1 NQTA consultation for teachers (continued)

Marcel Duplessis tabled and explained documents on the NQTA consultation and on participation in the consultation.

The executive committee analyzed the results of the consultation for the NQTA negotiations for teachers.

8.2 FSE-NQTA protocol for the Cree and Kativik bargaining tables

A meeting to discuss the protocol between the FSE and the NQTA for Cree and Kativik teacher bargaining tables is to take place on 10 October.

As a result of executive committee discussions, certain provisions will be brought up at that meeting.

A report of the meeting will be presented to the executive committee meeting planned for 14 October.

8.3 Protocol for union leaves

Marcel Duplessis explained that protocols for union leaves for negotiations are negotiated between the federations and the Conseil du Trésor. In discussions with the federations and other union confederations, the Conseil du Trésor spoke of cutting back on these leaves. The federations have worked to preserve NQTA rights in this matter.

Everything indicates that the status quo—the equivalent of 1.6 leaves for teachers and a bank of 260 days per year for support staff employees—will be maintained for the NQTA.

Jean Picard suggested that the protocol for union leaves for negotiations should consider travel days.

8.4 Intersectorial negotiations (CSQ—provincial table)

The first meeting of the CGN was held on 25–26 September. The majority of the priorities that were determined by the members through the NQTA consultation on regional disparities were retained.

8.5 Sectorial negotiations (FSE)

Marcel Duplessis summarized the debates and provided the executive committee with the decisions taken during the first CGN, which was held on 25–26 September.

The most recent Conseil Fédéral of the FSE reviewed and corrected the union demand; this document should be completed in October. The FSE plans to table it before the holidays.

8.6 NQTA negotiations (local level)

Marcel Duplessis will prepare a working paper on NQTA demands based on elements drawn from the NQTA consultation and on those retained for the intersectorial and sectorial negotiations. Meetings with the sector directors will take place on this subject.

9. Sector life

9.1 Teachers—Cree sector

- All union delegates have been elected.
- A board committee meeting took place on 27–28 August.
- Pay problems are an important issue.
- A union training session (with support staff employees) will take place on 31 October and 1–2 November.
- An attempt was made to set up the adult education advisory committee.
- The professional improvement policy and the teacher guide will be major issues at the next board committee meeting.

9.2 Teachers—Kativik sector

- All union delegates have been elected.
- The union training session will take place in Kuujuaq on 24–26 October.
- The sector council will meet on 27 October.
- A number of teachers have problems with their workload.
- There is a problem with the furnace in Kangiqsujaq.

9.3 Support staff employees—Cree sector

- There have been no candidates for the sector director position.
- The union training session will be held on 31 October and 1–2 November in Val d'Or.

9.4 Support staff employees—Kativik sector

- The labour relations committee met on 30 September.
- Twelve of seventeen delegates have been elected.
- A union training session will be held 14–16 November in Kuujuaq.
- The Kativik School Board will move to Cavendish Boulevard in December. It has signed a five-year lease.

10. Congress

10.1 Location

Jenny Thibault presented and explained the submissions made by a number of hotels. The executive committee chose the Delta Hotel in Montreal for its upcoming March 2004 congress.

10.2 Calendar of operations

Jenny Thibault will suggest a calendar of operations at the next executive committee meeting.

10.3 NQTA congress rules of order

This subject will be discussed at the next executive committee meeting in Montreal.

10.4 Newsletters

Jenny Thibault explained the procedure for amending the by-laws. The Montreal office must receive proposed amendments by 15 January 2004.

10.5 Invitations

A number of people will be invited to the congress, including:

- Luc Brunet (congress chair)
- Johanne Fortier (president of the FSE)
- Bernard Couturier-Lévesque (president of the FPSS)
- Réjean Parent (president of the CSQ)
- Tom Carter (the association's translator)
- Robert Patenaude (CSQ representative for grievance scheduling)

10.6 Workshops

Jenny Thibault informed the executive committee that the third newsletter will deal with the choice of workshops. The members can use the form included in the newsletter to suggest subjects and resource persons for congress workshops.

10.7 Presentation of reports by executive committee members

Executive committee members should send reports of their activities no later than 15 December. These will be presented to the congress.

11. NQTA human resources

Geneviève Léger, an Quebec Bar intern who was chosen from among a number of candidates, will be working with the NQTA for a six-month period beginning on 6 October. The NQTA intends to hire Ms. Léger as a replacement during Aude Vézina's maternity leave.

The sector directors explained the communication problems that they have encountered in following up dossiers. Marcel Duplessis said that he would be meeting with the union advisors in order to explain the problems and the needs of the sector directors; he will also try to find solutions by contacting other unions for information about how they function.

12. Labour relations

Annie Roy and Aude Vézina presented the labour relations dossiers.

13. Negotiations with NQTA employees

The negotiators, Larry Imbeault and Marcel Duplessis, presented the final unresolved elements and the union counterproposal in order to obtain the mandates needed to continue negotiations.

14. Orientations and priorities

This point was deferred to a future meeting.

15. CSQ consultation on the Free Trade Area of the Americas (FTAA)

The CSQ has launched a consultation regarding the Free Trade Area of the Americas.

Motion 8

Considering that the CSQ documents are only available in French;

considering that the NQTA does not have the resources necessary to translate these documents itself;

considering that the subject is a complex one and would require an investment in time and energy on the part of the NQTA and of its members; and

considering the other consultations that will be coming up, especially for negotiations:

It was moved by Jenny Thibault and seconded by Mélodie-Fée Drouin

THAT the NQTA not take part in the consultation on the Free Trade Area of the Americas

ADOPTED UNANIMOUSLY

16. Professional order

In light of the minister of education's declarations that he intends to create a professional order of teachers, the Conseil Fédéral of the FSE will be developing an action plan in October.

The plan to counter the professional order will include a petition that will be circulated throughout Quebec. The vote will probably be held at the beginning of 2004.

An update on the professional order issue will be sent to the members.

17. Inquiry into union renewal

All teacher delegates in Quebec will soon be involved in an inquiry into union renewal that is being conducted by the Université de Montréal in collaboration with the Fédération des syndicats de l'enseignement. Further information will be sent to the delegates about this. Marcel Duplessis will inform the delegates about this during the upcoming union training sessions.

18. Nunavik government

This point will be discussed during the 14 October telephone conference meeting.

19. Next executive committee meeting in Montreal

The next executive committee meeting in Montreal will be held on 21–23 November.

20. Various matters

20.1 Retirement

This point was deferred to a future meeting.

20.2 Replacement of the word *Inuit* by the word *Kativik*

The executive committee has decided to replace the word *Inuit* by the word *Kativik* in NQTA minutes and other official documents in order to refer to the members who work for the Kativik School Board rather than to a geographic sector. This change will come into force as of the end of the present meeting. Concordances in documents will be made over time.

20.3 Native committee

This point will be discussed at a future meeting.

20.4 By-laws committee

The by-laws committee will meet immediately after the end of the executive committee meeting.

20.5 Web site

Jean Picard gave the members of the executive committee a proposal for additions to the NQTA Web site. This will be discussed and decided during the next executive committee meeting in Montreal.

21. Closing of the meeting

Motion 8

It was moved by Jenny Thibault and seconded by Jean Picard

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Telephone conference meeting of 14 October 2003 held in Montreal

In attendance:

Marcel Duplessis	President
Harry Antoine	Treasurer
Jenny Thibault	Secretary
Jean Picard	Director, Kativik Sector—Teachers
Mélodie-Fée Drouin	Director, Cree Sector—Teachers

1. Presentation and adoption of the agenda

Motion 1

It was moved 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 chairperson and recording secretary
3. Budget
4. FSE-NQTA protocol for the Cree and Kativik bargaining tables
5. Nunavik government
6. Various matters
 - 6.1 Sector life
7. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and recording secretary

Motion 2

It was moved by Jean Picard and seconded by Mélodie-Fée Drouin

THAT Marcel Duplessis be named chairperson and Jenny Thibault be named recording secretary.

ADOPTED UNANIMOUSLY

3. Budget

The executive committee revised the budget proposals adopted during the previous meeting and finalized the dossier.

Last year, the executive committee granted Jean Picard a 30-percent union leave for the 2003–2004 school year.

Motion 3

Considering the importance of establishing union life in the Kativik sector for support staff employees after the recent unionization in the Inuit villages; and

considering that Larry Imbeault has been assigned to two bargaining tables:

It was moved by Marcel Duplessis and seconded by Jean Picard

THAT Larry Imbeault be receive a full-time union leave from 5 January 2004 to 30 April 2004.

ADOPTED UNANIMOUSLY

Motion 4

Considering the mandate of the Cree sector director for teachers for the 2003–2004 school year; and

considering the sector action plan:

It was moved by Marcel Duplessis and seconded by Jean Picard

THAT the NQTA grant a bank of 40 days to Mélodie-Fée Drouin, Cree sector director for teachers, for the 2003–2004 school year.

**ADOPTED BY MAJORITY
With 1 abstention**

4. FSE-NQTA Protocol for the Cree and Kativik bargaining tables

On Friday, 10 October, Marcel Duplessis, Larry Imbeault, Raynald Bellerive, 2nd vice-president of the FSE, and Olivier Dolbec, director general of the FSE, met to discuss how the 2003–2006 negotiations at the Cree and Kativik teacher tables would proceed.

The four representatives discussed the possibility of the NQTA president acting as spokesperson at the Cree and Kativik tables; the FSE resource person assigned to the Cree and Kativik negotiations, and his or her role; an NQTA technical resource; the timetable, the priorities and the impact of the demands; technical requirements, translation of the texts and the cost, and so on.

The protocols for union leaves for negotiations had not yet been signed by our federations; however, the Conseil du Trésor cuts seem to indicate that the status quo may be maintained. The representatives confirmed that the status quo would be maintained for NQTA union leaves for negotiations.

The NQTA will establish an action plan encompassing the political orientations and objectives to be attained, the selection of technical elements to be negotiated, the writing of the demand, the tabling and the timetable. The NQTA's objective is to complete everything before 10 December.

The NQTA is looking at 1 March 2004 as the date for tabling its demands.

Because the association's two union advisors will be taking maternity leave, the technical resource for teacher negotiations will be determined at a later date.

Motion 5

Considering the complexity and the specificity of the milieu in which we teach and of our union life, especially the native aspect;

considering previous decisions and discussions of the NQTA executive committee and of the sector councils for Kativik and Cree teachers on the importance of obtaining greater direct representation at the bargaining tables;

considering the recommendations of the sector councils for Kativik and Cree teachers;

considering the desire of the directors for Kativik and Cree sector teachers to include an additional teacher at the bargaining tables; and

considering the serious possibility that the upcoming protocol for union leave may not provide enough days to ensure adequate participation by the directors for Kativik and Cree sector teachers:

It was moved by Jean Picard and seconded by Mélodie-Fée Drouin

THAT the NQTA continue its efforts to obtain the human resources necessary:

- to ensure the adequate participation, as negotiators, of the sector directors concerned; and
- to allow an additional teacher from the milieu to be included at the bargaining tables for Kativik and Cree sector teachers;

and to ensure that travel days be calculated in a bank separate from the one for days of negotiation.

ADOPTED UNANIMOUSLY

5. Nunavik government

Marcel Duplessis and Larry Imbeault met with Réjean Parent, the president of the CSQ, to discuss issues, which could affect job security among other things, arising out of the negotiations between the Quebec government and representatives of Makivik Corporation to create a new form of government for Nunavik.

Mr. Parent proposed organizing an October meeting of the unions and the federations concerned in order to develop an action plan.

6. Various matters

6.1 Sector life

Jean Picard stated that he was in the process of organizing the union training session and that he was encountering some transportation problems involving delegates who would be in transit in Salluit in the course of their journey to Kuujuaq; local board administrators were being uncooperative. Kativik School Board representatives will be contacted concerning this.

7. Closing of the meeting

Motion 6

It was moved by Marcel Duplessis and seconded by Mélodie-Fée Drouin

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Teleconference meeting of 6 November 2003

In attendance:

Marcel Duplessis	President
Larry Imbeault	Vice-president
Jenny Thibault	Secretary
Jean Picard	Director, Kativik Sector—Teachers
Mélodie-Fée Drouin	Director, Cree Sector—Teachers

1. Presentation and adoption of the agenda

Motion 1

It was moved 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 chairperson and recording secretary
3. Results of the CSQ consultation
4. Director, Cree Sector—Support Staff Employees
5. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and recording secretary

Motion 2

It was moved by Larry Imbeault and seconded by Mélodie-Fée Drouin

THAT Marcel Duplessis be named chairperson and Jenny Thibault be named recording secretary.

ADOPTED UNANIMOUSLY

3. Results of the CSQ consultation

Marcel Duplessis explained and commented on the results of the CSQ intersectorial consultation. The members had written a number of comments on their documents.

Two opposing proposals were clearly evident for point 5.1 k) (“through the addition of Entry Island to sector III”) in the regional disparities section of the consultation documents:

Cree sector: Add “and Whapmagoostui to sector IV” to point k).

Kativik sector: Remove point k) from the demand.

Marcel Duplessis stated that in the Kativik sector, most of the consultation documents had a question 11 added whose wording, while it differed from document to document, was along the following lines:

Question 11 NQTA resources

“THAT the necessary resources be added in order to allow two teachers to accompany the spokesperson to the NQTA-CPNCSK table.”

Marcel Duplessis explained that this proposal cannot be taken to the General Negotiation Council because the question does not concern it; discussions on bargaining protocols are held between the treasury board and the two federations to which the NQTA belongs.

The NQTA nevertheless made the necessary representations during the discussions that were held with both the FSE and the FPSS.

Motion 3

It was moved by Marcel Duplessis and seconded by Mélodie-Fée Drouin

THAT point k) be amended by adding “**and Whapmagoostui to sector IV**” after “**through the addition of Entry Island to sector III.**”

REJECTED BY MAJORITY

Motion 4

It was moved by Mélodie-Fée Drouin and seconded by Jean Picard

THAT the CSQ study the situation of isolation in Whapmagoostui compared to the situation in neighbouring remote regions and in urban regions; and

THAT the results of the study be presented at an upcoming General Negotiation Council meeting for decision regarding the present negotiations.

ADOPTED BY MAJORITY

Motion 5

It was moved by Larry Imbeault and seconded by Jenny Thibault

THAT in order to recognize Whapmagoostui as a village that could benefit from being in sector IV for the purposes of regional disparities, the CSQ study:

- the cost of living in Whapmagoostui compared to that in remote regions and in urban regions;
- the difficulty of recruiting and retaining employees who are members of the CSQ;
- the social and economic problems arising from isolation; and
- any other question judged pertinent.

THAT the results of the study be presented at an upcoming meeting of the General Negotiation Council for decision applicable to the present negotiations.

DISPOSED OF BY THE ADOPTION OF MOTION 4

4. Director, Cree Sector—Support Staff Employees

The association received the candidacy of a member to fill the position of director for Cree sector support staff employees. The sector council is to elect its representative at the beginning of December.

5. Closing of the meeting

Motion 6

It was moved by Larry Imbeault and seconded by Jean Picard

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Executive Committee, Minutes

0304CEPV-05

Meeting of 22, 23 and 24 November 2003 held in Montreal

In attendance:

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

Also in attendance:	Aude Vézina	Union Advisor
	Geneviève Léger,	Intern

1. Presentation and adoption of the agenda

Motion 1

It was moved by Jenny Thibault and seconded by Mérodie-Fée Drouin

THAT the agenda be adopted.

AGENDA

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. Adoption of the minutes of previous meetings
4. Follow-up to the minutes of previous meetings
5. Acceptance of new union members
6. Orientations and priorities
7. Congress rules of order
8. Web site
9. Negotiations
 - 9.1 Teachers
 - 9.2 Support staff employees
 - 9.3 FSE release protocol
 - 9.4 Adult education consultation—Kativik sector

10. Budget
 - 10.1 Finance committee
 - 10.2 Reimbursement form
11. Sector life
 - 11.1 Support staff employees—Cree Sector
 - 11.2 Support staff employees—Kativik Sector
 - 11.3 Teachers—Kativik Sector
 - 11.4 Teachers—Cree Sector
12. Labour relations
13. Benefits not included in the collective agreement—Kativik sector teachers
 - 13.1 Transfer of outings
 - 13.2 Sealift
 - 13.3 Outings outside Quebec
14. NQTA human resources
15. Sector director positions
 - 15.1 Support staff employees—Kativik Sector
 - 15.2 Support staff employees—Cree Sector
16. By-laws
 - 16.1 By-laws committee
 - 16.2 By-laws orientations
17. Cree pension plan
18. Native committee
19. Negotiations with NQTA employees
20. Professional order of teachers
21. Salary policy for the president
22. Congress
 - 22.1 Reports of the members of the executive committee
 - 22.2 Timetable
 - 22.3 Transportation (airline tickets)
 - 22.4 Sponsors
23. Next executive committee meeting
24. Various matters
 - 24.1 CSQ congress
 - 24.2 Complaint #0304PL01
25. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by Larry Imbeault and seconded by Mélodie-Fée Drouin

THAT Marcel Duplessis be named chairperson and Jenny Thibault be named recording secretary.

ADOPTED UNANIMOUSLY

3. Adoption of the minutes of previous meetings

Discussion of this point was postponed to the next meeting planned for Montreal.

4. Follow-up to the minutes of previous meetings

Minutes 0203CEPV-11: Point 8. Priorities

The meeting of 22 May 2003 was postponed until 6 October. This point is on the agenda.

Minutes 0304CEPV-02: Point 7. Budget

A number of items listed in an invoice that the Kativik School Board sent to the NQTA for the union leaves of Marcel Duplessis and Jean Picard do not appear to be correct. The firm of Melançon, Marceau, Grenier and Sciortino has been asked for a legal opinion concerning it.

Point 8.6. NQTA negotiations—Teachers

A meeting to write up the union demands for the NQTA teacher negotiations is planned for 1 and 2 December 2003.

Point 16. Professional order

During the September 2003 meeting of the Conseil fédéral, the FSE proposed a consultation on the professional order, and this was carried out in November as planned.

Minutes 0304CEPV-03: Point 5. Nunavik government

The CSQ was to have met with representatives of other unions at the end of October to discuss the question of Nunavik government. The meeting did not take place.

5. Acceptance of new union members

Motion 3

It was moved by Jenny Thibault and seconded by Jean Picard

THAT the new union membership applications of 21 November 2003 be accepted after any necessary changes have been made.

ADOPTED UNANIMOUSLY

6. Orientations and priorities

The executive committee reviewed the document entitled *Orientations and Priorities* that will be presented to the congress.

During the next meeting in Montreal, Marcel Duplessis will submit a document to the members of the executive committee explaining the plan that he presented.

7. Congress rules of order

This point will be dealt with at a subsequent meeting.

8. Web site

Jenny Thibault pointed out that NQTA members claim that they do not often visit the Web site. She suggested that Internet problems in the communities (speed and ease of connection) might explain this. She also suggested that if the members were to know about the site it must be better promoted.

She proposed a number of solutions to some of the problems:

- Make a presentation on the Web site during the upcoming congress.
- Inform delegates attending union training sessions of the site's potential for facilitating communication, information and work.
- Make the changes to the site that the members have suggested to the executive committee in order to make it more user-friendly.

Motion 4

It was moved by Larry Imbeault and seconded by Jenny Thibault

THAT a "Sector Director" tab and sections for each sector (for example, for a union calendar, member notes, board committee, labour relations committee and adult education advisory committee) be added to the Web site.

ADOPTED BY MAJORITY

9. Negotiations

The members of the executive committee analyzed the results of the consultation.

Marcel Duplessis commented on the decision of the General Negotiation Council regarding the Kuujjuaraapik demand.

He also presented a General Negotiation Council document and a document "*cost estimates of demands*".

The FSE has tabled its demands for the upcoming negotiations; the FPSS should do so this week.

9.1 Teachers

A meeting involving the sector directors, Marcel Duplessis and a union advisor has been planned for 1 and 2 December, the objective of which is to work out the NQTA-FSE demand and the negotiation protocol for the Cree and Kativik tables.

The executive committee will decide on the final composition of the teacher bargaining tables once discussions on the NQTA-FSE release protocol have been concluded.

Jean Picard made the following recommendations:

- Include premiums for the purposes of calculating pension benefits.
- Include outings outside Quebec at the local table.
- Include the Kuujjuaraapik demand.

Marcel Duplessis informed the members of the executive committee that as the General Negotiation Council had not retained all of the demands, the Association would attempt to find ways of presenting these demands at the local tables.

He also mentioned that the CSQ had created a committee that was studying the inclusion of premiums into the pension calculation.

9.2 Support staff employees

Larry Imbeault said that after meetings of the two sector councils for support staff employees it had been decided that another consultation on negotiations would be necessary and should be carried out as quickly as possible.

He also informed the members of the executive committee that a meeting with the president of the FPSS to discuss the release protocol for the Cree and Kativik negotiations was planned for the near future.

9.3 FSE release protocol

There is still no change regarding the release protocol for NQTA negotiations. It remains at 1.6 resource-persons.

9.4 Adult education consultation—Kativik sector

Jean Picard said that as a result of his meeting with the teachers at the vocational education centre in Inukjuak he intended to hold a consultation on local negotiations.

The teachers suggested some important elements:

- The need for a local consultation process.
- Improved provisions concerning the recall list.
- Union leaves for the delegate.
- Access to leaves without pay.
- Outings.

10. Budget

10.1 Finance committee

Larry Imbeault informed the members of the executive committee of his resignation from the finance committee effective 23 November 2003.

10.2 Reimbursement form

Jenny Thibault provided certain clarifications regarding the nature of claims for reimbursement for participation in union activities.

11. Sector life

11.1 Support staff employees—Cree Sector

- The union training session was held 31 October, 1 and 2 November 2003.
- Calls for candidates for the vacant position on the executive committee had been made.
- Calls for candidates for the positions at the bargaining table alongside Larry Imbeault and the spokesperson had been made. The sector council hoped that the two positions could be filled by members from different sectors (for example, labour and administration).
- There were many discussions regarding the contents of the union demands.

11.2 Support staff employees—Kativik Sector

- The union training session was held 14, 15 and 16 November 2003 in Kuujjuaq. Twelve of seventeen union delegates attended.
- The sector council met on the afternoon of 15 November.
- The position of sector director had still not been filled.
- There will be a teleconference at the beginning of December to elect the next sector director.
- Request for collective agreements in Inuttitut. The school board expected to send them in December.
- The consultations process for negotiations will begin soon.

11.3 Teachers—Kativik Sector

- The school board held pedagogical days in Puvirnitug and Kuujjuaq. These were better organized than they had been in the past. Some minor improvements remain to be discussed with the school board.

- The union training session was held 24, 25 and 26 October 2003.
- The sector council met on 27 October.
- A board committee meeting was planned for 26 and 27 November 2003.
- A planned visit to Inukjuak was cancelled because of bad weather.
- A number of teachers were experiencing problems with their workloads (time for workload-related activities).
- A consultation on negotiations for the adult education sector will be carried out.
- Marc Lussier was elected to the adult education advisory committee.
- Peter Bentley will replace Gaston Pelletier on the board committee.

11.4 Teachers—Cree Sector

- Union training session was held 31 October, 1 and 2 November 2003.
- Many orientations were suggested during a meeting of the sector council but no formal decisions were taken on the subjects discussed.
- New composition of the board committee: Normand Bluteau, Françoise Baril and Mélodie-Fée Drouin.
- The next meeting of the board committee will take place 3 and 4 December in Mistissini.
- A number of teachers were experiencing problems with their workloads.
- Payment of salary problems: Hugo Countenance received the agreement on the regulation. This agreement is positive and favourable.
- Some communities were experiencing housing problems. There are too few housing units for the number of teachers.
- Some communities were experiencing a confidentiality problems with documents released in the schools.
- Teachers in three communities must work in situations of extreme violence.

12. Labour relations

Aude Vézina and Geneviève Léger presented three reports, which contained information on all labour relations cases, that they had given to the executive committee. None of this information could be reported in the minutes for reasons of confidentiality.

13. Benefits not included in the collective agreement—Kativik sector teachers

13.1 Transfer of outings

Jean Picard said that the Kativik School Board allowed tenured teachers to transfer one of their outings to a family member. While this benefit was a good initiative on the part of the school board, it was unfair to all of the other

employees and so should be incorporated into the collective agreement so that all teachers might benefit from it.

13.2 Sealift

Jean Picard explained the problem with the “new” way that the Kativik School Board was calculating sealift cargo.

He went on to say that the matter had been raised at the most recent board committee meeting. He wanted the Association to try to find solutions to this.

13.3 Outings outside Quebec

Jean Picard explained the problem. This subject had been raised at the board committee as well. He now wanted the Association to induce the employer to include in the collective agreement the benefit that it presently provided outside of that framework.

The members of the executive committee expressed their concern regarding benefits that some members were being granted outside of the framework of the collective agreement. They felt that some requests could create division between the members. It might sometimes be difficult for the Association to refuse a demand and so deprive a member of a benefit, but these demands could be of concern to members and create division between them.

Marcel Duplessis stated that the appropriate bargaining tables have been made aware of these three issues.

14. NQTA human resources

A discussion took place between the sector directors and the union advisors regarding methods of communication and procedures for managing and transmitting information about dossiers.

15. Sector director positions

15.1 Support staff employees—Kativik Sector

A recommendation was received from the sector council.

Motion 5

Considering the motion from the sector council for Kativik support staff employees,

It was moved by Larry Imbeault and seconded by Marcel Duplessis

THAT Noah Tamara be named sector director for Kativik support staff employees if the executive committee received an affirmative answer from the candidate before 28 November 2003.

ADOPTED UNANIMOUSLY

15.2 Support staff employees—Cree Sector

Larry Imbeault explained the procedure used to find candidates for the position of sector director for Cree support staff employees.

Motion 6

It was moved by Larry Imbeault and seconded by Marcel Duplessis

THAT Emmett Georgekish, the delegate in Wemidji, be named sector director for Cree support staff employees.

ADOPTED UNANIMOUSLY
With 1 abstention

16. By-laws

Marcel Duplessis provided the members of the executive committee with a document entitled *Amendments to the By-laws* in order to allow them to think about certain chapters of the by-laws.

16.1 By-laws committee

Discussion of this point was postponed to a subsequent meeting.

16.2 By-laws orientations

At the next meeting, members of the executive committee are to make suggestions on by-law orientations connected with the next term of office.

17. Cree pension plan

Marcel Duplessis said that he would like to produce a document on retirement as the Association did not provide any financial-planning services for retiring members.

18. Native committee

This point will be discussed at an upcoming meeting.

19. Negotiations with NQTA employees

Larry Imbeault made a presentation on this.

Motion 7

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT the executive committee accept the agreement in principle that was concluded on Wednesday, 19 November within the framework of negotiations with the NQTA employees.

ADOPTED UNANIMOUSLY

20. Professional order of teachers

This point will be dealt with during a subsequent meeting

21. Salary policy for the president

This point will be dealt with during a subsequent meeting

22. Congress

22.1 Reports of the members of the executive committee

Jenny Thibault reminded the members of the executive committee that congress reports must be sent in no later than 16 December in order to allow time for translation.

22.2 Timetable

Jenny Thibault presented the timetable and informed the executive committee of the expectations and the objectives to be attained by each of the points.

22.3 Transportation (airline tickets)

Jenny Thibault explained that a block of seats had been reserved and that adjustments would be made—no later than the third week of February—once the delegations had been finalized.

22.4 Sponsors

Jenny Thibault informed the members of the executive committee that she had succeeded in obtaining a \$5,000 grant in the name of the NQTA from Canadian Heritage for simultaneous interpretation and the translation of certain documents.

She also mentioned that the following organizations had agreed to the NQTA's request for sponsorship:

The co-ops of Nunavik
Marché d'Aoust
Voyages Brunet
FPSS
CSQ
Delta Hotel

...and that others would be coming.

23. Next executive committee meeting

The next executive committee meeting in Montreal will take place 1, 2 and 3 February 2004.

24. Various matters

24.1 CSQ congress

This point will be discussed at a subsequent meeting.

24.2 Complaint # 0304PL01

Motion 8

It was moved by Larry Imbeault and seconded by Jean Picard

THAT Marcel Duplessis and Mélodie-Fée Drouin be mandated to conduct an inquiry into complaint 0304PL01.

ADOPTED UNANIMOUSLY

25. Closing of the meeting

Motion 9

It was moved by Marcel Duplessis and seconded by Jenny Thibault

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Teleconference meeting of 20 January 2004

In attendance:

Marcel Duplessis	President
Larry Imbeault	Vice-president
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Mélodie-Fée Drouin	Director, Cree Sector—Teachers
Jean Picard	Director, Kativik Sector—Teachers

1. Adoption of the agenda

Motion 1

It was moved by Jenny Thibault and seconded by Marcel Duplessis

THAT the agenda be adopted.

AGENDA

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. Strike vote
4. Closing of the meeting

ADOPTED UNANIMOUSLY
With 1 abstention

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by Larry Imbeault and seconded by Mélodie-Fée Drouin

THAT Marcel Duplessis be named chairperson and Jenny Thibault be named recording secretary.

ADOPTED UNANIMOUSLY

3. Strike vote

Marcel Duplessis summarized the situation. The majority of Quebec's school board teachers will demonstrate before the holiday period begins in order to show their Charest government the extent of their dissatisfaction.

The General Council also voted in favour of a one-day walkout that would take place at a time in the spring that is judged appropriate.

Motion 3

Considering how many important issues are at stake because of the strategy of the Charest government;

Considering that for a social movement to have significance it must include a majority of the groups in the coalition of labour confederations and extend an invitation to a broad range of community groups; and

Considering that a 24-hour work stoppage can have an impact if it is supported by a broad social movement through the co-ordinated action of labour organizations and community groups;

It was moved by Jean Picard and seconded by Marcel Duplessis

THAT this resolution be presented to the four sector councils before the executive committee of the NQTA takes a decision or makes a recommendation to the CSQ.

The executive committee recommends:

THAT the members vote in favour of a 24-hour work stoppage, which would take place at a moment that the CSQ judges to be appropriate;

THAT this one-day walkout take place through a concerted effort between union organizations and community groups in order that it may be part of this broad social movement's efforts to exert greater pressure in response to the government's actions.

For_____

Against_____

ADOPTED UNANIMOUSLY

The sector directors will convene the sector councils so that they can receive the recommendations.

4. Closing of the meeting

Motion 4

It was moved by Larry Imbeault and seconded by Jenny Thibault

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Executive Committee, Minutes

0304CEPV-07

Meeting of 1, 2 and 3 February 2004 held in Montreal

In attendance:

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

Also in attendance:	Annie Roy	Union Advisor
	Aude Vézina	Union Advisor
	Dave Bourque	Intern

1. Presentation and adoption of the agenda

Motion 1

It was moved by Jenny Thibault and seconded by Mérodie-Fée Drouin

THAT the agenda be adopted.

AGENDA

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. Adoption of the minutes of previous meetings
4. Follow-up to the minutes of previous meetings
5. Acceptance of new union members
6. Congress
7. Negotiations
 - 7.1 At the provincial level
 - 7.2 Support staff employees
 - 7.3 Teachers
 - 7.4 FSE Negotiation protocol

8. Congress rules of order
9. Report: 2001–2004 Priorities
10. The president's working conditions
11. The special contribution
12. 2004–2007 Action plan
13. Amendments to the by-laws
14. Joint declaration of the coalition for school success
15. Declaration on the teaching profession
16. Professional order of teachers
17. 24-Hour work stoppage
18. Financial statements
19. Sector life
 - 19.1 Support staff employees—Cree Sector
 - 19.2 Support staff employees—Kativik Sector
 - 19.3 Teachers—Kativik Sector
 - 19.4 Teachers—Cree Sector
20. Labour relations
21. NQTA human resources
22. Nunavik government
23. Next meeting of the executive committee
24. Various matters
 - 24.1 Web site
 - 24.2 Teacher assistance program
25. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by Larry Imbeault and seconded by Mélodie-Fée Drouin

THAT Marcel Duplessis be named chairperson and Jenny Thibault be named recording secretary.

ADOPTED UNANIMOUSLY

3. Adoption of the minutes of previous meetings

Motion 3

It was moved by Jenny Thibault and seconded by Mélodie-Fée Drouin

THAT the minutes 0304CEPV-02, 0304CEPV-03 and 0304CEPV-04 be adopted after correction.

ADOPTED UNANIMOUSLY

4. Follow-up to the minutes of previous meetings

All points for follow-up have been included on the agenda.

5. Acceptance of new union members

Motion 4

It was moved by Jenny Thibault and seconded by Jean Picard

THAT the new union membership applications received between 13 December 2003 and 17 January 2004 be accepted after any necessary changes have been made.

ADOPTED UNANIMOUSLY

6. Congress

Jenny Thibault presented the executive committee with the documents that will make up the kit that each congress delegate will receive, along with the document holder, pencil and name tag, all of which bear the colours and logo of the Association.

Jenny Thibault also reported on congress organization.

Marcel Duplessis will send copies of the provisional congress agenda. The congress timetable will be discussed at a subsequent meeting.

7. Negotiations

7.1 At the provincial level

The union demands were tabled in December 2003. The employer group had 60 days from that date in which to respond.

Jean Picard suggested that all members of the executive committee should receive a copy of the document.

Marcel Duplessis said that he would summarize the demands and send them to the members.

7.2 Support staff employees

Larry Imbeault informed the members of the executive committee that Michael Palumbo and he would be acting as representatives at the bargaining table. There are to be three representatives at the table; as the position for Cree sector support staff employees had not been filled, it would be posted in the coming weeks.

Michael Palumbo, Jeannine Desbiens and Larry Imbeault will act as representatives at the bargaining table for Kativik sector support staff employees.

7.3 Teachers

It will not be possible to respect the 1 March target date for tabling the union demands, as there is no technical resource person yet.

Marcel Duplessis and Mélodie-Fée Drouin will act as representatives at the bargaining table for Cree sector teachers.

A teacher was needed to fill the third position and Robert Savoie and Normand Bluteau had presented themselves as candidates.

Motion 5

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT the executive committee endorse the vote on the candidacy of Normand Bluteau as representative at the bargaining table for Cree sector teachers.

**ADOPTED UNANIMOUSLY
With 2 abstentions**

Marcel Duplessis and Jean Picard will act as representatives at the bargaining table for Kativik sector teachers.

A teacher was needed to fill the third position. The sector council had made a recommendation on this.

Motion 6

Considering the recommendation of the sector council,

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT Nelson Lamoureux be appointed as representative at the bargaining table for Kativik sector teachers.

ADOPTED UNANIMOUSLY

The representatives at the bargaining tables for teachers will be :

Cree Sector

- Marcel Duplessis
- Mélodie-Fée Drouin
- Normand Bluteau

Kativik Sector

- Marcel Duplessis
- Jean Picard
- Nelson Lamoureux

7.4 FSE Negotiation protocol

There have been no developments regarding the negotiation protocol (see point 8.3 in minutes 0304CEPV-02).

The matter is not closed and there will be further discussions. Marcel Duplessis stated that he would table the offer to the executive committee before signing the protocol.

8. Congress rules of order

Motion 7

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT the executive committee adopt the NQTA congress rules of order.

ADOPTED UNANIMOUSLY

9. Report: 2001–2004 Priorities

The members of the executive committee suggested corrections to the document that will be presented to the congress. The final version will be adopted at a subsequent meeting.

10. The president's working conditions

Marcel Duplessis presented the document. A number of corrections were made to it. The members of the executive committee were to review it and make any last changes so that the final version could be adopted during the teleconference meeting of 17 February.

11. The special contribution

Motion 8

Considering that the Members' Rights Defence Policy must be sustained by a special fund;

Considering that the Members' Rights Defence Policy provides financial assistance to members facing criminal, administrative or civil accusations; and

Considering that the Members' Rights Defence Policy allows the members of the executive committee to take decisions that are well informed, just and fair for all members:

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT the executive committee recommend that the congress

Continue the deduction of a special assessment in the amount of twenty-five cents (25¢) per week per regular member exclusively to permit the application of the Members' Rights Defence Policy, and this until the next regular congress of the association.

ADOPTED UNANIMOUSLY

12. 2004–2007 Action plan

The members of the executive committee were to E-mail any changes they wanted to see made to the 2004–2007 action plan.

13. Amendments to the by-laws

The members of the executive committee analyzed the by-law amendments that had been received for proposal to the congress. No past congress had ever received as many proposed amendments. The executive committee will not make any proposals.

Jenny Thibault stated that she found it regrettable that some amendments had been proposed without any prior discussion with the persons concerned.

14. Joint declaration of the coalition for school success

Motion 9

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT the NQTA endorse the joint declaration of the coalition for school success.

ADOPTED UNANIMOUSLY

15. Declaration on the teaching profession

Motion 10

It was moved by Mélodie-Fée Drouin and seconded by Jean Picard

THAT the NQTA endorse the declaration on the teaching profession.

ADOPTED UNANIMOUSLY

16. Professional order of teachers

Marcel Duplessis presented some of the results on the vote on the professional order of teachers.

A decision will be taken at some point in the future.

17. 24-Hour work stoppage

During the week preceding the executive committee meeting, all sector councils made recommendations regarding the 24-hour work stoppage.

Motion 11

Considering the results received from the sector councils;

Considering how many important issues are at stake because of the strategy of the Charest government;

Considering that for a social movement to have significance it must include a majority of the groups in the coalition of labour confederations and extend an invitation to a broad range of community groups; and

Considering that a 24-hour work stoppage can have an impact if it is supported by a broad social movement through the co-ordinated action of labour organizations and community groups;

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT the executive committee recommend:

That the members vote in favour of a 24-hour work stoppage, which would take place at a moment that the CSQ judges to be appropriate; and

That this one-day walkout take place through a concerted effort between union organizations and community groups in order that it may be part of this broad social movement's efforts to exert greater pressure in response to the government's actions.

**ADOPTED BY MAJORITY
With 1 abstention
With 1 dissenting vote**

Explanation of the dissenting vote cast by the sector director for Kativik teachers

During a meeting of the sector council, eleven union delegates expressed their support for a recommendation against the illegal 24-hour work stoppage that the CSQ had proposed. Two delegates were in favour of the stoppage and one abstained.

During a meeting of the executive committee, Marcel Duplessis formulated a proposal that recommended that the members of the four sectors vote in favour of the illegal strike.

Jean Picard proposed

THAT the executive committee accept the results of the sector council consultations and issue no recommendations regarding a vote for an illegal strike to the members of the Kativik sector for teachers.

This proposal was seconded by another member of the executive committee.

The proposal was judged inadmissible because it could have contributed to the creation of different positions for different sectors.

Jean Picard expressed his dissidence to the proposal adopted by the executive committee for the following reasons:

1. The sector council for Kativik teachers pronounced itself to be against the recommendation.

2. Our priority should be to finish the union demands for teachers and to begin mobilizing for the upcoming round of negotiations, and our energy and resources should be employed to those ends as well.
3. The NQTA did not propose any significant action to the teachers of Nunavik that would catalyze their dissatisfaction with the measures of the Charest government before those measures were adopted into law.
4. With negotiations to renew our collective agreement and others to create an autonomous Kativik government about to begin, it is important to concentrate all of our capacity to mobilize on these two capital issues.

18. Financial statements

Harry Antoine presented the financial statements.

19. Sector life

19.1 Support staff employees—Cree Sector

- A sector council meeting was held by teleconference.
- Emmett Georgekish is the new executive committee member filling the vacant position of director for Cree sector support staff employees.

19.2 Support staff employees—Kativik Sector

- The position of sector director was still vacant.
- A sector council meeting was held by teleconference.
- A meeting was held with the Kativik School Board to discuss the matter of maintenance workers on call beyond regular working hours.
- The school board had moved to a new office.

19.3 Teachers—Kativik Sector

- The board committee met in November.
- There had been a meeting of the adult education advisory committee.
- The board committee will next meet in Kangirsuk on 10–11 February.
- A new professional improvement policy had come into effect.
- There had been a number of teleconferences to discuss the school board's implementation of the shortened school calendar.

19.4 Teachers—Cree Sector

- The board committee met on 3 and 4 December, at which time a number of important subjects were discussed (professional improvement policy, housing, transfer policy, postings, probation, and so on).
- Some communities are experiencing serious problems with violence.
- Five communities had not determined where to schedule goose break on the school calendar, with the result that teachers were having problems reserving airline tickets.

20. Labour relations

Annie Roy, Aude Vézina and Dave Bourque presented the executive committee with reports detailing all labour relations files. None of this information could be reported in the minutes for reasons of confidentiality.

Marcel Duplessis will send a note to the members announcing that Annie Roy will be replaced by Dave Bourque.

21. NQTA human resources

The two parties signed the new collective agreement on 21 January.

22. Nunavik government

Larry Imbeault informed the members of the executive committee that the CSQ, the SPPOM and the NQTA met on 14 January to discuss Nunavik government.

A meeting has been scheduled for 3 February 2004.

The union made a proposal to the Makivik Corporation that a joint technical table on labour relations be formed.

23. Next meeting of the executive committee

The next executive committee meeting in Montreal will be held on 16 March. A teleconference is scheduled for 17 February 2004 at 7 p.m.

24. Various matters

24.1 Web site

This point will be dealt with during a subsequent meeting.

24.2 Teacher assistance program

This point will be dealt with during a subsequent meeting.

25. Closing of the meeting

Motion 12

It was moved by Jenny Thibault and seconded by Mélodie-Fée Drouin

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Teleconference meeting of 17 February 2004

In attendance:

Marcel Duplessis	President
Larry Imbeault	Vice-president
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Mélodie-Fée Drouin	Director, Cree Sector—Teachers
Jean Picard	Director, Kativik Sector—Teachers

1. Adoption of the agenda

Motion 1

It was moved by Jenny Thibault and seconded by Mélodie-Fée Drouin

THAT the agenda be adopted.

AGENDA

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. Report: 2001–2004 Priorities
4. 2004 Congress schedule
5. The president's working conditions
6. 2004–2007 Action plan
7. Teacher assistance program
8. Web site
9. Various matters: Human resources
10. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by Larry Imbeault and seconded by Mélodie-Fée Drouin

THAT Marcel Duplessis be named chairperson and Jenny Thibault be named recording secretary.

ADOPTED UNANIMOUSLY

3. Report: 2001–2004 Priorities

Motion 3

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT the executive committee endorse the report on the 2001–2004 priorities for presentation to the 2004 congress.

ADOPTED UNANIMOUSLY

4. 2004 Congress schedule

The congress schedule was proposed. The executive committee will make any final changes to it during the telephone conference of 23 February.

5. The president's working conditions

Motion 4

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT the executive committee endorse the document entitled "Working Conditions for NQTA Presidents With Full-Time Leaves of Absence" for presentation to the 2004 congress.

ADOPTED UNANIMOUSLY

6. 2004–2007 Action plan

This point will be dealt with during a subsequent meeting.

7. Teacher assistance program

This point will be dealt with during a subsequent meeting.

8. Web site

This point will be dealt with during a subsequent meeting.

9. Various matters: Human resources

This point will be dealt with during a subsequent meeting.

10. Closing of the meeting

Motion 5

It was moved by Jenny Thibault and seconded by Mélodie-Fée Drouin

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Teleconference meeting of 23 February 2004

In attendance:

Marcel Duplessis	President
Larry Imbeault	Vice-president
Jenny Thibault	Secretary
Mérodie-Fée Drouin	Director, Cree Sector—Teachers
Emmett Georgekish	Director, Cree Sector—Support Staff Employees

1. Adoption of the agenda

Motion 1

It was moved by Jenny Thibault and seconded by Mérodie-Fée Drouin

THAT the agenda be adopted.

AGENDA

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. 2004 Congress schedule
4. The president's working conditions
5. 2004–2007 Action plan
6. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by Larry Imbeault and seconded by Mélodie-Fée Drouin

THAT Marcel Duplessis be named chairperson and Jenny Thibault be named recording secretary.

ADOPTED UNANIMOUSLY

3. 2004 Congress schedule

Motion 3

It was moved by Jenny Thibault and seconded by Marcel Duplessis

THAT executive committee adopt the schedule for the 2004 congress that will be presented to the congress participants in March.

ADOPTED UNANIMOUSLY

4. The president's working conditions

Marcel Duplessis informed the committee members that the changes to the document entitled "Working Conditions for NQTA Presidents With Full-Time Leaves of Absence" had been made.

5. 2004–2007 Action plan

The 2004–2007 action plan was proposed to the members of the executive committee. They will make final changes to it during the teleconference meeting of 4 March.

6. Closing of the meeting

Motion 4

It was moved by Jenny Thibault and seconded by Larry Imbeault

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Teleconference meeting of 4 March 2004

In attendance:

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

1. Adoption of the agenda

Motion 1

It was moved by Jenny Thibault and seconded by Emmett Georgekish

THAT the agenda be adopted.

AGENDA

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. 2004–2007 Action plan
4. Rally vote
5. Congress transportation—Cree sector
6. Human resources
7. Teacher assistance program
8. Web site
9. Various matters
 - 9.1 Legal opinion on a matter concerning a member
 - 9.2 Special invitations to the congress
10. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by Larry Imbeault and seconded by Mélodie-Fée Drouin

THAT Marcel Duplessis be named chairperson and Jenny Thibault be named recording secretary.

ADOPTED UNANIMOUSLY

3. 2004–2007 Action plan

Motion 3

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT the executive committee endorse the action plan for the 2004–2007 term of office and recommend that the 2004 congress adopt it.

ADOPTED UNANIMOUSLY

4. Rally vote

As the results of the rally vote were not complete, the executive committee decided to discuss the matter and take any necessary decisions during the 16 March meeting in Montreal.

5. Congress transportation—Cree sector

Jenny Thibault pointed out that those attending the congress from the Cree sector may travel to it by car, but that it would be preferable to car-pool in order to minimize transportation costs. She also added that a number of last-minute changes had resulted in additional costs for the Association.

6. Human resources

Annie Roy has been on maternity leave since 1 March. Dave Bourque will obtain a replacement contract as of 15 March.

Isabelle Bouvier will replace Aude Vézina while the latter is on maternity leave.

7. Teacher assistance program

This point will be discussed during the meeting of 16 March.

8. Web site

Discussion of this point was postponed until the meeting of 16 March.

9. Various matters

9.1 Legal opinion on a matter concerning a member

The Association requested a legal opinion on a matter concerning a member. The NQTA has an obligation to continue to defend this person.

Motion 4

Considering the difficulty the NQTA and the lawyer mandated by it have encountered in obtaining the member's confidence and cooperation while representing the member before the arbitration tribunals; and

Considering the conclusions contained in the legal opinion on the obligation of the union to represent the member;

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT the NQTA retain the services of the firm of Melançon Marceau & Sciortino rather than those of the CSQ legal department for the purpose of continuing the hearing of the grievances lodged by the union in the name of the member; and

THAT the member be informed of the conditions (more specifically those related to confidence, cooperation and general attitude) necessary for the proper defence of his or her interests.

ADOPTED UNANIMOUSLY

9.2 Special invitations to the congress

Motion 5

It was moved by Larry Imbeault and seconded by Marcel Duplessis

THAT the executive committee invite Barbara Zephyrine to attend the 2004 congress.

ADOPTED UNANIMOUSLY
With 1 abstention

Motion 6

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT the executive committee invite Nöella Caron to attend the 2004 congress.

ADOPTED UNANIMOUSLY

10. Closing of the meeting

Motion 7

It was moved by Marcel Duplessis and seconded by Jenny Thibault

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 16 March 2004 held in Montreal

In attendance:

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

1. Adoption of the agenda

Motion 1

It was moved by Jenny Thibault and seconded by Marcel Duplessis

THAT the agenda be adopted.

AGENDA

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. Web site
4. Teacher assistance program
5. Rally vote
6. Agreement on the transportation of food cargo, appendix XLVII
7. Complaint in progress
8. Congress
9. Acceptance of new union members
10. Various matters
 - 10.1 Legal opinion on an matter concerning a member
 - 10.2 Native self-government
11. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by Larry Imbeault and seconded by Harry Antoine

THAT Marcel Duplessis be named chairperson and Jenny Thibault be named recording secretary.

ADOPTED UNANIMOUSLY

3. Web site

During the meeting in May, Jenny Thibault will submit a plan that will include all of the new proposals that the members have sent to the executive committee regarding improvements to the Web site.

4. Teacher assistance program

Jean Picard explained the history and the objectives behind the creation of a teacher assistance program.

Jean Picard will be the NQTA representative getting the project underway.

He stated that he will survey the members in order to determine needs and the services that the program should provide.

5. Rally vote

The executive committee analyzed the results of the vote on the 24-hour walkout. The level of participation was very low.

Cree sector—support staff employees: in favour of the 24-hour walkout
Kativik sector—support staff employees: opposed to the 24-hour walkout
Cree sector—teachers: opposed to the 24-hour walkout
Kativik sector—teachers: opposed to the 24-hour walkout

The executive committee will wait until the General Council meeting of 25 March before taking a decision on the rally vote.

Motion 3

It was moved by Marcel Duplessis and seconded by Jean Picard

THAT the executive committee endorse the results of the consultation carried out by the sectors on the vote on the 24-hour walkout.

ADOPTED BY MAJORITY

6. Agreement on the transportation of food cargo, appendix XLVII

Marcel Duplessis explained that every member will receive two reimbursements of 66 per cent of food cargo transportation expenses this year (2003 taxation year). The first will be made in March and the second in June. A letter will be sent to the members to explain why these two reimbursements are being made.

7. Complaint in progress

Motion 4

It was moved by Jenny Thibault and seconded by Harry Antoine

THAT Larry Imbeault replace Marcel Duplessis in the inquiry into a complaint that was filed recently.

ADOPTED UNANIMOUSLY

8. Congress

Jenny Thibault gave the latest information on the organization of the congress that is to be held on the weekend.

9. Acceptance of new union members

Motion 5

It was moved by Jenny Thibault and seconded by Emmett Georgekish

THAT the executive committee accept applications for union membership received between 3 February and 16 March 2004.

ADOPTED UNANIMOUSLY

10. Various matters

10.1 Legal opinion on a matter concerning a member

During the meeting of 4 March the executive committee adopted a proposal regarding this matter. Marcel Duplessis presented the subsequent developments.

10.2 Native self-government

Minnie Grey, a negotiator for the Makivik Corporation, and Daniel Bienvenue, a negotiator for the Ministère du Conseil exécutif of the Québec government, sent a letter dated 10 March 2004 to the CSQ and the NQTA regarding the issue of native self-government.

During a recent meeting, negotiators for Makivik, Québec and Canada agreed to create a working table that would allow the various union representatives to obtain information on the evolution of the negotiations. In addition, they mentioned that the table would enable union representatives to give their points of view and make suggestions regarding the fusion of public organizations in Nunavik in so far as they affected questions related to labour.

11. Closing of the meeting

Motion 6

It was moved by Jenny Thibault and seconded by Mélodie-Fée Drouin

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 31 March 2003 held in Montreal

In attendance:

Marcel Duplessis	President
Larry Imbeault	Vice-president
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Mélodie-Fée Drouin	Director, Cree Sector—Teachers
Jean Picard	Director, Kativik Sector—Teachers
Robert Imrie	Nunavik Self-government Coordinator

Also in attendance:

Isabelle Bouvier Union advisor (point 3 of the agenda)

1. Adoption of the agenda

Motion 1

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT the agenda be adopted.

AGENDA

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. Defence of a member
4. Rally vote
5. Nunavik Self-government Coordinator
6. Next meeting in Montreal
7. Closing of the meeting

ADOPTED UNANIMOUSLY
With 1 abstention

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by Larry Imbeault and seconded by Mélodie-Fée Drouin

THAT Marcel Duplessis be named chairperson and Jenny Thibault be named recording secretary.

ADOPTED UNANIMOUSLY

3. Defence of a member

Motion 3

It was moved by Marcel Duplessis and seconded by Jean Picard

THAT the NQTA grant financial support to the member as provided for under the terms of the *Members' Rights Defence Policy*, subject to the verification of the existence of a criminal record; and

THAT terms and condition be determined through an agreement between the member and the Association.

ADOPTED UNANIMOUSLY

4. Rally vote

At the General Council, 79.6 per cent of union representatives voted in favour of the strike.

To reiterate the results from the union representatives of the Cree and Kativik school boards:

Cree sector—support staff employees: in favour of the 24-hour walkout

Kativik sector—support staff employees: opposed to the 24-hour walkout

Cree sector—teachers: opposed to the 24-hour walkout

Kativik sector—teachers: opposed to the 24-hour walkout

Motion 4

It was moved by Marcel Duplessis and seconded by Jean Picard

THAT the three sectors that are opposed to the 24-hour walkout rally to the position of the other unions that are in favour of the walkout.

REJECTED BY MAJORITY

It should be noted that Jean Picard supported motion 4 in order to allow the executive committee to debate the issue.

Motion 5

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT the Cree sector rally to the position of the other sectors so as not have to hold a 24-hour walkout.

ADOPTED UNANIMOUSLY

5. Nunavik Self-government Coordinator

The executive committee discussed the mandates of the Nunavik Self-government Coordinator. An examination of the amendments adopted by the recent congress show that the mandates of this position are not completely clear.

Jenny Thibault proposed to gather information on this matter for the next teleconference meeting, which will take place on 6 April 2004.

The coordinator has received a number of letters urging him to withdraw from the position. Marcel Duplessis will send a letter to all members in order to clarify the situation.

6. Next meeting in Montreal

The next executive committee meeting in Montreal will be held on 24–26 April.

A teleconference meeting is planned for 6 April.

7. Closing of the meeting

Motion 6

It was moved by Jenny Thibault and seconded by Mélodie-Fée Drouin

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Executive Committee, Minutes

0304CEPV-13

Meeting of 6 April 2004 held in Montreal

In attendance:

Marcel Duplessis	President
Larry Imbeault	Vice-president
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Mérodie-Fée Drouin	Director, Cree Sector—Teachers
Jean Picard	Director, Kativik Sector—Teachers
Robert Imrie	Nunavik Self-government Coordinator
Emmett Georgekish	Director, Cree Sector—Support Staff Employees

1. Adoption of the agenda

Motion 1

It was moved 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 chairperson and the recording secretary
3. Cree and Kativik sector directors
4. Nunavik self-government coordinator
 - 4.1 Letters
5. Unionization
6. Negotiations—Teachers
7. 2004–2005 Union releases
8. Complaint
9. Letter from a member
10. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by Larry Imbeault and seconded by Jean Picard

THAT Marcel Duplessis be named chairperson and Jenny Thibault be named recording secretary.

ADOPTED UNANIMOUSLY

3. Cree and Kativik sector directors

Jean Picard explained the problems faced by sector directors who had to leave their communities in order to participate in union activities.

A number of executive committee members experience these difficulties and would like to see solutions that would eliminate the obstacles they face.

The executive committee will attempt to bring solutions to its next meeting in Montreal.

4. Nunavik self-government coordinator

Marcel Duplessis sent a letter to the communities in order to explain the role of the Nunavik self-government coordinator.

The Nunavik self-government coordinator will be in attendance when there are specific points related to his mandate or when the executive committee judges that his presence is necessary.

The coordinator will take no part in decisions that concern the workings of the executive committee.

Marcel Duplessis will study the contents of the fourth paragraph of amendment 17.07 f). The executive committee will request a legal opinion if this study is not conclusive.

4.1 Letters

Marcel Duplessis presented the letter concerning the role and mandate of the Nunavik self-government coordinator that was to be sent to the communities, once the executive committee had made changes to it, in the week following the executive committee meeting.

5. Unionization

The members of the school in Mashteuiatsh will join the Association. There will be a service agreement

6. Negotiations—Teachers

Marcel Duplessis had been acting as the spokesperson at the bargaining tables for Cree and Kativik teachers. With the election of a new executive committee, which was to take office on 1 July 2004, the executive committee would have to choose another spokesperson as Marcel Duplessis would no longer be occupying the position of president as of that date.

According to Marcel Duplessis, it would not be possible for the union demands to be tabled before September or October.

Various possibilities will be proposed during the meeting in Montreal of 24–26 April.

7. 2004–2005 Union releases

The members of the new executive committee will submit their requests at the next meeting, which will be held 24, 25 and 26 April 2004.

8. Complaint

This point will be dealt with during the next meeting.

9. Letter from a member

This point will be dealt with during the next meeting.

10. Closing of the meeting

Motion 3

It was moved by Marcel Duplessis and seconded by Jenny Thibault

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 24, 25 and 26 April 2004 held in Montreal

In attendance:

Marcel Duplessis	President
Larry Imbeault	Vice-president
Jenny Thibault	Secretary
Harry Antoine	Treasurer
Jean Picard	Director, Kativik Sector—Teachers
Mélodie-Fée Drouin	Director, Cree Sector—Teachers
Robert Imrie	Nunavik Self-government Coordinator

Also in attendance:	Isabelle Bouvier, Union Advisor
	Dave Bourque, Union Advisor
	Patrick D’Astous, NQTA President—2004–2007 term of office
	Raynald Bellerive, FSE Vice-president (Monday morning)

1. Presentation and adoption of the agenda

Motion 1

It was moved by Jenny Thibault and seconded by Marcel Duplessis

THAT the agenda be adopted.

AGENDA

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. Nunavik self-government
4. Situation of union officers and sector directors
5. Situation in Kangirsuk
6. Negotiations
 - 6.1 Sectorial demand—teachers

- 6.2 Sectorial demand—support staff employees
- 6.3 Rally vote for the 24-hour walkout
- 6.4 NQTA spokesperson—teachers
- 7. 2004–2005 Union leaves
- 8. Financial statements
- 9. Developments concerning a complaint
- 10. Correspondence
- 11. NQTA human resources
- 12. Unionization of Mashteuiatsh
- 13. Cree pension plan
- 14. Vacant positions
- 15. Proposal from a member
- 16. Sector life
 - 16.1 Teachers—Kativik Sector
 - 16.2 Teachers—Cree Sector
 - 16.3 Support staff employees—Cree Sector
 - 16.4 Support staff employees—Kativik Sector
- 17. Labour relations
- 18. Acceptance of new union members
- 19. Next executive committee meeting
- 20. Various matters
 - 20.1 Simultaneous translation—Nord-Sud
 - 20.2 FPSS mandates
- 21. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by Larry Imbeault and seconded by Mélodie-Fée Drouin

THAT Marcel Duplessis be named chairperson and Jenny Thibault be named recording secretary.

ADOPTED UNANIMOUSLY

3. Nunavik self-government

Robert Imrie had a discussion with the president of the Nunavut Teachers' Federation in order to gather information about problems related to renewing the collective agreement.

A meeting to discuss the Nunavik self-government dossier is planned for 12 May.

At the request of Jean Picard, the executive committee will receive all documents related to the dossier.

Marcel Duplessis and Larry Imbeault will send the members a special newsletter with information on the situation.

Marcel Duplessis will try to secure a meeting with a government representative.

A letter explaining the role of the Nunavik self-government coordinator was sent to the members on 15 April.

4. Situation of union officers and sector directors

Jean Picard described how union delegates who carry out their duties correctly regularly face prejudice or find themselves in difficult situations. He cited a number of examples.

He would like these union officers to receive support. He thought that it would also be appropriate for the FSE or the CSQ to approach the school board in order to correct this situation.

Harry Antoine gave the example of a community in which the principal and the delegate took part in a training session in the presence of a mediator; he feels that this type of intervention can encourage discussion and increase understanding of everyone's roles.

5. Situation in Kangirsuk

Jenny Thibault explained that the working climate in Kangirsuk has become intolerable. The level of violence and administration-employee relations are giving rise to many conflicts and difficulties.

She proposed that there be a meeting of school board representatives, the local administration, the coordinator of educational services and teacher representatives.

Marcel Duplessis is to contact Lana Desmarchais, the director of the human resources department, in order to discuss the situation in Kangirsuk and plan a meeting to find solutions to it.

6. Negotiations

6.1 Sectorial demand—teachers

The employer group has tabled its demand. The Conseil fédéral rejected the sectorial demand.

6.2 Sectorial demand—support staff employees

The employer group has tabled its demand. The Conseil fédéral is to meet next week.

6.3 Rally vote for the 24-hour walkout

The executive committee has received the results of the rally vote from the three sectors concerned.

21 in favour of the 24-hour walkout
10 opposed to the 24-hour walkout
0 abstentions

Motion 3

It was moved by Marcel Duplessis and seconded by Larry Imbeault

THAT the executive committee endorse the rally vote consultation result (not to take part in the walkout) in the Cree sector for support staff employees.

ADOPTED UNANIMOUSLY
Avec 1 abstention

6.4 NQTA spokesperson—teachers

Marcel Duplessis explained that he has not been working on negotiations. He was to have been the spokesperson and written the demand, but as he will not be president in the future and is in a period of transition, he has not been able to continue this work.

The executive committee is to decide upon another spokesperson. A number of possibilities were suggested.

Raynald Bellerive would like the NQTA to synchronize its negotiations so that they take place at the same time as those of Quebec's other school boards.

Marcel Duplessis explained the dynamic and the technical nature of the resources.

Motion 4

Considering the wishes expressed at the congress and the results that came out of it regarding the new members of the executive committee;

Considering that the outgoing president was the spokesperson at the bargaining tables for Cree and Kativik sector teachers;

Considering that the executive committee must choose a new spokesperson for the bargaining tables for Cree and Kativik sector teachers;

Considering the full support of the FSE in the matter of negotiations; and

Considering the Association's limited budget and the financial benefit of having the spokesperson's salary paid by the treasury board;

It was moved by Jenny Thibault and seconded by Jean Picard

THAT the executive committee name Patrick D'Astous as spokesperson for the bargaining tables for Cree and Kativik sector teachers.

TIE VOTE—NEITHER ADOPTED NOR REJECTED

Decision on this matter was deferred to the next meeting of the executive committee.

Motion 5

It was moved by Larry Imbeault and seconded by Harry Antoine

THAT the executive committee name Marcel Duplessis as spokesperson for the bargaining tables for Cree and Kativik sector teachers.

REJECTED BY MAJORITY

7. 2004–2005 Union leaves

Motion 6

It was moved by Larry Imbeault and seconded by Harry Antoine

THAT the executive committee request that the Kativik School Board grant Marcel Duplessis a one-year leave without salary for union activities.

ADOPTED UNANIMOUSLY

Motion 7

It was moved by Marcel Duplessis and seconded by Harry Antoine

THAT the executive committee grant a full-time leave to the vice-president until 30 June 2005.

ADOPTED UNANIMOUSLY

Motion 8

It was moved by Mélodie-Fée Drouin and seconded by Jenny Thibault

THAT the executive committee grant the director for Kativik sector teachers a union leave of 30 per cent or the equivalent of one course.

**REJECTED BY MAJORITY
1 abstention**

Motion 9

It was moved by Jean Picard and seconded by Jenny Thibault

THAT the executive committee grant the director for Cree sector teachers a union leave of 20 per cent.

TIE VOTE—NEITHER ADOPTED NOR REJECTED

Decision on this matter was deferred to the next meeting of the executive committee.

Motion 10

It was moved by Jean Picard and seconded by Marcel Duplessis

THAT the following motion be referred to the four sector councils for study, the conclusions from which be presented to the executive committee.

Motion:

It was moved by Harry Antoine and seconded by Larry Imbeault

THAT the executive committee name assistant directors.

ADOPTED UNANIMOUSLY

8. Financial statements

Harry Antoine presented the financial statements. Members may consult the financial statements at the NQTA office.

9. Developments concerning a complaint

A member who had filed a complaint against another member has withdrawn it.

Marcel Duplessis said that he would communicate this information to the other complainant and ask if he would be willing to withdraw his complaint as well. Were he to do so, the matter would be closed.

10. Correspondence

The executive committee has received a petition from one of the communities.

11. NQTA human resources

Marcel Duplessis presented information about the operating procedures and work process of the new union advisors.

12. Unionization of Mashteuiatsh

There have been no developments in this matter as there have been no resource persons available.

13. Cree pension plan

The executive committee will ask for a joint consultation with the Cree School Board on the possibility of working to establish a pension plan for Cree employees.

14. Vacant positions

Jenny Thibault presented her resignation from her position on the executive committee as she no longer felt comfortable working as part of the team. A number of unresolved internal problems have caused the atmosphere and the working environment to deteriorate. As well, the way the NQTA goes about attaining its objectives no longer corresponds to her values and her philosophy of how a union should operate.

The executive committee will contact Nelson Lamoureux to propose that he take up the duties as executive committee secretary before his term of office begins.

Motion 11

It was moved by Mélodie-Fée Drouin and seconded by Jean Picard

THAT the executive committee accept the resignation of Jenny Thibault as secretary of the executive committee and that this take effect at the closing of the present executive committee meeting.

ADOPTED UNANIMOUSLY

Motion 12

Considering that a letter of resignation from his position as director for Cree sector support staff employees has been received from Emmett Georgekish; and

Considering the results of the elections held at the congress in March 2004;

It was moved by Larry Imbeault and seconded by Harry Antoine

THAT the executive committee accept the resignation of Emmett Georgekish; and

THAT, subject to his approval, Larry Wash, be named director for Cree sector support staff employees and take up the position at the next executive committee meeting.

ADOPTED UNANIMOUSLY

Motion 13

Considering that the position of director for Kativik sector support staff employees is vacant; and

Considering the results of the elections held at the congress in March 2004;

It was moved by Larry Imbeault and seconded by Harry Antoine

THAT, subject to his approval, Tommy Sallualuk, be named director for Kativik sector support staff employees and take up the position at the next executive committee meeting.

ADOPTED UNANIMOUSLY

15. Proposal from a member

The executive committee has received an offer to provide taxation services from a member. The executive committee rejected the proposal

16. Sector life

16.1 Teachers—Kativik Sector

- The meeting of the adult education advisory committee has been postponed until May.
- Lana Desmarchais has sent a note convening a special meeting.

16.2 Teachers—Cree Sector

- Teachers are experiencing assignment problems.
- Transfers: the school board has no transfer policy.
- Cases of violence: some schools are experiencing a high number of problems with violence. There is a policy in force, but it does not appear that it is being applied.
- Delegates will be reminded about the subjects for consultation found on pp. 19–20 of the collective agreement. Schools councils should be vigilant.
- The board committee has discussed the condition of housing units.

16.3 Support staff employees—Cree Sector

- Emmett Georgekish has resigned from his position as director for the Cree sector.
- A meeting with Michael Palumbo to discuss negotiations is planned for next week.

16.4 Support staff employees—Kativik Sector

- No issues were discussed during the meeting.

17. Labour relations

Isabelle Bouvier and Dave Bourque presented reports summarizing all labour relations dossiers to the executive committee. None of this information could be reported in the minutes for reasons of confidentiality.

Marcel Duplessis will send the members a note announcing that Dave Bourque is replacing Annie Roy.

18. Acceptance of new union members

The executive committee received no new union membership applications for this meeting.

19. Next executive committee meeting

The date for the next meeting was not determined.

20. Various matters

20.1 Simultaneous translation—Nord-Sud

Jenny Thibault asked the treasurer and the president to contact North-South about revising the amount invoiced. As translation services in Innuttitut and Cree were inadequate, these costs should be reduced.

20.2 FPSS mandates

Motion 14

It was moved by Marcel Duplessis and seconded by Jenny Thibault

THAT Larry Imbeault, the delegate to the FPSS Conseil fédéral for the four NQTA support staff employee bargaining units, be provided with the mandates of those bargaining units.

ADOPTED UNANIMOUSLY

21. Closing of the meeting

Motion 15

It was moved by Marcel Duplessis and seconded by Jenny Thibault

THAT the meeting be closed.

ADOPTED UNANIMOUSLY

Executive Committee, Minutes

0304CEPV-15

Teleconference meeting of 16 June 2004

In attendance:

Marcel Duplessis	President
Larry Imbeault	Vice-president
Nelson Lamoureux	Secretary
Harry Antoine	Treasurer
Mélodie-Fée Drouin	Director, Cree Sector—Teachers
Larry Wash	Director, Cree Sector—Support Staff Employees

1. Adoption of the agenda

Motion 1

It was moved by Marcel Duplessis and seconded by Nelson Lamoureux

THAT the agenda be adopted after modification.

AGENDA

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. Cree pension plan
4. Agreement on the reimbursement of food transportation expenses
5. Taxation and union activities
6. Signatures for the NQTA bank accounts
7. NQTA human resources
8. Correspondence
9. Nunavik Government

10. Transfer of the president's responsibilities
11. Next meeting
12. Various matters
 - a. Union leaves
 - b. Basing the presidency in the North
13. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by Larry Imbeault and seconded by Henry Antoine

THAT Marcel Duplessis be named chairperson and Nelson Lamoureux be named recording secretary.

ADOPTED UNANIMOUSLY

3. Cree pension plan

Marcel Duplessis explained the matter.

4. Agreement on the reimbursement of food transportation expenses

Marcel Duplessis explained the matter.

5. Taxation and union activities

Marcel Duplessis explained the matter.

6. Signatures for the NQTA bank accounts

It was moved by Marcel Duplessis and seconded by Harry Antoine that:

For accounts no. 24734, 32453 et 32041, the signature of Marcel Duplessis be replaced by that of Patrick d'Astous, the signature of Larry Imbeault be added immediately and the signature of Monique Nepveu remain.

ADOPTED UNANIMOUSLY

7. NQTA human resources

The union advisors' request for reimbursement of their bar association fees was refused.

8. Correspondence

Follow-up to the proposal from Gino Dupuis: a letter was sent; no reply has been received.

9. Nunavik Government

As Robert Imrie was absent, Larry Imbeault explained the matter.

10. Transfer of the president's responsibilities

Marcel Duplessis explained the matter. He will be available after the transfer of powers to assist Patrick d'Astous during the transition period.

11. Next meeting

The incoming executive committee will decide the date of the next meeting.

12. Various matters

- a. Union leaves

These decisions should be taken by the incoming executive committee.

- b. Basing the presidency in the North

The incoming executive committee will take all decisions regarding the lease of CSQ office space.

13. Closing of the meeting

It was moved by Marcel Duplessis and seconded by Larry Imbeault that the executive committee meeting be closed.

ADOPTED UNANIMOUSLY.

Executive Committee, Minutes

0304CEPV-16

Meeting of 8 July 2004 held in Montreal

In attendance:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
Larry Wash	Director, Cree Sector—Support Staff Employees

Also in attendance:	Isabelle Bouvier	Union Advisor
	Dave Bourque	Union Advisor

Opening remarks by the President

Welcome to the first meeting of the new executive. I wanted to hold this meeting as early in the new term of office as possible both in order to establish good team spirit and cooperation between the members of the executive and to begin laying out the broad outlines of our action for the short- and medium term.

From the outset I would like to warn you against the potential danger of continuing the infighting that appears to have gone on within the Association over the course of recent years. Everyone here must be receptive to the opinions of others. The fact that we sometimes disagree on certain issues does not mean that we must call into question our shared commitment to defending the working and living conditions of our members in the Cree and Inuit communities

We are all here to serve the interests of our members, and this must always take precedence over our personal feelings. That said, I believe that our first challenge will be to reconcile the often-divergent interests of the groups that make up our Association and to provide those groups with the services they expect and to which they are entitled. In closing, I hope that out of respect and friendship, and for the benefit of our members, we will be able to have frank discussions in an atmosphere that allows for openness, the exchange of ideas and the acceptance of everyone's point of view.

1. Presentation and adoption of the agenda

Motion 1

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the agenda be adopted after modification

Agenda

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. Adoption of the minutes of previous meetings
4. Follow-up to the minutes of previous meetings
5. Budget
6. Cree pension plan
7. Labour relations
8. Attendance of union advisors at parity committees
9. Delegate training
10. FSE protocol for union leave
11. Work tool
12. Correspondence
13. Inquiry into the state of housing
14. Next executive committee meeting
15. Various matters
16. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by Alain Lajoie and seconded by Larry Imbeault that:

Patrick D'Astous be named chairperson and Nelson Lamoureux be named recording secretary.

ADOPTED UNANIMOUSLY

3. Adoption of the minutes of previous meetings

Discussion of this point was postponed until the next meeting.

4. Follow-up to the minutes of previous meetings

Discussion of this point was postponed until the next meeting.

5. Budget

Alain Lajoie will present the budget at the next meeting.

Motion 3

It was moved by Nelson Lamoureux and seconded by Larry Imbeault that:

The executive committee mandate the president to contact the sector directors and have them prepare a dossier to be used for requesting union leaves from the Cree and Kativik school boards.

ADOPTED UNANIMOUSLY

6. Cree pension plan

Motion 4

Considering the work undertaken by the CSB to establish a plan equivalent to the RRQ (Québec Pension Plan) for its Cree employees;

Considering the concerns about this matter that Cree members of the NQTA expressed during the last congress; and

Considering the problems that the financing model proposed by the CSB to implement such a pension plan could create;

It was moved by Patrick D'Astous and seconded by Alain Lajoie that:

The members be consulted on the important issues of the CSB proposal as soon after the schools reopen as possible; and that

Other union bodies concerned (the FPPE, for example) be involved in the same consultation process so that it will be uniform for all CSB employees.

ADOPTED UNANIMOUSLY

7. Labour relations

Isabelle Bouvier and Dave Bourque presented the executive committee with reports detailing all labour relations files. None of this information could be reported in the minutes for reasons of confidentiality.

8. Attendance of union advisors at parity committees

Motion 5

Considering that the Association has no technical resource-person for labour relations at its various parity committees;

Considering that advising and labour relations are included in the job descriptions of the Association's union advisors; and

Considering the importance for the Association that the decisions taken at the various committees be evaluated by a resource-person trained in labour relations;

It was moved by Larry Imbeault and seconded by Patrick D'Astous that:

One of the Association's union advisors attend every meeting of the board committees, labour relations committees, adult education advisory committees and any other parity committee at which labour relations is discussed;

The union advisor attending these various committee meetings be present from the beginning to the end of each meeting;

The availability of the Association's union advisors be taken into consideration when the schedules of these meetings are drawn up; and that

During executive committee meetings, the Association's union advisors present a summary of the various meetings that they have attended.

ADOPTED UNANIMOUSLY

9. Delegate training

Decision on this matter was postponed until the next meeting.

10. FSE protocol for union leave

Motion 6

Considering the importance of monetary consequences at the intersectorial level;

Considering the need to synchronize the Cree and Kativik bargaining tables;

Considering the FSE's offer to provide the NQTA with a 0.5 resource-person position (Christiane Trottier) to prepare the texts of the union demands away from the bargaining table; and

Considering the FSE's limited resources and its obligation to allocate resources to support its general administration;

It was moved by Patrick D'Astous and seconded by Alain Lajoie that:

An official request for the 0.5 technical support resource-person position (Christiane Trottier), which would also identify the type of support required and propose an operational calendar, be made as soon as possible; and that

An FSE protocol be produced and transmitted that would include the name of Patrick d'Astous as the person released on a full-time basis as temporary spokesperson until the matter is determined conclusively during the next NQTA executive committee meeting.

ADOPTED UNANIMOUSLY

11. Work tool

Discussion of this point was postponed until the next meeting.

12. Correspondence

Patrick D'Astous and Larry Imbeault provided information about correspondence.

13. Inquiry into the state of housing

Discussion of this point was postponed until the next meeting.

14. Next executive committee meeting

The next executive committee meeting will be held on 27, 28 and 29 August 2004 in the NQTA offices in Montreal.

To be confirmed.

15. Various matters

a. Native self-government

As Robert Imrie was absent, Larry Imbeault provided information about the matter.

b. Communications policy

Nelson Lamoureux provided information about the matter.

16. Closing of the meeting

It was moved by Larry Imbeault and seconded by Alain Lajoie that:

The executive committee meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 27, 28 and 29 August 2004 held in Montreal

In attendance:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Alain Lajoie	Treasurer
Nelson Lamoureux	Secretary
Mérodie-Fée Drouin	Director, Cree Sector—Teachers

Also in attendance: Isabelle Bouvier, Union Advisor
Dave Bourque, Union Advisor

1. Presentation and adoption of the agenda

Motion 1

It was moved by Alain Lajoie and seconded by Patrick D'Astous

THAT the agenda be adopted after modification.

Agenda

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. Labour relations
4. Adoption of the minutes of previous meetings
5. Follow-up to the minutes of previous meetings
6. Nunavik self-government
7. Sector life
 - 7.1. Support staff employees—Cree sector
 - 7.2. Support staff employees—Kativik sector
 - 7.3. Teachers—Kativik sector
 - 7.4. Teachers—Cree sector
8. NQTA action plan and priorities
9. Spokesperson—teacher negotiations
10. Support staff employee negotiations

11. Acceptance of new union members
12. Sector directors
13. Union information guide
14. Union leaves
15. Budget
16. Union training session
17. CSB housing
18. CSB pension plan
19. Preparation of the minutes
20. Web site
21. Next executive committee meeting
22. Correspondence
23. Various matters
 - 23.1. Agreement on food transportation
 - 23.2. FSE conference
 - 23.3. Teacher workload and average teaching time
 - 23.4. Cree sector pay problems
 - 23.5. Kuujjuaq resolution
 - 23.6. Communication procedure for teachers
 - 23.7. Executive committee training session
 - 23.8. Conseil fédéral delegation
 - 23.9. Advertisements in The Nation and Nunatsiaq News
 - 23.10. Union membership application form
 - 23.11. Provision of services
 - 23.12. Assistance program
 - 23.13. Reimbursement of telephone expenses
24. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT Patrick D'Astous be named chairperson and that Nelson Lamoureux be named recording secretary.

ADOPTED UNANIMOUSLY

3. labour relations

Isabelle Bouvier and Dave Bourque presented reports summarizing all labour relations dossiers to the executive committee. None of this information could be reported in the minutes for reasons of confidentiality.

4. Adoption of the minutes of previous meetings

Motion 3

It was moved by Nelson Lamoureux and seconded by Larry Imbeault

THAT the minutes of the meeting of 16 June 2004 be adopted after correction.

ADOPTED UNANIMOUSLY

Motion 4

It was moved by Patrick D'Astous and seconded by Larry Imbeault

THAT the minutes of the meeting of 8 July 2004 be adopted after correction.

ADOPTED UNANIMOUSLY

5. Follow-up to the minutes of previous meetings

All points for follow-up have been included on the agenda.

6. Nunavik self-government

Larry Imbeault presented the point. Robert Imrie has sent a letter to the executive committee informing its members of his resignation from the position of Nunavik self-government coordinator.

Motion 5

CONSIDERING the resignation of Robert Imrie from the position of Nunavik self-government coordinator, effective 28 August 2004;

It was moved by Patrick D'Astous and seconded by Nelson Lamoureux

THAT Larry Imbeault fill the vacancy created by the departure of Robert Imrie from the position of Nunavik self-government coordinator until a new coordinator is named; and

THAT a call for candidates for the position of Nunavik self-government coordinator be issued until 17 September 2004.

ADOPTED UNANIMOUSLY

7. Sector life

7.1. Support staff employees—Cree sector

Larry Imbeault presented the point, as Larry Walsh was absent. A note has been sent to all schools reminding members to elect union delegates and substitute delegates.

7.2. Support staff employees—Kativik sector

Larry Imbeault presented the point, as Tommy Sallualuk was absent. A note has been sent to all schools reminding members to elect union delegates and substitute delegates.

7.3. Teachers—Kativik sector

Discussion of this point was deferred to the next meeting.

7.4. Teachers—Cree sector

Mélodie-Fée Drouin presented the point.

- Numerous pay problems have been reported in the sector.
- Mélodie-Fée Drouin is working on the organization of the union training session, which will be held in October in conjunction with the session for Cree support staff delegates.
- A note has been sent to all schools reminding members to elect union delegates and substitute delegates.
- Delegates have been elected in almost all schools.
- Teacher workloads are in the process of being analyzed.
- The board committee is scheduled to meet on 30 August 2004. This will be the first time the committee has met since December 2003.

8. NQTA action plan and priorities

Patrick D'Astous presented the point. The executive committee revised the plan and amended the priorities.

Motion 6

CONSIDERING that it was not possible for the congress to adopt an action plan for the executive committee's 2004–2007 term of office;

CONSIDERING the need for the NQTA to have an action plan that will guide its action and decisions;

It was moved by Patrick D’Astous and seconded by Larry Imbeault

THAT the NQTA action plan for the 2004–2007 term of office, as amended during the executive committee meeting of 27–29 August 2004, be adopted.

ADOPTED UNANIMOUSLY

9. Spokesperson—teacher negotiations

Patrick D’Astous presented the point.

Motion 7

It was moved by Alain Lajoie and seconded by Nelson Lamoureux

THAT Patrick D’Astous be named spokesperson at the two teacher bargaining tables.

**ADOPTED UNANIMOUSLY
with 2 abstentions**

10. Support staff employee negotiations

Larry Imbeault presented the point. Work on a demand in clause form will begin in September. There is no timetable at this time.

11. Acceptance of new union members

Nelson Lamoureux presented the point.

Motion 8

It was moved by Nelson Lamoureux and seconded by Mélodie-Fée Drouin

THAT the list of new applications for union membership be adopted only after it has been verified and corrected.

ADOPTED UNANIMOUSLY

12. Sector directors

Patrick D’Astous presented the point. The executive committee confirmed that Jean Picard is no longer with the Kativik School Board. In consequence, the position of director for Kativik sector teachers is vacant.

Motion 9

CONSIDERING that Jean Picard is no longer employed by the Kativik School Board and cannot occupy the position of director for Kativik sector teachers; and

WHEREAS the executive committee has received only one candidacy for the position of director for Kativik sector teachers;

It was moved by Mélodie-Fée Drouin and seconded by Nelson Lamoureux

THAT there be a call for candidates for the position of director for Kativik sector teachers that will close on 7 September 2004 at 4 p.m.; and

THAT the president and the secretary consult the sector council for Kativik teachers so that a candidate can be recommended to the executive committee.

ADOPTED UNANIMOUSLY

13. Union information guide

Patrick D'Astous presented the point. The SEUAT has produced a guide with a wide range of union information for teachers. The executive committee believes that a guide of this nature could be useful for the members.

Motion 10

It was moved by Mélodie-Fée Drouin and seconded by Larry Imbeault

THAT the motion on the union information guide be deferred for one year.

ADOPTED UNANIMOUSLY

14. Union leaves

Patrick D'Astous presented the point.

Motion 11

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT a union release of 20 per cent be requested from the Cree School Board for the replacement of the director for Cree sector teachers, in accordance with clause 3-6.03 B) of the collective agreement for Cree teachers; and

THAT, should the Cree School Board refuse this, an ad hoc bank of 40 days of union leave be provided for the director for Cree sector teachers.

ADOPTED UNANIMOUSLY

15. Budget

Alain Lajoie presented the 2004–2005 budget.

Motion 12

WHEREAS the budget serves as an orientation document that must be updated in order to reflect the experience and the needs of the Association;

WHEREAS no provision has been made for requests for possible union leaves for new sector directors; and

WHEREAS the members of the executive committee and the employees of the Association must follow the policies of the Association in order to ensure its financial well-being;

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the 2004–2005 budget be adopted.

ADOPTED UNANIMOUSLY

16. Union training session

Mélodie-Fée Drouin and Larry Imbeault presented the point.

It was proposed that the next union training session be adapted in order both to enable delegates to develop union reflexes to help them perform their duties and to place an emphasis on the political aspect of the delegate's role.

Joint union training sessions for support staff employees and teachers will be held for the Cree sectors.

17. CSB housing

Patrick D'Astous presented the point. A decision on it will be taken later.

18. CSB pension plan

Patrick D'Astous presented the point. The executive committee would like to see how the Cree School Board intends to consult its employees on the question of the private

pension plan that it would like to set up. The executive committee would be prepared to cooperate with the CSB on any consultation that it might undertake.

19. Preparation of the minutes

Nelson Lamoureux presented the point. At each meeting where the members are actually assembled, all of the minutes from previous meetings would be ready for adoption by the executive committee. Nelson Lamoureux has already had a number of discussions with Monique Nepveu about coordinating efforts to do this.

20. Web site

Nelson Lamoureux presented the point. He asked to have the dossier of the Association Web site, which he intends to take charge of as part of his mandate. Patrick D'Astous will provide him with the documents as soon as possible.

21. Next executive committee meeting

The next executive committee meeting in Montreal will be held in the NQTA office on 5–7 November 2004.

22. Correspondence

Patrick D'Astous presented the correspondence.

23. Various matters

23.1. Agreement on food transportation

Patrick D'Astous presented the point. The union group has already signed the agreement; only the signatures of the employer group are still required. Once the employer group has signed, it will have 60 days to pay the amounts owed. The union group will have four months to locate all former members who are entitled to receive reimbursement.

23.2. FSE conference

Patrick D'Astous presented the point. The conference will be held in Laval on 28–29 October 2004. Patrick D'Astous must verify the budget available in order to determine the possibility of sending members to it.

23.3. Teacher workload and average teaching time

Patrick D'Astous, Nelson Lamoureux and Mélodie-Fée Drouin presented the point. The executive committee believes that it is important to review the average teaching time at the Kativik School Board because the short school calendar has been

changed to a long one this year. There is reason to believe that clause 8-4.07 of the E4 collective agreement may not have been respected. It will be for the new director for Kativik sector teachers to verify this. Furthermore, he or she will have to consult with the union advisors in order to validate this work. Mélodie-Fée Drouin has agreed to do this work in her sector.

23.4. Cree sector pay problems

Patrick D'Astous presented the point. The executive committee believes that a long-term solution will be needed if these recurrent problems at the Cree School Board are to be corrected. The executive committee intends to evaluate the various possible actions that could be taken in order to curb this problem.

23.5. Kuujjuaq resolution

Patrick D'Astous presented the point. The executive committee recognizes the amount of work that the delegates in large schools are required to do, and it will look into this problem during an upcoming meeting in order to find lasting solutions to it.

23.6. Communication procedure for teachers

Mélodie-Fée Drouin presented the point. She recalled that the previous executive committee had developed a communication procedure and that this procedure is still in force and should be sent to the union delegates and given to the union advisors. She also suggested that it might be revised.

23.7. Executive committee training session

Patrick D'Astous presented the point. The interest expressed by members of the executive committee during a previous meeting led Patrick D'Astous to contact Luc Brunet regarding the possibility of organizing a one-day training session. Mr. Brunet was interested in the project. Patrick D'Astous will see to the organization of the session.

23.8. Conseil fédéral delegation

Discussion of this point was deferred to the next meeting.

23.9. Advertisements in The Nation and Nunatsiaq News

Discussion of this point was deferred to the next meeting.

23.10. Union membership application form

Discussion of this point was deferred to the next meeting.

23.11. Provision of services

Discussion of this point was deferred to the next meeting.

23.12. Assistance program

Discussion of this point was deferred to the next meeting.

23.13. Reimbursement of telephone expenses

Mélodie-Fée Drouin presented the telephone charges incurred for union activities.

Motion 13

CONSIDERING the exceptional circumstances;

It was moved by Alain Lajoie and seconded by Nelson Lamoureux

THAT Mélodie-Fée Drouin's union-related telephone charges incurred between 16 June and 15 July 2003 be reimbursed.

ADOPTED UNANIMOUSLY

24. Closing of the meeting

Motion 14

It was moved by Larry Imbeault and seconded by Patrick D'Astous

THAT the meeting of the executive committee be closed.

ADOPTED UNANIMOUSLY