

Teleconference meeting of 27 September 2004

In attendance:

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

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. Nomination of the director for Kativik sector teachers
4. Nomination of the Nunavik self-government coordinator
5. Directors for support staff employee sectors
6. Union training sessions
7. FSE conference
8. Communications
9. Union advisors
10. Various matters
11. Next meeting
12. 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. Nomination of the director for Kativik sector teachers

Patrick D’Astous presented the point.

Motion 3

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

THAT the executive committee endorse the nomination of François Beauchemin as director for Kativik sector teachers.

**ADOPTED BY MAJORITY
With 1 abstention**

4. Nomination of the Nunavik self-government coordinator

Patrick D’Astous presented the candidacies of the three persons who applied. They are:

- David Loiselle from Akulivik
- Joseph Franklin from Waswanipi
- Eugène Fayeti Kenkiki from Kuujjuaraapik.

Motion 4

It was moved by Nelson Lamoureux and seconded by Larry Imbeault

THAT David Loiselle be named Nunavik self-government coordinator.

ADOPTED UNANIMOUSLY

5. Directors for support staff employee sectors

Larry Imbeault presented the point.

Motion 5

CONSIDERING that the directors for the support staff employee sectors have been absent from executive committee meetings numerous times since they were nominated;

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

THAT Larry Walsh and Tommy Sallualuk be removed from their offices as directors of the support staff employee sectors; and

THAT a call for candidates for the positions of the directors for the support staff employee sectors be made and continue until 8 October.

ADOPTED UNANIMOUSLY

6. Union training sessions

François Beauchemin, Mélodie-Fée Drouin and Larry Imbeault presented the point.

The joint union training session for the Cree sector will be held in Val d'Or on 22–24 October. Isabelle Bouvier and Patrick D'Astous will take part in it.

The union training session for Kativik teachers is planned for 12–14 November in Kangiqsujaq. Isabelle Bouvier and Patrick D'Astous will take part in it. The dates remain to be confirmed.

Larry Imbeault is organizing the union training session for Kativik support staff employees. The dates remain to be confirmed.

7. FSE conference

Patrick D'Astous presented the point. He and Mélodie-Fée Drouin will represent the NQTA at the FSE conference that is to be held on 28–29 October. The NQTA will also invite David Loiselle to attend.

8. Communications

This point was deferred to the next meeting.

9. Union advisors

Patrick D'Astous presented the point. Dave Bourque submitted his resignation as NQTA union advisor on 17 September. It is effective 1 October. The NQTA has advertised the position and has received 29 candidacies. Larry Imbeault and Isabelle Bouvier will form the selection committee. The executive committee will hold a teleconference on 7 October in order to offer the vacant position to one of the candidates retained by the selection committee.

During that meeting, the executive committee will also discuss the grievance lodged by the union advisors.

10. Various matters

These points were deferred to the next meeting.

11. Next meeting

The next meeting will be held by teleconference on 7 October at 5:30 p.m.

12. Closing of the meeting

Motion 6

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

THAT the meeting of the executive committee be closed.

ADOPTED UNANIMOUSLY

Teleconference meeting of 7 October 2004

In attendance:

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

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. Selection of a union advisor
4. Negotiations
 - 4.1. Teachers
 - 4.2. Cree sector teachers
 - 4.3. Support staff employees
5. Bar association fees
6. Union training session
7. Next meeting
8. 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 François Beauchemin

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

ADOPTED UNANIMOUSLY

3. Selection of a union advisor

Larry Imbeault presented the point. He explained that the selection committee retained four candidates, of whom two really stood out in interviews and testing.

Motion 3

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

THAT the executive committee first offer the position to replace Annie Roy to François-Xavier Robert; should he decline it, the position would be offered to Sylvie Gourd; should she decline it, the position would be offered to Alexandra Agelidis.

ADOPTED UNANIMOUSLY

4. Negotiations

4.1. Teachers

Patrick D’Astous presented the point. He informed the executive committee that demands in clause form were being written. Once this has been completed, a meeting with the directors of the teacher sectors will be organized to revise the demands. The demands will then be submitted to the sector councils so that they can recommend that the executive committee adopt them.

4.2. Cree sector teachers

Mérodie-Fée Drouin presented the point. Since Normand Bluteau has stepped down from the bargaining table for the Cree sector negotiations, Mérodie-Fée Drouin will post the position in the Cree sector for teachers in order to fill the vacancy.

4.3. Support staff employees

Larry Imbeault presented the point. He told the executive committee that he had met with Diane Cinq-Mars, the new president of the FPSS, to coordinate the negotiations. Another meeting, with Michael Palumbo and Johanne Quévillion, is planned for October. One person is still needed at the bargaining table for Cree sector support staff employees. It is hoped that this position can be filled during the joint union training session in October. Johanne Quévillion is responsible for negotiations for the support staff employee sectors.

5. Bar association fees

Patrick D'Astous presented the point.

Motion 4

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

THAT the executive committee of the NQTA settle the grievance lodged by the union advisors.

ADOPTED BY MAJORITY

6. Union training session

Mérodie-Fée Drouin presented the point. The executive committee agreed to invite the new union advisor to the joint union training session in the Cree sector that will be held in Val d'Or. Mérodie-Fée Drouin went on to explain that, in response to a request from two communities, she had decided to follow current practice and not invite the substitute delegates from those communities to the union training session.

7. Next meeting

The next meeting will be held in Montreal on 5–7 November.

8. Closing of the meeting

Motion 5

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

THAT the meeting of the executive committee be closed.

ADOPTED UNANIMOUSLY

Meeting of 5, 6 and 7 November 2004 held in Montreal

In attendance:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik Sector—Teachers
Mélodie-Fée Drouin	Director, Cree Sector—Teachers
April Ikey	Director, Kativik Sector—Support Staff Employees
Lillian Brien	Director, Cree Sector—Support Staff Employees
David Loiselle	Nunavik Self-government Coordinator

Also in attendance: Sylvie Gourd Union Advisor

1. Presentation and adoption of the agenda

Motion 1

It was moved by Nelson Lamoureux 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. Adoption of the minutes
 - 3.1. For 2003–2004
 - 3.2. 0304CEPV-17, 0405CEPV-01 and 0405CEPV-02
4. Nomination of directors for support staff employee sectors
5. By-laws
6. Follow-up to previous meetings
7. Union membership

8. Labour relations
9. Negotiation
 - 9.1. Nomination for the Cree teacher table
 - 9.2. Treasury board offer
 - 9.3. Demonstration of 20 November
 - 9.4. Negotiation documents tabled
 - 9.5. Timetable for local teacher negotiations
 - 9.6. Support staff employee sectors
 - 9.7. Teacher sectors
 - 9.8. Training for negotiations
 - 9.9. Technical support
 - 9.10. Support and arguments for the intersectorial table
 - 9.11. Coordination of the Cree and Kativik tables
 - 9.12. Budgetary impact of negotiations
 - 9.13. Mobilization
10. Communications
11. Sector life
 - 11.1. Support staff employees
 - 11.2. Kativik teachers
 - 11.3. Cree teachers
12. Cree pension plan
13. Renewal of insurance plans
14. Native committee
15. Agreement on the calculation of hours for purposes of employment insurance
16. Distribution of responsibilities
17. Financial contribution to a local activity
18. Reimbursement of 2004 congress expenses
19. Follow-up on the return of material
20. By-laws committee
21. Human resources
22. Budget
23. Union representation on board committees
24. Union training
25. Employee assistance program
26. NQTA orientation
27. Correspondence
28. Executive committee training
29. Self-government
30. Various matters
 - 30.1. Web site
 - 30.2. Publication of decisions
 - 30.3. FPSS equalization adjustment
31. Next meeting
32. 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. Adoption of the minutes of previous meetings

3.1. For 2003–2004

Motion 3

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

THAT the minutes 0304CEPV-05 to 0304CEPV-14 be adopted after correction.

ADOPTED UNANIMOUSLY

3.2. 0304CEPV-17, 0405CEPV-01 and 0405CEPV-02

Motion 4

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the minutes 0304CEPV-17, 0405CEPV-01 and 0405CEPV-02 be adopted after correction.

ADOPTED UNANIMOUSLY

4. Nomination of directors for support staff employee sectors

Motion 5

WHEREAS the Cree sector council has unanimously recommended the nomination of Lillian Brien;

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

THAT Lillian Brien be named director for Cree sector support staff employees.

ADOPTED UNANIMOUSLY

Motion 6

WHEREAS the executive committee has only received one candidacy for the position of director for Kativik support staff employees;

It was moved by Larry Imbeault and seconded by Nelson Lamoureux

THAT April Ikey be named director for Kativik sector support staff employees.

ADOPTED UNANIMOUSLY

5. By-laws

Patrick D'Astous presented the Association's by-laws as amended by the March 2004 congress to the Association's secretary.

6. Follow-up to previous meetings

- **0304CEPV-17, point 6.** The Nunavik self-government coordinator has been named.
- **0304CEPV-17, point 12.** The director for Kativik sector teachers has been named.
- **0304CEPV-17, point 18.** The Association sent a letter to the Cree School Board containing a number of questions about the pension plan that the school board wants to set up.
- **0304CEPV-17, point 23.3.** The average teaching time has been calculated and is in conformity with the collective agreements.
- **0304CEPV-17, point 23.5.** A letter informing the Kuujjuaq delegation of the decision of the executive committee has been sent in response to the request from the delegation.
- **0304CEPV-17, point 23.7.** Patrick D'Astous will contact Luc Brunet about organizing training for the executive committee after the holidays.
- **0405CEPV-01, point 5.** Invoices have been sent to Larry Walsh and Tommy Sallualuk for the reimbursement of expenses incurred by the NQTA because of their absences from executive committee meetings. New directors for the support staff employee sectors have been named. See point 4 above.
- **0405CEPV-01, point 9.** Sylvie Gourd has been hired as an NQTA union advisor in replacement of Dave Bourque.

- **0405CEPV-02, point 5.** The grievance lodged by the NQTA union advisors against the NQTA has been settled out of court. The transaction has been filed with the secretary of the executive committee.

7. Union membership

Nelson Lamoureux presented the point. The list of new applications for union membership was given to the members of the executive committee.

Motion 7

It was moved by Nelson Lamoureux and seconded by Larry Imbeault

THAT the list of new applications for union membership be adopted after correction.

ADOPTED UNANIMOUSLY

The members of the executive committee asked for the most recent NQTA membership list in order to update it. Nelson Lamoureux will ask Monique Nepveu for it.

Nelson Lamoureux presented a new union membership application form.

Motion 8

It was moved by Nelson Lamoureux and seconded by François Beauchemin

THAT the union membership application form be adopted after correction and verification of the legality of the information requested by it.

ADOPTED UNANIMOUSLY

8. Labour relations

Sylvie Gourd presented various dossiers. None of this information could be reported in the minutes for reasons of confidentiality.

9. Negotiations

9.1. Nomination for the Cree teacher table

Motion 9

WHEREAS the sector council for Cree sector teachers has unanimously

recommended that Alain Lajoie be named a negotiator at the bargaining table for Cree sector teachers;

It was moved by Mélodie-Fée Drouin and seconded by Patrick D'Astous

THAT Alain Lajoie be named a negotiator at the bargaining table for Cree sector teachers.

ADOPTED UNANIMOUSLY

9.2. Treasury board offer

Patrick D'Astous tabled the treasury board offers for the next negotiations.

9.3. Demonstration of 20 November

Patrick D'Astous presented the point. There will be a demonstration against Bill 30 on 20 November. NQTA members who are in town are invited to take part.

9.4. Negotiation documents tabled

Patrick D'Astous presented the point. He presented various negotiation documents to the executive committee.

9.5. Timetable for local teacher negotiations

Patrick D'Astous presented the point. He informed the executive committee that he foresees tabling the teacher demands to the two management negotiating committees before Christmas.

9.6. Support staff employees sector

Larry Walsh and Janine Desbiens will no longer be negotiators at the support staff employee bargaining tables.

Motion 10

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

THAT Lillian Brien will be named as a negotiator at the bargaining table for Cree sector support staff.

ADOPTED UNANIMOUSLY

Motion 11

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

THAT April Ikey will be named as a negotiator at the bargaining table for Kativik sector support staff on the condition that: 1. she accept, and 2. her sector council recommends her.

ADOPTED UNANIMOUSLY

9.7. Teacher sectors

Mélodie-Fée Drouin and François Beauchemin have been working with Patrick D'Astous on the demands in clause form.

9.8. Training for negotiations

There will be a training session for the next negotiations on 8 December in Montreal. All NQTA negotiators will attend.

9.9. Technical support

Patrick D'Astous told the members of the executive committee that it appears that it will be difficult to obtain the FSE support that the NQTA may need during the next negotiations. Patrick D'Astous will make the necessary representations to Olivier Dolbec.

9.10. Support and arguments for the intersectorial table

The sector councils will be asked to provide arguments and documents to support the intersectorial negotiation of NQTA-specific demands.

9.11. Coordination of the Cree and Kativik tables

Meetings involving the spokespersons of the various tables will be organized as a means of coordinating the bargaining efforts.

9.12. Budgetary impact of negotiations

The negotiation protocol negotiated with the FSE will be provided. Alain Lajoie presented an analysis of the cost of the present negotiations under the point on the budget.

9.13. Mobilization

Patrick D'Astous will prepare a mobilization plan for the present negotiations.

10. Communications

The executive committee raised the importance of ensuring better communication

between the members. Regarding this, Patrick D'Astous will table an action plan that will summarize the president's priorities.

11. Sector life

11.1. Support staff employees

This point was deferred to the next meeting

11.2. Kativik teachers

François Beauchemin presented the point. He informed the executive committee that since becoming sector director he had worked mainly to reactivate dossiers that had been left unfinished, to organize the union training session to be held in November, and to prepare the board committee meeting.

11.3. Cree teachers

Mérodie-Fée Drouin presented the point.

- The union training session was successfully held in October. Next year's union training session will probably be lengthened to four days.
- The adult education advisory committee has been formed. A meeting is planned for January.
- A board committee meeting was held on 2 September.
- Regarding pay problems, some teachers have received letters from the Cree School Board requesting them to reimburse amounts ranging from \$300 to \$25,000.
- Labour relations appear to have improved.
- The inquiry into the state of Cree School Board housing: Photographs are now needed to complete the funding request to the MEQ.
- The Cree School Board wants to create nine new positions specifically for students with handicaps and students with social maladjustments or learning disabilities. In spite of Mérodie-Fée Drouin's requests, the Cree School Board has refused to put anything in writing.

12. Cree pension plan

This point has already been covered in the follow-up to previous meetings

13. Renewal of insurance plans

Patrick D'Astous presented the point. He tabled a CSQ document on the renewal of insurance plans. Premiums will rise in January. He will make sure that the information will be sent to the members.

14. Native committee

Patrick D'Astous presented the point. He met with James Jonah during the Cree union training session and plans to meet with the Inuit members during the union training session in Kangiqsujaq. Once this has happened, the priorities of each member will be brought together at an upcoming meeting. A follow-up will be presented during the next executive committee meeting.

15. Agreement on the calculation of hours for purposes of employment insurance

Patrick D'Astous presented the point. The FSE and the Fédération des commissions scolaires du Québec have agreed on a method for calculating hours worked for the purposes of employment insurance. The multiplication factor of 1.75 increases to 2.

16. Distribution of responsibilities

Patrick D'Astous presented the point. He proposed dividing responsibilities between members of the executive committee as follows:

- Educational reform: Mélodie-Fée Drouin
- Professional order: François Beauchemin
- Support staff employee sectors: Larry Imbeault
- Web site: Larry Imbeault and Nelson Lamoureux
- Insurance: Alain Lajoie
- Retirement: Alain Lajoie
- Communication policy: Nelson Lamoureux
- Native committee: Lillian Brien
- Relocation: Alain Lajoie and Patrick D'Astous
- Cree pension plan: Lillian Brien
- Working conditions of members on union leave: Alain Lajoie and Patrick D'Astous

17. Financial contribution to a local activity

Patrick D'Astous presented the point.

Motion 11

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT the NQTA not fund any activity not found in the Association's by-laws.

ADOPTED UNANIMOUSLY

18. Reimbursement of 2004 congress expenses

Patrick D'Astous presented the point. The NQTA will attempt to contact everyone who has not reimbursed his or her 2004 congress expenses.

19. Follow-up on the return of material

Patrick D'Astous presented the point. The NQTA will attempt to get back the access cards and keys that were not returned following the departure of executive committee members and union advisors.

20. By-laws committee

Patrick D'Astous presented the point. As the mandates of the by-laws committee are not clearly defined, the executive committee proposed highlighting the following points to help with the development of an action plan for the by-laws committee.

- The by-laws committee would not propose new amendments.
- The by-laws committee would first analyze the amendments that have already been proposed.
- Once the proposals have been analyzed, the by-laws committee would try to obtain the consensus of those who proposed the motions by facilitating communications between them.
- The by-laws committee would present a series of recommendations to the 2007 congress.

Motion 12

CONSIDERING the absence of Patrick D'Astous;

It was moved by Larry Imbeault and seconded by Nelson Lamoureux

THAT Alain Lajoie be named chairperson in replacement of Patrick D'Astous.

ADOPTED UNANIMOUSLY

Motion 13

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT Larry Imbeault be named executive committee representative on the by-laws committee.

ADOPTED UNANIMOUSLY

Motion 14

It was moved by Alain Lajoie and seconded by Nelson Lamoureux

THAT the vacant position on the by-laws committee be posted until 3 December 2004.

ADOPTED UNANIMOUSLY

21. Human resources

Larry Imbeault presented the point. He tabled a request from an NQTA employee for leave with deferred salary.

Motion 15

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the executive committee accept Linda Lépine's request for leave with deferred salary.

ADOPTED UNANIMOUSLY

22. Budget

Alain Lajoie presented the point.

- The 2003–2004 budget is in the process of being audited; this should be completed in time for the first non-teleconference meeting of the executive committee after the holidays.
- The budget was presented to the Cree sector council during the joint union training session; the same thing should be done during the Kativik union training session.
- The amount of the FSE equalization adjustment is still not available.

Motion 16

It was moved by François Beauchemin and seconded by Lillian Brien

THAT the signature on the NQTA bank accounts 24734, 32453 and 32041 be changed from that of Larry Imbeault to that of Alain Lajoie, effective immediately.

ADOPTED UNANIMOUSLY

Motion 17

It was moved by Alain Lajoie and seconded by Nelson Lamoureux

THAT an ad hoc bank of 30 days of union leave be granted to the director for the Kativik teacher sector.

ADOPTED UNANIMOUSLY

Motion 18

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT an additional \$20,000 be added to the “Negotiations” budgetary item.

ADOPTED UNANIMOUSLY

23. Union representation on board committees

François Beauchemin presented the point.

Motion 19

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT Motion 5 of 0304CEPV-16 be suspended until the executive committee’s first non-teleconference meeting of 2005.

ADOPTED UNANIMOUSLY

24. Union training

Mérodie-Fée Drouin and François Beauchemin presented the point.

- The possibility of holding a four-day union training session in the Cree sector next year is being studied.
- The union training session in the Kativik teacher sector will be held in Kangiqsujuaq on 12, 13 and 14 November. Sylvie Gourd will conduct the entire session as Isabelle Bouvier will be unable to attend.

25. Employee assistance program

François Beauchemin presented the point. He will replace Jean Picard as NQTA representative to the Kativik School Board.

26. NQTA orientation

Discussion of this point was deferred to the next meeting.

27. Correspondence

Discussion of this point was deferred to the next meeting.

28. Executive committee training

Nelson Lamoureux presented the point. Larry Imbeault will contact those at the CSQ who are responsible for training new executive committee members.

29. Self-government

David Loiselle presented the point. He gave a report of the most recent meeting that he attended. The negotiators maintain that it will take them at least two years to complete the phase that consists of amalgamating the various organizations that presently exist in Nunavik. In general, teachers have little to worry about regarding this first phase as there is no overlap between the Kativik School Board and any other organizations concerning teaching. The situation is more complicated for support staff employees, because there is overlap with other organizations in Nunavik. The NQTA must ensure that support staff employee working conditions do not fall to the level of the lowest common denominator. David Loiselle will attend the next meeting, which will take place in Montreal on 3 December.

30. Various matters

30.1. Web site

Nelson Lamoureux presented the point. Following discussion, it was decided that responsibility for the NQTA Web site would be divided in two: Larry Imbeault will be responsible for updating the information found on the Web site, including the calendar, news and the publication of new documents; Nelson Lamoureux (with the collaboration of François Beauregard of the CSQ) will be responsible for analyzing, improving and modifying the infrastructure that makes the site work.

30.2. Publication of decisions

François Beauchemin presented the point. An effort will be made to publish and inform the members of executive committee decisions more quickly.

30.3. FPSS equalization adjustments

Larry Imbeault presented the point. He will analyze the advantages and disadvantages of raising FPSS union dues in exchange for having the federation plead the NQTA's grievances in arbitration.

31. Next meeting

The next NQTA in Montreal will take place in the NQTA offices on 7 December.

32. Closing of the meeting

Motion 20

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT the meeting of the executive committee be closed.

ADOPTED UNANIMOUSLY

Executive Committee, Minutes

0405CEPV-04

Meeting of 7 December 2004 held in Montreal

In attendance:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik Sector—Teachers
Mérodie-Fée Drouin	Director, Cree Sector—Teachers
Lillian Brien	Director, Cree Sector—Support Staff Employees
David Loiselle	Nunavik Self-government Coordinator

Also in attendance: Isabelle Bouvier, Union Advisor
Sylvie Gourd, Union Advisor

2. 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 the meeting of November 2004
4. Follow-up to previous meetings
5. *Actualité* article
6. Negotiations

- 6.1. Adoption of teacher demands
- 6.2. Protocol for teacher leave
- 6.3. Publicizing teacher demands
- 6.4. Provincial negotiations
- 6.5. Support staff employee sector
7. Sector life
 - 7.1. Kativik teachers
 - 7.2. Cree teachers
 - 7.3. Kativik support staff employees
 - 7.4. Cree support staff employees
8. Labour relations
9. Native committee
10. Group insurance and RREGOP
11. Self-government
12. Taxation
13. FPSS equalization
14. Various matters
 - 14.1. Kuujjuaq mobilization
 - 14.2. Time limit for reimbursement
 - 14.3. One-day leave (EC)
 - 14.4. Agenda of persons on union leave
 - 14.5. Communications
 - 14.6. Correspondence
15. Next meeting
16. 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. Adoption of the minutes of the meeting of November 2004

Motion 3

It was moved by Patrick D’Astous and seconded by François Beauchemin

THAT the minutes 0405CEPV-03 be adopted after correction.

ADOPTED UNANIMOUSLY

4. Follow-up to previous meetings

- **0304CEPV-17, point 8.** Nelson Lamoureux has made the changes to the document on NQTA priorities for the 2004–2007 term of office.
- **0304CEPV-17, point 23.7.** It has not been possible to contact Luc Brunet about organizing a training session for executive committee members.
- **0405CEPV-03, point 7.** Nelson Lamoureux has given the NQTA's most recent membership list to the sector directors for verification. The new form has been verified by the union advisors and is being translated.
- **0405CEPV-03, point 9.12.** Patrick D'Astous presented the calculations for resources under the negotiation protocol.
- **0405CEPV-03, point 11.** Réjean Parent has been invited to take part in the training session for Kativik support staff employees and will make an effort to attend. The NQTA has received the list of KSB support staff employees.
- **0405CEPV-03, point 12.** Sylvie Gourd will work on the follow-up to the Cree pension plan initiative.
- **0405CEPV-03, point 13.** The NQTA has received copies of the insurance policies.
- **0405CEPV-03, point 16.** At the next meeting there will be a follow-up on the state of the dossiers that were allocated during the previous meeting.
- **0405CEPV-03, point 17.** The executive committee has sent a letter containing decision regarding the request for financial assistance for a non-union activity that was presented at the previous meeting.
- **0405CEPV-03, point 19.** The NQTA has received items from Jean Picard. François Beauchemin and Lillian Brien have been given cards so that they can enter the CSQ building; François Beauchemin has been given a key to the NQTA offices. Alain Lajoie will present a receipt form during the next meeting.
- **0405CEPV-03, point 20.** The vacant position on the by-laws committee has not been posted.

- **0405CEPV-03, point 22.** The auditors noted no major problems with the NQTA books.
- **0405CEPV-03, point 28.** Mr. Maltais will prepare a training session for executive committee members.
- **0405CEPV-03, point 30.2.** The separate publication of decisions will not be necessary as long as the minutes continue to be adopted within the present time limits.
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5. *Actualité* article

Patrick D’Astous presented the point. The executive committee will not take a position on this matter before learning of the Cree School Board reaction to it.

6. Negotiations

6.1. Adoption of teacher demands

Patrick D’Astous presented the point.

Motion 4

It was moved by Patrick D’Astous and seconded by Mélodie-Fée Drouin

THAT the proposal for an agreement between the CPNCSC and the CSQ be adopted.

ADOPTED UNANIMOUSLY

Motion 5

It was moved by Patrick D’Astous and seconded by François Beauchemin

THAT the proposal for an agreement between the CPNCSC and the CSQ be adopted.

ADOPTED UNANIMOUSLY

6.2. Protocol for teacher leave

Patrick D’Astous presented the point. He tabled the proposals for protocols on union leave for the negotiations to renew the collective agreement that expired on 30 June 2004.

6.3. Publicizing teacher demands

Patrick D'Astous presented the point. In order to inform the members of the progress of negotiations, the NQTA will ensure that:

- A copy of the demands is sent to the delegates;
- Alain Lajoie and Nelson Lamoureux prepare a newsletter entitled *Nego News* that will be sent to the members;
- Patrick D'Astous prepares a pamphlet summarizing the NQTA negotiation demands that will be sent to the members;
- All negotiation documents are translated into English and, wherever possible, Inuttitut;
- The executive committee prepares a mobilization plan.

6.4. Provincial negotiations

Patrick D'Astous presented the point. The FSE asked the government to clarify its position on negotiations, without success. Meanwhile, the NQTA received the FSE action plan for January to June; this action plan will be adopted at three general assemblies. Finally, the common front still exists, but it has been weakened by Bill 30.

6.5. Support staff employee sector

Larry Imbeault presented the point. He has invited Johanne Quévillon and Michael Palombo. The CF controls all aspects of support staff employee negotiations, both sectorial and intersectorial. Larry Imbeault will have political responsibility at the Cree and Kativik tables, Michael Palombo will be spokesperson and Johanne Quévillon will be present at preparatory meetings but not at the bargaining tables. The FPSS will assume living and travel expenses for Michael Palumbo and Larry Imbeault. It expects that there will be a single leave protocol equivalent to 260 days for both the Cree School Board and the Kativik School Board. A working session is planned for 17 December. There will be a CF on 1–3 February. The union demands are scheduled to be tabled before the end of the winter. Finally, the CF wants the tables to be synchronized.

7. Sector life

Discussion of this point was deferred to the next meeting.

8. Labour relations

Sylvie Gourd and Isabelle Bouvier presented various issues. None of this information could be reported in the minutes for reasons of confidentiality.

9. Native committee

Patrick D'Astous presented the point. He presented the document entitled "Rapport – rencontres avec les membres du comité autochtone" [report—meetings with the members of the native committee]. The committee will identify three or four priorities that it intends to pursue during its term of office. François Beauchemin requested to sit in on native committee meetings as an observer. Patrick D'Astous will follow up on the matter.

10. Group insurance and RREGOP

Patrick D'Astous and Larry Imbeault presented the point. Patrick D'Astous provided a document with details on the new insurance premiums. Larry Imbeault explained to the executive committee that contributions to RREGOP will rise as of January 2005.

11. Self-government

David Loiselle and Larry Imbeault presented the point. David Loiselle tabled "*Report of [the] meeting Between Nunavik Union Representatives And [the] Tripartite Implementation Working Group,*" the organization chart of the Nunavik RBHSS, a list with details on the number of employees working for the KRG, "*Negotiation Framework Agreement*" and "*Principaux points à prendre en considération*" [main points for consideration].

A meeting of representatives of the various unions and the tripartite working group took place on 3 December. Documents were exchanged during this meeting and there was a discussion of the principles to be included in the final agreement in principle. Potential problems in phase 1 were also discussed. The next meeting is planned for 15–16 February in Kuujuuaq.

12. Taxation

Discussion of this point was deferred to the next meeting.

13. FPSS equalization

Larry Imbeault presented point. Contributions to the FPSS will increase from 0.04 to 0.1 for all support staff employees. In return, the FPSS will litigate our cases: this should save the NQTA time and money.

14. Various matters

14.1. Kuujjuaq mobilization

François Beauchemin presented the point. The next time he travels he will stop in Kuujjuaq in order to meet with the teachers.

14.2. Time limit for reimbursement

Discussion of this point was deferred to the next meeting.

14.3. One-day leave (EC)

Discussion of this point was deferred to the next meeting.

14.4. Agenda of persons on union leave

Discussion of this point was deferred to the next meeting.

14.5. Communications

Discussion of this point was deferred to the next meeting.

14.6. Correspondence

Discussion of this point was deferred to the next meeting.

15. Next meeting

The next teleconference meeting is planned for 15 January 2005.

16. Closing of the meeting

Motion 6

It was moved by Patrick D'Astous and seconded by François Beauchemin

THAT the meeting of the executive committee be closed.

ADOPTED UNANIMOUSLY

Executive Committee, Minutes

0405CEPV-05

Teleconference meeting of 13 January 2005

In attendance:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik Sector—Teachers

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.

Agenda

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. Director for Cree sector teachers
4. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by François Beauchemin and seconded by Larry Imbeault

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

ADOPTED UNANIMOUSLY

3. Director for Cree sector teachers

Patrick D'Astous presented the point.

Motion 3

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the executive committee accept the resignation of Mélodie-Fée Drouin as director for Cree sector teachers.

**ADOPTED UNANIMOUSLY
WITH 1 ABSTENTION**

Motion 4

It was moved by Patrick D'Astous and seconded by François Beauchemin

THAT the position of Director for Cree sector teachers be posted until 12 p.m. on 27 January.

ADOPTED UNANIMOUSLY

4. Closing of the meeting

Motion 5

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

THAT the executive committee meeting be closed.

ADOPTED UNANIMOUSLY

Executive Committee, Minutes

0405CEPV-06

Meeting of 29–30 January 2005 held in Montreal

In attendance:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik Sector—Teachers
Lillian Brien	Director, Cree Sector—Support Staff Employees

Also in attendance: Isabelle Bouvier, Union Advisor
Sylvie Gourd, Union Advisor

1. Presentation and adoption of the agenda

Motion 1

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

THAT the union advisors be present in order to express their opinions on point 13.

**ADOPTED UNANIMOUSLY
WITH 2 ABSTENTIONS**

Motion 2

It was moved by Nelson Lamoureux 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. Adoption of the minutes of previous meetings
4. Follow-up to the minutes of previous meetings
5. Labour relations
6. Sector life
 - 6.1. Kativik teachers
 - 6.2. Cree teachers
 - 6.3. Kativik support staff employees
 - 6.4. Cree support staff employees
7. Negotiations
 - 7.1. Protocol for teacher leave (FSE)
 - 7.2. Teacher demands (English version)
 - 7.3. Communication strategy for teacher negotiations
 - 7.4. Mobilization strategy for teacher negotiations
 - 7.5. Information for the teacher tables
 - 7.6. Teacher table reports
 - 7.7. Mediation
 - 7.8. Support staff employee sector
8. Agenda of officers with full-time union leaves
9. Budget
10. Policy on participation in union activities
11. Taxation
12. Participation of union advisors in joint committees
13. Grievances on the education sector arbitration role since 1991
14. Correspondence
15. Various matters
 - 15.1. Web site
 - 15.2. Agreement of the 66% reimbursement
 - 15.3. Health care in the Cree communities
 - 15.4. RREGOP
 - 15.5. By-laws committee
 - 15.6. NQTA action plan
 - 15.7. Nunavik self-government
 - 15.8. Union advisor vs. CSB
16. Next meeting
17. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 3

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. Adoption of the minutes of previous meetings

Motion 4

It was moved by Nelson Lamoureux and seconded by François Beauchemin

THAT the minutes 0405CEPV-04 and 0405CEPV-05 be adopted after correction.

ADOPTED UNANIMOUSLY

4. Follow-up to the minutes of previous meetings

0405CEPV-04, point 4. Michael Palumbo will facilitate the executive committee training session. No dates have been determined.

0405CEPV-04, point 4. It appears that Réjean Parent will take part in the Kativik support staff employee training session.

0405CEPV-04, point 4. The form acknowledging receipt of materials has been completed. Alain Lajoie will present it to the executive committee shortly.

0405CEPV-04, point 10. A note with details on the new insurance premiums has been sent to the communities.

0405CEPV-04, point 10. A letter will shortly be sent out explaining the increases in RREGOP contributions.

0405CEPV-05, point 3. The position of director for Cree sector teachers has been posted.

5. Labour relations

Sylvie Gourd and Isabelle Bouvier presented various issues. None of this information could be reported in the minutes for reasons of confidentiality.

6. Sector life

6.1. Kativik teachers

François Beauchemin presented the point.

- The planned trip to Kuujuaq has been postponed to a later date.
- A number of Akulivik teachers resigned before Christmas. Replacements have been found.
- In Inukjuaq, four teachers' houses were broken into over the holidays and a number of septic tanks froze. Annie Alaku replaced the principal, Mr. Bozo, when he was promoted to the position held by the late Peter Bentley.
- In Kuujjuaraapik, there is no longer a principal and the centre director is on sick leave.
- In Kangiqsujuaq, a student attacked the principal, who left the community and has not returned since the incident. The teachers decided unanimously to suspend classes temporarily in an attempt to find solutions to the problem of violence. The school board delegated Renée Carrier and Betsy Ananhatak to participate in these meetings. The school board claimed that it cannot satisfy the teachers' firm demands for additional resources for students with handicaps and students with social maladjustments or learning disabilities because it lacks the money to do so.
- In Kangiqsujuaq, a former school board employee broke into the house of a teacher during Christmas holiday. He had a master key in his possession.

Motion 5

CONSIDERING that the NQTA executive committee recognizes that there is a violence problem in CSB and KSB schools;

CONSIDERING this violence must be denounced, solutions proposed and action taken is the problem if to be countered;

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

THAT NQTA executive committee support the steps taken and that remain to be taken by the teachers of Arsaniq School regarding the recent violent events that have taken place there.

ADOPTED UNANIMOUSLY

6.2. Cree teachers

Alain Lajoie presented the point.

- Telephone service in Waswanipi only works intermittently.
- The CSB fired the principal in Mistissini, but the school committee rehired him soon afterward.
- A number of conflicts have arisen in Nemaska since the new administration took over.
- The union delegate in Chisasibi has an unlisted telephone number; this has caused communication problems.
- A suicide in Eastmain has upset the teachers greatly.
- A teacher was sexually assaulted in Wemindji. It appears that the CSB was unable to provide support the teachers required following this crisis. There have been a number of constructive meetings with the community
- There was only one candidate for the position of director for Cree sector teachers; the sector council recommended the candidate.

Motion 6

CONSIDERING that the Cree sector council for teachers recommended Suzye Bérubé for the position of director for Cree sector teachers;

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

THAT Suzye Bérubé be named director for Cree sector teachers.

**ADOPTED UNANIMOUSLY
WITH 1 ABSTENTION**

6.3. Kativik support staff employees

Larry Imbeault presented the point.

- The Kativik support staff employee training session will be held in Salluit on 3–4 March. CSQ president Réjean Parent will attend as a guest.

- Five of the 17 schools and establishments are without delegates. Documents are being translated because one of the delegates speaks only Inuttitut.
- April Ikey is no longer a KSB employee or the director for Kativik sector support staff employees.
- The sector council will work on an action plan to mobilize Kativik sector support staff employees.

Motion 7

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

THAT the position of director for Kativik sector support staff employees be posted until 5 p.m. on 28 February.

ADOPTED UNANIMOUSLY

Motion 8

It was moved by Patrick D'Astous and seconded by François Beauchemin

THAT Larry Imbeault be named interim director for Kativik sector support staff employees until a replacement is named.

ADOPTED UNANIMOUSLY

6.4. Cree support staff employees

Lillian Brien presented the point.

- There is no union delegate at the CSB administrative offices in Mistissini. Lillian is able to go there to organize a general assembly of employees around 23 February.

Motion 9

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

THAT a bank of 14 days of union release be provided to the director for Cree sector support staff employees.

ADOPTED UNANIMOUSLY

7. Negotiations

7.1. Protocol for teacher leave (FSE)

Patrick D'Astous presented the point. The request for union release was sent to the authorities concerned. The date for the beginning of the release was changed from 1 July to 9 October 2005.

7.2. Teacher demands (English version)

Patrick D'Astous presented the point. The demands have been translated into English and copies of these have been sent to the two CPNs.

7.3. Communication strategy for teacher negotiations

Patrick D'Astous presented the point. A pamphlet explaining the demands and the first issue of *Nego News* have been sent to the communities. The Inuttitut translation will be completed soon.

7.4. Mobilization strategy for teacher negotiations

The negotiating teams will work on a mobilization plan. Patrick D'Astous will coordinate the two sectors. One of the options being considered, a t-shirt for a day of visibility, has been retained as a very interesting idea. Teachers will be consulted on a slogan.

7.5. Information for the teacher tables

Patrick D'Astous presented the point. The collection of information for the purposes of negotiations has begun. He reminded the members of the negotiating team of their responsibilities.

7.6. Teacher table reports

Patrick D'Astous presented the point. The first table reports are now available in French; English translations will be completed soon.

7.7. Mediation

Patrick D'Astous presented the point. He recommended waiting an additional month before requesting mediation as the CPNs should have received their mandates from the Treasury Board by then. It is possible to request mediation now as the demands have been tabled.

7.8. Support staff employee sector

Larry Imbeault presented the point. Michael Palumbo, Johanne Quévillon and Larry Imbeault are presently working on the demands, which should be presented at the two tables on 21 and 23 February.

8. Agenda of officers with full-time union leaves

François Beauchemin and Nelson Lamoureux presented the point. As the NQTA Web site calendar is now operational, it should be possible to indicate the various obligations of the NQTA president and vice-president on it. This will make it easier to justify their union releases to the next congress. Patrick D'Astous also explained that he consults with the union advisors and Larry Imbeault regularly in order to ensure the smooth running of the union. To the same end, it was proposed that the obligations of the union advisors also be added to the Web site calendar.

9. Budget

Alain Lajoie presented the point.

Motion 10

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

THAT the \$20,000 budgeted for Cree teacher sector meetings and training sessions be reduced to \$16,000;

THAT the \$12,000 budgeted for Cree support staff employee sector meetings and training sessions be increased to \$16,000.

ADOPTED UNANIMOUSLY

Patrick D'Astous explained that in carrying out his duties he often incurs unforeseen expenses. He suggested that the reimbursement policy for participation in union activities be modified so that it takes these types of situations into account.

Alain Lajoie stated his concerns regarding the state of the Association's finances and warned that difficult choices would have to be made.

Motion 11

It was moved by Patrick D'Astous and seconded by François Beauchemin

THAT the president and the treasurer be mandated to study how budgetary resources are allocated and produce a report for presentation to the executive committee before the end of the 2004–2005 school year.

ADOPTED UNANIMOUSLY

10. Policy on participation in union activities

Alain Lajoie and Larry Imbeault presented the point. Changes to the policy on participation in union activities will be proposed at the following executive committee meeting.

11. Taxation

Larry Imbeault presented the point. He explained that the NQTA no longer has any choice but to declare various benefits to which the union advisors and members of full-time union leave are entitled.

Motion 12

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT as concerns taxable benefits, tax information slips for 2004 be spread out over the three following years;

THAT compensation equivalent to 40% of the taxable value of a cellular telephone be paid to the employees.

ADOPTED UNANIMOUSLY

12. Participation of union advisors in joint committees

Patrick D’Astous presented the point. The union advisors are invited to give their points of view on their participation on various joint committees. They consider their participation on these joint committees benefits the Association and believe that their presence makes it possible to settle certain situations in certain cases.

Motion 13

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the executive committee maintain the suspension of the application of Motion 5 of 0304CEPV-16 until the next school year.

ADOPTED UNANIMOUSLY

13. Grievances on the education sector arbitration role since 1991

Patrick D'Astous presented the point. A great number of grievances, some dating to 1991, still await settlement. Patrick D'Astous proposed studying the possibility of contracting out this work. A decision should be taken at the following meeting.

14. Correspondence

Patrick D'Astous presented the correspondence. A letter from the KSB has confirmed that the Inuttitut translation of the support staff employee collective agreement has been completed. The translation of the teacher collective agreement should be completed soon.

15. Various matters

15.1. Web site

Patrick D'Astous presented the point. The NQTA Web site is in a transitional phase; a number of updates have been made to date. This work is continuing.

15.2. Agreement of the 66% reimbursement

Patrick D'Astous presented the point. It has been possible to contact almost all former NQTA members; only a few have not been found.

15.3. Health care in the Cree communities

Patrick D'Astous presented the point. In certain communities, members who are not beneficiaries of the James Bay and Northern Québec Agreement have been refused access to health care. Patrick D'Astous, with the assistance of the union advisors, will verify the legal obligation to provide these services. A follow-up will be carried out.

15.4. RREGOP

Patrick D'Astous presented the point. A note will be sent to all communities.

15.5. By-laws committee

Patrick D'Astous presented the point. The executive committee has received no candidacies for the vacant positions.

Motion 14

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT a second posting, which would close at 5 p.m. on 28 February, for the by-laws committee take place.

ADOPTED UNANIMOUSLY

15.6. NQTA action plan

Discussion of this point was postponed to the following meeting.

15.7. Nunavik self-government

Larry Imbeault presented the point. Subcommittees will compare the various collective agreements presently in application in Nunavik. A meeting regarding this will take place at the beginning of February.

15.8. Union advisor vs. CSB

Patrick D'Astous presented the point. The CSB sent a letter to the NQTA complaining about one of the Association's union advisors. In all probability this employee is being reproached for doing her work; the school board is refusing to work with her. The executive committee supports all of its employees and considers this complaint to be unfounded. Patrick D'Astous will follow up on this with the CSB.

16. Next meeting

Nelson Lamoureux presented the point. The next meeting should be held at the beginning of March.

17. Closing of the meeting

Motion 15

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT the executive committee meeting be closed.

ADOPTED UNANIMOUSLY

Teleconference meeting of 6 March 2005

In attendance:

Patrick D'Astous	President
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik Sector—Teachers
Suzye Bérubé	Director, Cree Sector—Teachers
Lillian Brien	Director, Cree Sector—Support staff employees

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.

Agenda

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. Negotiations
 - 3.1. T-shirts
 - 3.2. Slogan
 - 3.3. Mobilization
 - 3.4. Mediation
 - 3.5. Cree FPSS demands
4. NQTA union advisors

5. Sector life
 - 5.1. Kativik teachers
 - 5.2. Cree teachers
 - 5.3. Kativik support staff employees
 - 5.4. Cree support staff employees
6. Union leaves for sector directors
7. CSQ-RREGOP consultation
8. By-laws committee
9. Next meeting
10. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by François Beauchemin and seconded by Alain Lajoie

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

ADOPTED UNANIMOUSLY

3. Negotiations

3.1. T-shirts

Patrick D'Astous presented the point.

Motion 3

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

THAT the president be mandated to purchase t-shirts, on which would be printed the Association's logo and a slogan yet to be determined, for each of the members, and that he also be mandated to seek a financial contribution toward this purchase from the federations and the CSQ.

ADOPTED UNANIMOUSLY

3.2. Slogan

Patrick D'Astous presented the point. Discussions on a slogan for negotiations gave rise to the following points:

- the slogan must be short (3–5 words);
- the slogan must place the children at the centre of our demands; and
- the slogan must emphasize student success.

The slogan initially chosen was: *Les enfants d'abord! – Kids First!*

3.3. Mobilization

Patrick D'Astous presented the point.

Motion 4

It was moved by Patrick D'Astous and seconded by François Beauchemin

THAT all negotiating team members take part in the meeting of the CGN (General Negotiation Council) that is to be held in St. Hyacinthe on March 31–April 1 and that they meet during the two following days in order to prepare the Association's action plan for negotiations.

ADOPTED UNANIMOUSLY

3.4. Mediation

Patrick D'Astous presented the point.

Motion 5

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

THAT the president initiate the mediation process for the teacher negotiations.

ADOPTED UNANIMOUSLY

3.5. Cree FPSS demands

Patrick D'Astous presented the point. The tabling of the FPSS demands has been postponed until the beginning of April.

Motion 6

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the president make the representations needed to obtain a written explanation of the reasons that the tabling of the FPSS demands has been postponed.

ADOPTED UNANIMOUSLY

4. NQTA union advisors

Patrick D'Astous presented the point, which will be discussed again during the next (April 4) meeting in Montreal.

5. Sector life

5.1. Kativik teachers

François Beauchemin presented the point. He summarized the events that took place in Salluit. Patrick D'Astous added that he had been in contact with a number of media outlets, including the *Nunatsiaq News*, CBC North and Boréal Hebdo.

5.2. Cree teachers

Suzye Bérubé presented the point. She had nothing to report from her communications with the delegates.

5.3. Kativik support staff employees

Patrick D'Astous presented the point. The union training session in Salluit went well and a recommendation was made to the sector council regarding the nomination of a new sector director. A tour of the communities to inform the members about negotiations will be organized.

Motion 7

CONSIDERING the recommendation of the sector council for Kativik support staff employees

It was moved by Patrick D'Astous and seconded by Lillian Brien

THAT Sarah Kenuajuak from Puvirnituk be named sector director for Kativik support staff employees.

ADOPTED UNANIMOUSLY

5.4. Cree support staff employees

Lillian Brien presented the point. She travelled to Mistissini to meet with the employees at the administrative centre, who elected Anna Trapper delegate. She had nothing to report from her communications with several of the delegates.

6. Union leaves for sector directors

Patrick D'Astous presented the point.

Motion 8

It was moved by François Beauchemin and seconded by Patrick D'Astous

THAT four days of ad hoc union leave be granted to the sector director for Kativik support staff employees.

ADOPTED UNANIMOUSLY

7. CSQ-RREGOP consultation

The sector directors are to organize meetings with the delegates of their respective sectors in order to explain how to conduct the consultation on RREGOP.

8. By-laws Committee

Patrick D'Astous presented the point. The executive committee received two candidacies for the by-laws committee.

Motion 9

It was moved by Patrick D'Astous and seconded by François Beauchemin

THAT the executive committee accept the candidacy of Isabelle Guay from Kangiqsualujaq for the by-laws committee.

ADOPTED UNANIMOUSLY

Motion 10

It was moved by Patrick D'Astous and seconded by Suzye Bérubé

THAT the executive committee accept the candidacy of Elvis Georgekish from Wemindji for the by-laws committee.

ADOPTED UNANIMOUSLY

9. Next meeting

Nelson Lamoureux presented the point. The next meeting is scheduled for April 4 in Montreal.

10. Closing of the meeting

Motion 11

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

THAT the executive committee meeting be closed.

ADOPTED UNANIMOUSLY

Executive Committee, Minutes

0405CEPV-08

Meeting of April 3–4, 2005 held in Montreal

In attendance:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik Sector—Teachers
Suzye Bérubé	Director, Cree Sector—Teachers
Sarah Kenuajuaq	Director, Kativik Sector—Support Staff Employees
Lillian Brien	Director, Cree Sector—Support Staff Employees

Also in attendance: Annie Roy, Union Advisor
Isabelle Bouvier, Union Advisor

1. Presentation and adoption of the agenda

Motion 1

It was moved by Nelson Lamoureux 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. Adoption of the minutes of previous meetings
4. Follow-up to the minutes of previous meetings
5. Native committee

6. Union representation
7. Violence in the North
8. Correspondence
9. Various matters
 - a. Nunavik self-government
 - b. Retirement of Reynald Bellerive
 - c. Cree School Board curriculum reform
 - d. Union membership
10. Labour relations
11. NQTA union advisors
12. Union leaves for sector directors
13. Budget
 - a. Hotels
 - b. NQTA offices
 - c. Travel advances
14. Next meeting
15. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Motion 2

It was moved by François Beauchemin and seconded by Alain Lajoie

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

ADOPTED UNANIMOUSLY

3. Adoption of the minutes of previous meetings

Motion 3

It was moved by François Beauchemin and seconded by Suzye Bérubé

THAT the minutes 0405CEPV-06 and 0405CEPV-07 be adopted after correction.

ADOPTED UNANIMOUSLY

4. Follow-up to the minutes of previous meetings

0405CEPV-06, point 10. No motions for changing the policy on participation in union activities were tabled.

0405CEPV-06, point 11. Larry Imbeault asked that a point on taxation be placed on the agenda of a future executive committee meeting.

0405CEPV-06, point 13. The Association's budget does not permit retaining the services of a lawyer to settle certain long-standing grievances that are still pending.

0405CEPV-06, point 15.7. A meeting with Nunavik self-government representatives is planned for April.

0405CEPV-06, point 15.8. The KSB has informed the NQTA that it has been having problems communicating with one of our union advisors. As with the complaint that was received from the CSB, the NQTA continues to support its union advisors and considers these complaints to be unfounded.

0405CEPV-07, point 3.1. The t-shirts have been ordered and should be received by the end of April.

0405CEPV-07, point 3.5. The letter requesting an explanation for the delay in tabling the FPSS demands has been sent.

0405CEPV-07, point 5.1. A press release denouncing incidents of extreme violence that have taken place in certain Nunavik schools was issued. The FSE has also taken a position in support of Nunavik teachers and the NQTA.

0405CEPV-07, point 5.3. The training session for Kativik support staff employees was held in Salluit. A number of delegates were absent. Réjean Parent was to have been present but could not attend. FPSS Vice-president Daniel B. Lafrenière was present.

0405CEPV-07, point 7. The RREGOP consultation was not conducted for logistical reasons.

0405CEPV-07, point 8. The new by-laws committee members have been contacted.

5. Native committee

Patrick D'Astous presented le point.

Motion 4

CONSIDERING the possibility for members of the native committee to take part in the demonstration of May 6, 2005; and

CONSIDERING that the members of the native committee have accepted to extend their stay in order to take part in the demonstration of May 6, 2005;

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

THAT a meeting of the native committee be held in Montreal on May 4–5; and

THAT the directors of the support staff employee sectors be invited to take part.

ADOPTED UNANIMOUSLY

6. Union representation

Patrick D'Astous presented the point. The problems involved in representing the members in communities where schools are comprised of more than one building are referred to the next congress and to the by-laws committee they are related to the Association's by-laws.

7. Violence in the North

This point was dealt with as a follow-up under point 4.

8. Correspondence

Patrick D'Astous presented the correspondence.

9. Various matters

a. Nunavik self-government

Nelson Lamoureux presented the point. He informed the executive committee of questions that members have raised regarding activities that are taking place concerning this. The members would like to be better informed of developments in this matter.

b. Retirement of Reynald Bellerive

Patrick D'Astous presented le point.

Motion 5

CONSIDERING that Reynald Bellerive will be retiring at the end of the 2004–2005 school year; and

CONSIDERING that the important role that he played in defending the position of the NQTA made him a friend and supporter of the Association during his term in office;

It was moved by Patrick D'Astous and seconded by François Beauchemin

THAT the Association make available \$250 per sector for the purchase of a thank-you present; and

THAT the Association defray the costs related to a one-day union release for Marcel Duplessis so that he can attend the CF that will mark M. Bellerive's retirement.

ADOPTED UNANIMOUSLY

c. Cree School Board curriculum reform

Patrick D'Astous presented le point. The executive committee expressed unanimous disagreement with the CSB's position on reform, feeling that it would be premature to implement reform at the secondary level.

d. Union membership

Nelson Lamoureux presented le point.

Motion 6

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT requests for union membership be adopted after correction.

ADOPTED UNANIMOUSLY

10. Labour relations

Annie Roy and Isabelle Bouvier presented various issues. None of this information could be reported in the minutes for reasons of confidentiality.

11. NQTA union advisors

Patrick D'Astous presented le point. A new communications procedure will be devised in order to clarify and simplify the work that the union advisors do with the sector directors.

12. Union leave for sector directors

Patrick D'Astous presented le point. François Beauchemin tabled a letter.

Motion 7

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

THAT a 25-per-cent union leave be granted to the directors of teacher sectors for the 2005–2006 school year; and

THAT a 10-per-cent union leave be granted to the directors of support staff employee sectors for the 2005–2006 school year.

ADOPTED UNANIMOUSLY

13. Budget

Alain Lajoie presented the mid-year financial statements.

Motion 8

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

THAT the item “Labour relations” be reduced to \$5,000;

THAT the item “Sectorial activities and life” for Cree sector teachers be increased to \$3,000;

THAT the item “CSST committee and violence prevention” for Cree sector teachers be reduced to \$100;

THAT the item “Union release” for the director for Cree sector support staff employees be increased to \$3,000;

THAT the item “Board Committee—LRC—agreements” for Cree sector support staff employees be reduced to \$3,000;

THAT the item “Sectorial activities and life” for Inuit sector teachers be increased to \$7,500;

THAT the item “Meetings—training” for Inuit sector teachers be reduced to \$25,000;

THAT the item “Adult education” for Inuit sector teachers be reduced to \$6,000;

THAT the item “CSST committee and violence prevention” for Inuit sector teachers be reduced to \$100;

THAT the item “Board Committee—LRC—agreements” for Inuit sector support staff employees be reduced to \$1,000;

THAT the item “Meetings—training” for Inuit sector support staff employees be reduced to \$20,000;

THAT the item “Union release” for Inuit sector support staff employees be increased to \$3,000;

THAT the item “Union release—vice-president” be increased to \$30,000;

THAT the item “Telephones and E-mail” be reduced to \$20,000; and

THAT the item “Professional fees” be increased to \$6,000.

ADOPTED UNANIMOUSLY

a. Hotels

Patrick D’Astous presented le point. The executive committee will maintain the status quo.

b. NQTA offices

Patrick D’Astous presented le point. The executive committee believes that meeting the Association’s present and future needs requires more office space. Patrick D’Astous will begin working toward this.

c. Travel advances

Suzye Bérubé presented the point. The executive committee must receive proposals for changes to the policy on participation in union activities one week before the date of the executive committee meeting at which these changes will be discussed. Alain Lajoie will present proposed changes at the next executive committee meeting.

14. Next meeting

The date of the next meeting was not determined.

15. Closing of the meeting

Motion 15

It was moved by François Beauchemin and seconded by Patrick D’Astous

THAT the executive committee meeting be closed.

ADOPTED UNANIMOUSLY

Meeting of 28–29 May 2005 held in Montreal

In attendance:

Patrick D’Astous	President
Larry Imbeault	Vice-president
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik Sector—Teachers
Suzye Bérubé	Director, Cree Sector—Teachers
Lillian Brien	Director, Cree Sector—Support staff employees
David Loiselle	Nunavik Self-government Coordinator

1. Presentation and adoption of the agenda

Nelson Lamoureux presented the point.

Motion 1

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

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. Negotiations
 - 5.1. Table reports
 - 5.2. Strategy for future meetings (teachers)
 - 5.3. Sectorial and intersectorial negotiations
 - 5.4. FSE and NQTA mobilization
 - 5.5. Coordination of mediation
 - 5.6. Negotiations and mobilization—professionals
6. Nunavik self-government
7. Native committee: report and recommendations
8. Communications and union activities participation form
9. NQTA office
10. Web site
11. Sector life
 - 11.1. Cree teachers
 - 11.2. Kativik teachers
 - 11.3. Cree support staff employees
 - 11.4. Kativik support staff employees
12. Budget
13. Policy on participation in union activities
14. Correspondence
15. Various matters
 - 15.1. Hotel
 - 15.2. By-laws committee
 - 15.3. Summer vacations
 - 15.4. Union membership
 - 15.5. Schedule of 2005—2006 executive committee meetings
 - 15.6. Pleading by union advisors
16. Next meeting
17. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Patrick D'Astous presented the point.

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. Adoption of the minutes of previous meetings

Nelson Lamoureux presented the point.

Motion 3

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT the minutes 0405CEPV-08 be adopted after correction.

ADOPTED UNANIMOUSLY

4. Follow-up to the minutes of previous meetings

- **0405CEPV-04, point 13.** The FPSS has invited one of our union advisors to assist the FPSS in pleading the cases of NQTA support staff employee members.
- **0405CEPV-07, point 3.3.** The mobilization kits have been sent to the communities. Press releases have also been sent.
- **0405CEPV-07, point 3.5.** The FPSS will send a letter explaining the reasons for the delay in presenting the union demands at the bargaining table.
- **0405CEPV-08, point 5.** This was dealt with under point 7 of the minutes.
- **0405CEPV-08, point 9 b.** Marcel Duplessis will attend the send-off party for Mr. Bellerive on the evening of June 9.
- **0405CEPV-08, point 11.** The NQTA labour relations committee met on April 26. A subsequent meeting is planned for May 30.
- **0405CEPV-08, point 12.** Requests for union leave for the sector directors for the 2005–2006 school year have been sent to the Cree and Kativik school boards.
- **0405CEPV-08, point 13 b.** Patrick D’Astous took part in a meeting with CSQ administrators regarding the availability of new offices for the NQTA. There may be further action on this in September or October.

5. Negotiation

5.1. Table reports

Patrick D'Astous presented the point.

- Cree teachers: there was a negotiation meeting on April 14. The discussions were productive and there was progress on a number of points.
- Kativik teachers: there was a negotiation meeting on May 9–10. *Table report number 3* was presented.
- Cree support staff employees: The union demands were tabled on the morning of April 12.
- Kativik support staff employees: The union demands were tabled on the afternoon of April 12. There was a negotiation meeting on May 16 at which the employer group tabled its demands.

5.2. Strategy for future meetings (teachers)

Coordination between the various unions involved in the present negotiations is needed to prepare the common subjects that will be discussed at the meetings scheduled for the beginning of the 2005–2006 school year. Identifying the priorities at the Kativik table will require that pressure be continued; priorities at the Cree table have already been identified.

5.3. Sectorial and intersectorial negotiations

Patrick D'Astous presented the point. There are two possibilities at the present time:

- a) there is no agreement in the South before the end of the school year, which will require pressure tactics being intensified; or
- b) there is an agreement in the South before the end of the school year.

Motion 4

It was moved by Larry Imbeault and seconded by Suzye Bérubé

THAT the president of the NQTA be mandated to present the executive council of the CSQ with the NQTA's framework for a satisfactory settlement on regional disparities in the present negotiations.

ADOPTED UNANIMOUSLY

5.4. FSE and NQTA mobilization

Patrick D'Astous presented the point and tabled a press release, the FSE mobilization plan and the NQTA mobilization plan.

5.5. Coordination of mediation

Patrick D’Astous presented the point. The request for mediation has been delayed until August. Action will be coordinated with the FPSS and the FPPE.

5.6. Negotiations and mobilization—professionals

Patrick D’Astous presented the point. The NQTA has called for union solidarity with the FPPE during its present negotiations.

6. Nunavik self-government

David Loiselle presented the point and tabled *Press Release No. 3* and *Executive Committee Meeting*.

7. Native committee: report and recommendations

Patrick D’Astous presented the point and tabled *Report of the President to the Executive Committee on the Meeting of the NQTA Native Committee of May 4–5, 2005, held in Montreal*, along with *Recommendations of the Native Committee and Policy on the Translation of Written Documents*.

Motion 5

It was moved by Alain Lajoie and seconded by Suzye Bérubé

THAT the president send a reminder to the CSB about the Cree pension plan and that the members concerned be informed of the results of this action.

ADOPTED UNANIMOUSLY

Motion 6

It was moved by Patrick D’Astous and seconded by François Beauchemin

THAT the executive committee ask and prepare delegates to hold at least one meeting of native members each year in order to carry out consultations that the native committee recommends.

REJECTED BY MAJORITY

Motion 7

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT a native member of the native committee be invited to the next meeting that each of the Association’s four sector councils will hold in order to discuss the

native committee's recommendation number 2, and that the results of these discussions be reported to the executive committee.

ADOPTED UNANIMOUSLY

Motion 8

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT union delegates who are not native must enlist a native member to provide interpretation.

ADOPTED BY MAJORITY

Motion 9

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

THAT, should the budget allow, the executive committee mandate its president to organize at least one face-to-face meeting of the native committee annually during the present term of office ending in 2007.

ADOPTED UNANIMOUSLY

Motion 10

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

THAT the decision on the native committee's recommendation number 5 be postponed until the next executive committee meeting.

ADOPTED UNANIMOUSLY

The executive committee returned recommendation number 6 to the native committee for further clarification.

Motion 11

It was moved by Nelson Lamoureux and seconded by Larry Imbeault

THAT the document *Policy on the Translation of Written Documents* as amended by the executive committee be incorporated into the *Politique de traduction et d'interprétation* [translation and interpretation policy].

ADOPTED UNANIMOUSLY

8. Communications and union activities participation form

Nelson Lamoureux presented the point.

Motion 12

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

THAT the document *Procedure for NQTA–Member Communications* be presented to the union advisors for their comments.

ADOPTED UNANIMOUSLY

Motion 13

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the logistics sheet be adopted as presented.

ADOPTED UNANIMOUSLY

9. NQTA office

This point was discussed under the point on follow-up to the minutes of previous meetings.

10. Web site

Patrick D'Astous presented the point. The NQTA Web site is fully functional once more. News is now updated more frequently and a link to *CSQ News* will be added soon. The site will also be updated shortly to add CSQ news on a continual basis.

11. Sector life

11.1. Cree teachers

Suzye Bérubé presented the point.

- The sector council met on May 23.
- There was a meeting with the CSB regarding the nonreengagement of a number of teachers on May 27. Annie Roy took part. The CSB reversed its decision.
- A number of teachers in Waswanipi have received disciplinary measures.

- Teachers in Wemindji showed their dissatisfaction regarding how the sexual assault of a member of their community was dealt with by comparison with the incident in Salluit.
- The CSB has not responded to repeated NQTA requests that board committee meetings be held.

11.2. Kativik teachers

François Beauchemin presented the point.

- The sector council met on May 19.
- The board committee met on May 25–26.
- False allegations led to the dismissal of a teacher in Inukjuaq. The school administration did not investigate the circumstances surrounding the event, and the allegations proved to be groundless. The teacher will be transferred to another community next year.
- The delegate position in Salluit has been vacant since the delegate resigned; no one is interested to assuming the position.
- The KSB reversed its decision to allow François Beauchemin to take part in the orientation week for new teachers. He will consider taking attending regardless.

11.3. Cree support staff employees

Lillian Brien presented the point.

11.4. Kativik support staff employees

Larry Imbeault presented the point.

Motion 14

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

THAT the executive committee accept the resignation of Sarah Kenuajuak from the position of Director, Kativik Sector for Support Staff Employees.

ADOPTED UNANIMOUSLY

Motion 15

It was moved by Larry Imbeault and seconded by Suzye Bérubé

THAT the decision on the choice of a candidate for the position of Director, Kativik Sector for Support Staff Employees be deferred to the first executive

committee meeting following the first face-to-face Kativik support staff employee sector council meeting in the autumn of 2005.

REJECTED BY MAJORITY

Motion 16

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the executive committee accept the candidacy of Mary Brassard for the position of Director, Kativik Sector for Support Staff Employees until the end of the present term of office.

ADOPTED BY MAJORITY

12. Budget

Alain Lajoie presented the point.

13. Policy on participation in union activities

François Beauchemin and Suzye Bérubé presented the point.

Motion 17

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT the amendments proposed by François Beauchemin to the policy on participation in union activities be adopted as presented.

ADOPTED UNANIMOUSLY

14. Correspondence

Patrick D'Astous presented the correspondence.

15. Various matters

15.1. Hotel

Patrick D'Astous presented the point. There will be no changes for the moment.

15.2. By-laws committee

François Beauchemin presented the point. The by-laws committee will begin its work next year.

15.3. Summer vacations

Discussion of this point was postponed until the next executive committee teleconference meeting.

15.4. Union membership

Nelson Lamoureux presented the point.

Motion 18

It was moved by Nelson Lamoureux and seconded by Larry Imbeault

THAT the executive committee accept the applications for union membership after they have been corrected.

ADOPTED UNANIMOUSLY

15.5. Schedule of 2005—2006 executive committee meetings

Patrick D'Astous presented the point. Four dates will be scheduled for face-to-face meetings of the executive committee during the 2005–2006 school year.

15.6. Pleading by union advisors

This point was discussed under the point on the follow-up to the minutes of previous meetings.

16. Next meeting

The next meeting will be held by telephone conference at 6 p.m. on June 6.

17. Closing of the meeting

Motion 19

It was moved by Patrick D'Astous and seconded by François Beauchemin

THAT the executive committee meeting be closed.

ADOPTED UNANIMOUSLY

Teleconference meeting of 6 June 2005

In attendance:

Larry Imbeault	Vice-president
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik Sector—Teachers
Suzye Bérubé	Director, Cree Sector—Teachers
Mary Brassard	Director, Kativik Sector—Support staff employees

Also in attendance: Annie Roy, Union Advisor
Isabelle Bouvier, Union Advisor

1. Presentation and adoption of the agenda

Nelson Lamoureux presented the point.

Motion 1

It was moved by Nelson Lamoureux 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. Follow-up to the minutes of previous meetings
4. Labour relations
5. Plan of resistance to the reform
6. Communication procedures
7. Web site
8. NQTA calendar
9. Negotiation actions for September

- 10. Next meeting
- 11. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Larry Imbeault presented the point.

Motion 2

It was moved by Alain Lajoie and seconded by Suzye Bérubé

THAT Larry Imbeault be named chairperson and that Nelson Lamoureux be named recording secretary.

ADOPTED UNANIMOUSLY

3. Follow-up to the minutes of previous meetings

- **0405CEPV-09, point 5.3.** Patrick D'Astous met with the executive council of the CSQ regarding regional disparities.
- **0405CEPV-09, point 5.4.** Participation in NQTA mobilization activities was excellent.
- **0405CEPV-09, point 7.** The NQTA translation policy was modified in accordance with motion 11 of 0405CEPV-09.

4. Labour relations

Annie Roy and Aude Vézina presented various issues. None of this information could be reported in the minutes for reasons of confidentiality.

5. Plan of resistance to the reform

Discussion of this point was postponed until the next executive committee meeting.

6. Communication procedures

Larry Imbeault presented the point. The union advisors were consulted on communication procedures and they commented on it.

Motion 3

It was moved by Nelson Lamoureux and seconded by Larry Imbeault

THAT the decision on communication procedures be postponed to the first face-to-face executive committee meeting of the 2005–2006 school year.

ADOPTED BY MAJORITY

Motion 4

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT the recommendation of the union advisors on communication procedures be presented to the executive committee before July 15, 2005.

ADOPTED UNANIMOUSLY

7. Web site

Larry Imbeault presented the point. The NQTA is still waiting for the subsidy needed to translate the site into Cree and Inuttitut.

8. NQTA calendar

Discussion of this point was postponed until the next executive committee meeting.

9. Negotiation actions for September

Larry Imbeault presented the point. The idea of organizing a tour of the communities at the beginning of the school year is still current. The NQTA will also ask its members to suggest possible pressure tactics. This point will be discussed at greater length during the August executive committee meeting.

10. Next meeting

The next executive committee meeting will be held by teleconference at 7 p.m. on August 18. The action plan for September will be the only point on the agenda.

11. Closing of the meeting

Motion 5

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT the executive committee meeting be closed.

ADOPTED UNANIMOUSLY

Teleconference meeting of August 18, 2005

In attendance:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik Sector—Teachers

1. Presentation and adoption of the agenda

Nelson Lamoureux presented the point.

Motion 1

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the agenda be adopted.

Agenda

1. Presentation and adoption of the agenda
2. Nomination of the chairperson and the recording secretary
3. Teacher negotiations
 - 3.1. Mediation request
 - 3.2. Tour of the communities
 - 3.3. Revision of the mobilization plan
 - 3.4. Next bargaining sessions
 - 3.5. Next Federal Council and General Negotiation Council
4. Labour relations

5. Sector life—Cree teachers
 - 5.1. Payroll problems
 - 5.2. Interim director
 - 5.3. Posting
 - 5.4. Part-time union release
6. Correspondence
7. Next meeting
8. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Nomination of the chairperson and the recording secretary

Patrick D'Astous presented the point.

Motion 2

It was moved by François Beauchemin and seconded by Alain Lajoie

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

ADOPTED UNANIMOUSLY

3. Teacher negotiations

3.1. Mediation request

Patrick D'Astous presented the point. In order to coordinate the negotiations, and considering that negotiations between the employer group and the NQTA are continuing, the executive committee will postpone the mediation request until such time as it is judged appropriate.

3.2. Tour of the communities

Patrick D'Astous presented the point. The executive committee will produce a special issue of Nego News at the beginning of the school year in order to inform teachers of the progress of negotiations. If there is felt that there is a need for a tour of the communities, it, like the mediation request, will be postponed until a later date.

3.3. Revision of the mobilization plan

Patrick D'Astous presented the point. The mobilization plan will be revised during the face-to-face meeting in September.

3.4. Next bargaining sessions

Patrick D'Astous presented the point. The NQTA will attempt to have the location of the next bargaining sessions with the CPNCSK, scheduled for September 12–16, changed from Kuujuaq to Montréal.

3.5. Next Federal Council and General Negotiation Council

Patrick D'Astous presented the point. The Federal Council will meet in Quebec City on September 1–2 and in Laval on September 14–16; the General Council will meet in Laval on September 21–23; and the General Negotiation Council will meet on September 29–30.

4. Labour relations

Patrick D'Astous presented the point. The executive committee discussed various labour relations matters.

5. Sector life—Cree teachers

5.1. Payroll problems

Patrick D'Astous presented the point. The CSB has begun the process of settling the payroll problems that have been ongoing for a number of years. It consists of a package settlement offer that includes a clause that would extinguish rights of appeal.

5.2. Interim director

Patrick D'Astous presented the point. With the position of Director for Cree Sector Teachers vacant, Alain Lajoie was named sector director in the interim.

5.3. Posting

Patrick D'Astous presented the point.

Motion 3

CONSIDERING that Suzye Bérubé is unable to carry out the functions of the Director for Cree Sector Teachers;

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

THAT the executive committee accept the *de facto* resignation of Suzye Bérubé from the position of Director for Cree Sector Teachers and that the position of Director for Cree Sector Teachers be posted until September 14, 2005.

ADOPTED UNANIMOUSLY

5.4. Part-time union release

Patrick D'Astous presented the point. Given the resignation of Suzye Bérubé, the NQTA informed the CSB that her part-time union release would no longer be required.

6. Correspondence

Patrick D'Astous presented the correspondence.

- The Université de Montréal has offered the possibility of providing labour relations interns, from January 9 to April 14, 2006, as the conclusion of their training. The NQTA will make such a request.
- On September 13, the FSE will be providing training for those attending the Federal Council.

Motion 4

It was moved by Patrick D'Astous and seconded by François Beauchemin

THAT, in this exceptional case, a member's request for reimbursement, which dates back to 2003, be accepted.

ADOPTED BY MAJORITY

7. Next meeting

The next executive committee meeting will be held in the CSQ offices in Montreal at 7 p.m. on September 17–18.

8. Closing of the meeting

Motion 5

It was moved by Nelson Lamoureux and seconded by Larry Imbeault

THAT the executive committee meeting be closed.

ADOPTED UNANIMOUSLY