

Executive Committee, Minutes

0506CEPV-01

Meeting of September 17, 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
Mary Brassard	Director, Kativik Sector—Support staff employees
Lillian Brien	Director, Cree Sector—Support staff employees

1. Presentation and adoption of the agenda

Nelson Lamoureux presented the point.

Motion 1

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

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. Union membership
5. Participation of union advisors in joint committees
6. Teacher negotiations
 - 6.1. FSE protocol
 - 6.2. Pension plan for Cree employees
 - 6.3. Protocol for union release
 - 6.4. Mobilization plan
 - 6.5. Mandate for FPSS representation to coordinate mediation
 - 6.6. Back-to-school issue of *Nego News*
 - 6.7. Tour of the communities

- 6.8. Table reports
 - 6.8.1. Cree teachers
 - 6.8.2. Kativik teachers
 - 6.8.3. FSE
 - 6.8.4. FPSS
 - 6.8.5. CSQ
7. Support staff employee negotiations
8. Sector life
 - 8.1. Kativik teachers
 - 8.2. Cree teachers
 - 8.3. Kativik support staff employees
 - 8.4. Cree support staff employees
9. NQTA labour relations
10. Committees
 - 10.1. By-laws Committee
 - 10.2. Native Committee
11. Budget
12. Communications
13. Correspondence
14. Various matters
 - 14.1. 1-800 Number
 - 14.2. Veilleux agreement
 - 14.3. International Teachers' Day
 - 14.4. Policy on Participation in Union Activities
 - 14.5. CSQ Congress
 - 14.6. Health and Safety Committee
 - 14.7. Calendar
 - 14.8. Cree payroll
 - 14.9. Web site
15. Next meeting
16. Closing of the meeting

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

Nelson Lamoureux presented the point.

Motion 3

It was moved by Nelson Lamoureux and seconded by François Beauchemin

THAT the minutes 0405CEPV-09, 0405CEPV-10 and 0405CEPV-11 be adopted after correction.

ADOPTED UNANIMOUSLY

4. Union membership

Nelson Lamoureux presented the point.

Motion 4

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

THAT Monique Nepveu produce a list of current members by sector for the union training sessions; this list should include the total number of members per sector.

ADOPTED UNANIMOUSLY

Motion 5

It was moved by Nelson Lamoureux and seconded by Larry Imbeault

THAT the Executive Committee accept the applications for union membership after correction.

ADOPTED UNANIMOUSLY

5. Participation of union advisors in joint committees

Larry Imbeault presented the point.

Motion 6

CONSIDERING that the Association has no technical labour relations resource person in attendance at the meetings of its various joint committees;

CONSIDERING the fact that providing counsel and labour relations form part of the job description of the Association's union advisors;

CONSIDERING that the Association needs to have the decisions taken by the various committees evaluated by an expert labour relations resource person;

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT for the 2005–2006 school year, one of the Association's union advisors be invited to each of the meetings of the board committees, the labour relations committees, the adult education advisory committees and all other joint committees at which labour relations are discussed;

THAT the union advisor attend each of these various committee meetings from beginning to end;

THAT the availability of the union advisors be considered when the calendars of these meetings are established;

THAT the Association's union advisors present a summary report of the various meetings that they have attended to the Executive Committee at its meetings.

REJECTED BY MAJORITY

Motion 7

It was moved by François Beauchemin and seconded by Nelson Lamoureux

THAT for the 2005–2006 school year, and at the request of the sector director concerned, one of the Association's union advisors be invited to attend the one-day preparatory sessions for the board committee and the adult education advisory committee; depending on the needs expressed during these preparatory sessions, the Association's union advisor may also be invited to attend the meetings of the abovementioned committees when they take place in Montreal.

Amendment 1

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

THAT the words "when they take place in Montreal" in Motion 7 be removed.

ADOPTED BY MAJORITY

Amendment 2

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

THAT after the words "of the abovementioned committees" the at the end of Motion 7 be added the words "it being understood that all efforts will be made to ensure that the labour relations items will be on the agenda of meetings held in Montreal."

ADOPTED UNANIMOUSLY

Motion 7 as amended:

It was moved by François Beauchemin and seconded by Nelson Lamoureux

THAT for the 2005–2006 school year, and at the request of the sector director concerned, one of the Association's union advisors be invited to attend the one-day preparatory sessions for the board committee and the adult education advisory committee; depending on the needs expressed during these preparatory sessions, the Association's union advisor may also be invited to attend the meetings of the abovementioned committees, it being understood that all efforts will be made to ensure that the labour relations items will be on the agenda of meetings held in Montreal.

ADOPTED UNANIMOUSLY

6. Teacher negotiations

6.1. FSE protocol

Patrick D'Astous presented the point. Both FSE resource persons assigned to Cree and Kativik negotiations and the Association must report to the FSE.

6.2. Pension plan for Cree employees

Patrick D'Astous presented the point. The Executive Committee is of the opinion that discussions on the retirement plan should take place at the political level, between representatives of the Grand Council of the Crees and the Government.

Motion 8

CONSIDERING the problems related to the absence of QPP coverage for native persons;

It was moved by Lillian Brien and seconded by Alain Lajoie

THAT the President and the Native Committee be mandated to ascertain which employees and their representatives are affected by these problems;

AND

THAT that the political pressure necessary for organizing negotiations to resolve this problem be initiated.

ADOPTED UNANIMOUSLY

6.3. Protocol for union release

Patrick D'Astous presented the point. He reminded the Executive Committee that the Treasury Board pays for 100 days of union release. Based on this information, Nelson Lamoureux presented a new form on which has been added the specific case of union releases for negotiations.

6.4. Mobilization plan

Patrick D'Astous presented the point. Members can purchase t-shirts for \$10.

Motion 9

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT a new shipment of t-shirts be sent out for new employees as soon as possible

ADOPTED UNANIMOUSLY

6.5. Mandate for FPSS representation to coordinate mediation

Patrick D'Astous presented the point.

Motion 10

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

THAT Larry Imbeault be mandated to organize coordination meetings between the FPSS and the NQTA on the following issues:

- mediation;
- bargaining sessions in the North;
- the FSE settlement.

ADOPTED UNANIMOUSLY

6.6. Back-to-school issue of *Nego News*

Patrick D'Astous presented the point. A special issue of *Nego News* has been produced that explains the present status of negotiations at the various tables. This issue will be distributed to all members.

6.7. Tour of the communities

Patrick D'Astous presented the point. The tour of the communities will be delayed until after a sectorial agreement has been reached.

6.8. Table reports

6.8.1. Cree teachers

Patrick D'Astous presented the point. There have been no bargaining sessions for more than six months. The most recent meetings scheduled were cancelled because of meetings of the CF and the CGN.

6.8.2. Kativik teachers

Patrick D'Astous presented the point. Nelson Lamoureux submitted the fifth table report.

6.8.3. FSE

Patrick D'Astous presented the point. This table is making the most rapid progress of all of the tables. The NQTA is waiting for sectorial offers to be tabled.

6.8.4. FPSS

Patrick D'Astous presented the point. This table is progressing very slowly. Security of employment and movement of personnel are the main issues in dispute.

6.8.5. CSQ

Patrick D'Astous presented the point. This table is not moving forward; discussions are not advancing. It is likely that regional disparities will be sent back to the NQTA tables.

7. Support staff employee negotiations

Larry Imbeault presented the point. No progress has been made at these tables. A few meetings are expected to be held in the near future. Larry Imbeault is responsible for producing the table reports.

8. Sector life

8.1. Kativik teachers

François Beauchemin presented the point.

- 3 All of the union delegates have been elected.
- 3 An attempt was made on the life of a teacher in Kuujjuaraapik. François Beauchemin is in contact with the delegate in the community and is following the situation closely.
- 3 The union training session will be held November 11–13 in Kangiqsualujjuaq. The sector is awaiting confirmation regarding a joint session.
- 3 François Beauchemin informed the Executive Committee of numerous examples of the KSB's failure to consult on various matters since he became sector director. Patrick D'Astous supported the sector's resolve to file grievances over the systematic lack of consultation whenever the situation arises.

8.2. Cree teachers

Alain Lajoie presented the point.

- 3 All of the union delegates have been elected.
- 3 The school councils have been formed.
- 3 The sector council met to recommend a candidate for the sector director's position.

Motion 11

It was moved by Alain Lajoie and seconded by Lillian Brien

THAT the Executive Committee name Michel Barwell to the position of Director for Cree Sector Teachers for the period beginning September 23, 2005 and terminating at the end of the present term of office.

**ADOPTED UNANIMOUSLY
1 ABSTENTION**

8.3. Kativik support staff employees

Mary Brassard presented the point. Five delegates have been elected; nominations for the others are expected at any moment.

8.4. Cree support staff employees

Lillian Brien presented the point. Three delegates have been elected; nominations for the others are expected at any moment.

9. NQTA labour relations

Patrick D'Astous presented the point. The Executive Committee discussed various matters related to NQTA labour relations.

10. Committees

10.1. By-laws Committee

François Beauchemin presented the point. He re-introduced the Picard amendments in his own name. At its next meeting, the Executive Committee should establish the mandates of the By-laws Committee.

10.2. Native Committee

Patrick D'Astous presented the point.

Motion 12

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

THAT the vacant positions on the By-laws Committee be posted until October 13, 2005.

ADOPTED UNANIMOUSLY

11. Budget

Alain Lajoie presented the point.

Motion 13

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

THAT the Executive Committee adopt the 2005–2006 budget as presented.

ADOPTED UNANIMOUSLY

12. Communications

François Beauchemin and Nelson Lamoureux presented the point.

Motion 14

It was moved by François Beauchemin and seconded by Alain Lajoie
THAT a meeting of the sector directors and the advisors be organized as soon as possible in order that an agreement on communication procedures may be reached; until then, the present procedure of telephone communications, to which would be added the transmission to the sector directors of the inquiry form by the advisors for dossiers other than those of a personal nature or for which the member does not wish the details to become widely known, shall apply.

ADOPTED UNANIMOUSLY

13. Correspondence

Discussion of this point was postponed until the next Executive Committee meeting.

14. Various matters

14.1. 1-800 Number

Discussion of this point was postponed until the next Executive Committee meeting.

14.2. Veilleux agreement

Patrick D'Astous presented the point. The Veilleux agreement was presented.

14.3. International Teachers' Day

Patrick D'Astous presented the point. October 5 is International Teachers' Day. Patrick D'Astous is preparing a press release to mark the event.

14.4. Policy on Participation in Union Activities

François Beauchemin presented the point.

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

THAT the Policy on Participation in Union Activities be amended in accordance with the document presented by François Beauchemin, "Proposed Amendment to the *Policy on Participation in Union Activities*."

ADOPTED UNANIMOUSLY

14.5. CSQ Congress

Patrick D'Astous presented the point. The NQTA is authorized to send eight delegates to the CSQ congress, which will be held June 26–30, 2006, in Montreal.

14.6. Health and Safety Committee

Patrick D'Astous presented the point. The NQTA refused to take part in the creation of the Health and Safety Committee as proposed by the KSB because the Executive Committee did not have a mandate to do so and the Association does not have the budget for it. Moreover, there has been no consultation regarding this.

14.7. Calendar

Larry Imbeault presented the point. He tabled the NQTA calendar.

14.8. Cree payroll

Patrick D'Astous presented the point. There has been a meeting with an accountant in order to analyze various dossiers that are in dispute.

14.9. Web site

Larry Imbeault presented the point. The Web site is now updated regularly. At the next Executive Committee meeting, François Beauchemin will take photographs of the members for posting on the site.

15. Next meeting

The next meeting will take place in Montreal on November 5–6.

16. Closing of the meeting

Motion 15

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

THAT the Executive Committee meeting be closed.

ADOPTED UNANIMOUSLY

Executive Committee, Minutes

0506CEPV-02

Meeting of November 5, 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
Mary Brassard	Director, Kativik Sector—Support staff employees
Mike Barwell	Director, Cree Sector—Teachers

1. Presentation and adoption of the agenda

Nelson Lamoureux presented the point.

Motion 1

It was moved by Mike Barwell 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. Teacher negotiations
 - 5.1. Table reports
 - 5.2. Provisions initialled
 - 5.3. FSE follow-up and FSE protocol
 - 5.4. Central table
 - 5.5. Meeting with Réjean Parent and Brent Tweddell
 - 5.6. Coordination with the FPSS and the FPPE
 - 5.7. Protocol for union release
6. Support staff employee negotiations
7. Policy on participation in union activities
8. Budget rules
9. Waswanipi vocational training centre
10. Sector life
 - 10.1. Kativik teachers
 - 10.2. Kativik support staff employees
 - 10.3. Cree teachers
 - 10.4. Cree support staff employees
11. Budget
12. Committees
13. 2007 NQTA congress
 - 13.1. Proposed amendments
14. Correspondence
15. Various matters
16. Next meeting
17. 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 Mike Barwell

THAT Larry Imbeault 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 Nelson Lamoureux and seconded by Larry Imbeault

THAT the minutes 0506CEPV-01 be adopted after correction.

ADOPTED UNANIMOUSLY

4. Follow-up to the minutes of previous meetings

- **0506CEPV-01, point 4.** The list of members for the purposes of the Cree union training session has been finalized. Patrick D’Astous will follow up on the list of members for the purposes of the Kativik union training session.
- **0506CEPV-01, point 5.** The sector directors have begun working with the union advisors on board committee matters.
- **0506CEPV-01, point 6.2.** Patrick D’Astous met with Réjean Parent and Brent Tweddell regarding the pension plan for Cree employees. The matter will be added to the agenda of the provincial committee of the Government and Public Employees Retirement Plan (RREGOP).
- **0506CEPV-01, point 6.4.** The office will process requests for t-shirts after the union training sessions.
- **0506CEPV-01, point 6.5.** Coordination with the FPSS has been carried out.
- **0506CEPV-01, point 8.2.** The new director for Cree-sector teachers has been presented to the sector.
- **0506CEPV-01, point 14.2.** The principal party has been unable to respect his part of the agreement, but the situation should be settled soon.
- **0506CEPV-01, point 14.5.** Accommodations for the CSQ congress have been reserved.
- **0506CEPV-01, point 14.8.** Verification with the Cree School Board of various payroll issues has turned up a number of errors. The matter is nevertheless moving forward slowly.

5. Teacher negotiations

5.1. Table reports

Alain Lajoie presented the table report for Cree teachers. A number of texts have been initialled.

Nelson Lamoureux presented the table report for Kativik teachers.

5.2. Texts initialled

Patrick D’Astous presented the texts that have been initialled.

5.3. FSE follow-up and FSE protocol

Patrick D'Astous presented the point. The NQTA faces the same problem during every round of negotiations. Patrick D'Astous has been in contact Réjean Parent in an effort to find a solution to the problem.

Patrick D'Astous presented two letters.

5.4. Central table

Patrick D'Astous presented the point and tabled the decisions of the General Negotiation Council (CGN).

5.5. Meeting with Réjean Parent and Brent Tweddell

Patrick D'Astous presented the point. Three issues were discussed. As no progress is being made at the central table, there is a possibility that NQTA demands will be transferred to the local table. The two other issues discussed have been presented above.

5.6. Coordination with the FPSS and the FPPE

Patrick D'Astous introduced the point. Larry Imbeault presented the meeting with the FPSS and Patrick the meeting with the FPPE.

The request for mediation will be deposited by the FSE and the FPSS in our name as well as by the FPPE, except in the case of CSB professionals, as their demands have not yet been tabled.

Motion 4

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

THAT the executive committee mandate the President and the Vice-President to request that the FSE and the FPSS request mediation for the E3, E4, S8 and S9 tables at the moment determined appropriate.

THAT at its next meeting the executive committee amend the mobilization plan in order to reflect the recommendations of the sector councils and the discussions held by the executive committee.

THAT the President and the Vice-President ensure coordination of the requests for mediation and the revision of the mobilization plan with the SPPOM, the SPPMNOQ and their federation.

ADOPTED UNANIMOUSLY

5.7. Protocol for union release

Patrick D'Astous presented the point. The Association is well on the way to using the entire bank of days of union leave.

6. Support staff employee negotiations

Larry Imbeault presented the point. Progress is being made only very slowly. The Kativik table is working on the reorganization of the collective agreement; the Cree table has not met since the previous executive committee meeting.

7. Policy on participation in union activities

Patrick D'Astous presented the point. The executive committee has identified a problem with the article of the policy on childcare expenses. Amendments will be proposed at the following executive committee meeting.

8. Budget rules

Patrick D'Astous presented the point.

Motion 5

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

THAT the executive committee mandate the President to request that the FSE organize a training session on the budget rules for school boards with special status.

ADOPTED UNANIMOUSLY

9. Waswanipi vocational training centre

Patrick D'Astous presented the point. A new vocational training centre has opened in Waswanipi. The employer has presented a request to have this centre included in the collective agreement.

10. Sector life

10.1. Kativik teachers

François Beauchemin presented the point.

- The union training session will be held in Kangiqsualujjuaq.
- The board committee met in Montreal on November 2.
- The KSB homework policy has been withdrawn.
- The KSB still does not have a school-closing policy in place.
- François Beauchemin will contact Marie-Claude Picard regarding the teacher assistance program.
- The KSB has decided unilaterally and without consultation to create a regional committee on occupational health and safety.

10.2. Kativik support staff employees

Mary Brassard presented the point.

- The union training session will be held in Kangiqsualujjuaq.

10.3. Cree teachers

Mike Barwell presented the point.

- The union training session was held in Rouyn and it was a success.
- The board committee met on November 2.

10.4. Cree support staff employees

Larry Imbeault presented the point.

- The union training session was held in Rouyn and it was a success.
- Members have been named to the labour relations committee.

11. Budget

Alain Lajoie presented the point. He tabled the budget.

Motion 6

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

THAT the budget be amended to reflect both expenditures on employee salaries and fringe benefits and amortization.

ADOPTED UNANIMOUSLY

Motion 7

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the financial statements be produced quarterly.

ADOPTED UNANIMOUSLY

12. Committees

Larry Imbeault presented the point.

Motion 8

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT the vacant positions on the Native Committee and the By-laws Committee be posted until December 15, 2005.

ADOPTED UNANIMOUSLY

13. 2007 NQTA congress

Nelson Lamoureux presented the point. Tourisme Montréal will help with preparations for the 2007 congress. Its services are free.

13.1. Proposed amendments

Nelson Lamoureux and François Beauchemin presented the point.

Motion 9

WHEREAS current executive committee members who presented amendments at the 2004 congress have withdrawn them;

WHEREAS those amendments remaining were proposed by persons who are no longer members of the Association.

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

THAT the executive committee send a letter to the members of the Association explaining that:

1. all amendments proposed at the 2004 congress are now null and void;
2. the executive committee is presently working on consolidated amendments for problems identified by those proposed at the 2004 congress; and
3. members may send amendments, if possible before December 20, 2006, to the By-laws Committee for presentation at the next congress.

ADOPTED UNANIMOUSLY

14. Correspondence

Patrick D'Astous presented some of the correspondence.

15. Various matters

15.1. Intern

Larry Imbeault presented the point. Interviews will begin on Monday, November 7.

15.2. Labour relations

Larry Imbeault presented the point.

16. Next meeting

The next meeting will take place in Montreal on December 16 and 17. This will be confirmed at a later date.

17. Closing of the meeting

Motion 10

It was moved by Larry Imbeault and seconded by Mike Barwell

THAT the Executive Committee meeting be closed.

ADOPTED UNANIMOUSLY

Executive Committee, Minutes

0506CEPV-03

Meeting of December 17, 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
Mary Brassard	Director, Kativik Sector—Support staff employees
Mike Barwell	Director, Cree Sector—Teachers
Lillien Brian	Director, Cree Sector—Support staff employees

1. Presentation and adoption of the agenda

Nelson Lamoureux presented the point.

Motion 1

It was moved by Nelson Lamoureux and seconded by Mike Barwell

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. Negotiations
5. Agreement with the KSB on an occupational health and safety committee
6. Policy on participation in union activities
7. NQTA labour relations
8. Members' Rights Defence Policy
9. Union training sessions

10. Sector life
 - 10.1. Kativik teachers
 - 10.1.1. Kuujjuaraapik
 - 10.2. Kativik support staff employees
 - 10.3. Cree teachers
 - 10.3.1. Commission des droits de la personne
 - 10.4. Cree support staff employees
11. Budget
 - 11.1. NQTA offices
12. Committees
13. Makivik Conference
14. 2007 NQTA congress
15. CSQ congress
16. Communications
17. Correspondence
18. NQTA calendar
19. Various matters
20. Next meeting
21. 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 Larry Imbeault be named chairperson and that Nelson Lamoureux be named recording secretary.

ADOPTED UNANIMOUSLY

3. Follow-up to the minutes of previous meetings

Patrick D'Astous presented the point.

- **0506CEPV-02, point 5.6.** The coordination meeting on Chapter 12 and common mandates has taken place.
- **0506CEPV-02, point 12.** Nominations for the By-laws Committee and the Native Committee are deferred to the next meeting.
- **0506CEPV-02, point 13.1.** The letter explaining the executive committee position on amendments to the by-laws will be sent in January after it has been translated.
- **0506CEPV-02, point 8.** The training session for executive committee members on budget rules once will take place when the negotiations are concluded.
- **0506CEPV-01, point 6.4.** The t-shirts have been sent to the members.

- **0506CEPV-02, point 12.** A meeting of the Native Committee will be scheduled sometime before March 2006.

4. Negotiations

Patrick D'Astous and Larry Imbeault presented the point. The Charest government had special legislation decreeing the working conditions of its employees passed last Thursday: negotiations are at an end.

In spite of this, there will be a bargaining session with the CSB on December 16. The MELSQ representative has led the NQTA to believe that negotiations will continue at the Kativik and Cree tables.

The meeting planned for January should help clarify the situation with the FSE and the FPSS.

Motion 3

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the committee mandate the President to take the steps necessary to ensure that:

- the CSQ and the federations concerned (the FSE and the FPSS) undertake, in the name of the NQTA, a study into the possibility of a legal challenge to Bill 142; if such a challenge is possible, that it be launched as quickly as possible;
- the CSQ and the federations concerned (the FSE and the FPSS) use every available means to restart negotiations for the support staff employees and teachers of the Cree and Kativik school boards as proposed by the NQTA;
- the members be consulted on the plan to restart negotiations as of the beginning of January, and that, if appropriate, the results be communicated to the media, Cree and Inuit political representatives, the federations and the CSQ at the next meeting of the CGN (January 19), and the employer negotiators; and
- the NQTA proposal for restarting negotiations include the elements of the agreements in principle reached with the FSE and the FPSS that are applicable to and desirable for the North, certain new proposals reasonably designed to adapt other elements to the northern reality, and an extension of the bargaining protocol.

ADOPTED UNANIMOUSLY

5. Agreement with the KSB on an occupational health and safety committee

Patrick D'Astous presented the point.

Motion 4

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

THAT the executive committee mandate the President to endorse the agreement (including the amendments presented to the executive committee) to establish a joint committee on health and safety in the workplace.

ADOPTED UNANIMOUSLY

6. Policy on participation in union activities

Patrick D'Astous presented the point.

Motion 5

It was moved by Mike Barwell and seconded by Patrick D'Astous

THAT discussion of this point be deferred to the next executive committee meeting (in January) and that the secretary ensure that the motions are translated.

ADOPTED UNANIMOUSLY

7. NQTA labour relations

Patrick D'Astous presented the point.

Motion 6

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

THAT the executive committee accept the proposed settlement of grievance 2005-AENQ-01 on the following terms:

1. the financial settlement requested by the union; and
2. the replacement, as of January, of the position of part-time Administration Agent (three days per week) by that of part-time Administration Agent (four days per week).

ADOPTED UNANIMOUSLY

In order to settle grievance 2005-AENQ-02, the executive committee also asked to see the text of the agreement in principle signed by SEESOCQ and the CSQ.

8. Members' Rights Defence Policy

Patrick D'Astous presented the point.

Motion 7

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

THAT based on NQTA advisor recommendation, the Executive Committee apply the NQTA Members' Rights Defence Policy in the matter of an NQTA member.

**ADOPTED UNANIMOUSLY
WITH 4 ABSTENTIONS**

A second request was received by the Association, but was not receivable because it does not fulfil the criteria of the Policy.

9. Union training sessions

François Beauchemin presented the point. Some Kativik sector teachers complained about the fact that the union training session was held with support staff employee representatives. The sector directors agreed to review how union training sessions would be presented next year.

10. Sector life

10.1. Kativik teachers

François Beauchemin presented the point.

- The school council and local administration in Salluit agreed to leave the community for the Christmas holidays one day earlier than planned. This day will be rescheduled at the end of the school year. In the name of the KSB, Gaston Pelletier refused the request and threatened to cut one day's salary for any teacher who left the community early.
- François Beauchemin will prepare a petition for a return to a short school calendar at the KSB.

Motion 8

It was moved by François Beauchemin and seconded by Nelson Lamoureux

THAT the executive committee mandate the President to request that commissioners and education committee members support the petition for a return to a shortened calendar.

ADOPTED UNANIMOUSLY

10.1.1. Kuujjuaraapik

Patrick D'Astous presented the point. There is a conflict between two groups of teachers in Kuujjuaraapik and all attempts at reconciliation have failed.

Motion 9

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

THAT the executive committee mandate the advisors to work toward making use of the services of the Commission des normes du travail (the labour standards board) in the matter of Kuujjuaraapik, and that the members be informed of this.

ADOPTED UNANIMOUSLY

10.2. Kativik support staff employees

Mary Brassard presented the point. There have been a number of disciplinary measures and three dismissals (two at the vocational training centre in Inukjuak).

10.3. Cree teachers

Mike Barwell presented the point.

- The sector council has requested the right to single-occupancy rooms during union training sessions.
- The sector council has requested that a second t-shirt be provided free of charge to the members of the Association.

10.3.1. Commission des droits de la personne

Mike Barwell presented the point. The Commission des droits de la personne (the human rights commission) conducted an investigation after receiving a racism complaint from a group of students in Mistissini. It appears that following its investigation, the Commission contacted the CSB and that this led to the suspension of two teachers.

Motion 10

It was moved by Mike Barwell and seconded by Alain Lajoie

THAT the executive committee mandate the president to contact the Commission des droits de la personne in order to present the position of the NQTA in the matter of Mistissini.

ADOPTED UNANIMOUSLY

10.4. Cree support staff employees

Lillien Brian presented the point.

- A new union delegate has been elected at the vocational training centre in Waswanipi.
- Cafeteria services at the vocational training centre in Waswanipi have been subcontracted to a private firm. The FPSS will investigate this.

- Grievances have been lodged regarding irregularities discovered in the assignment of certain positions and the responsibilities associated with these positions.
- There was no consultation on the summer schedule.

11. Budget

Alain Lajoie presented the point.

- The letter concerning equalization adjustments was given to Olivier Dolbec of the FSE.
- The addition of new union members has brought in approximately \$30,000 in additional revenue.
- The auditors report is expected in February.
- Dossier à suivre.
- It is not yet known what impact the decree will have on the budget. This dossier will be followed closely

11.1. NQTA offices

Patrick D'Astous presented the point. Rent for the president's office might be lowered slightly.

12. Committees

This matter was discussed under point 3 (follow-up to the minutes of previous meetings).

13. Makivik conference

Larry Imbeault presented the point. He attended a conference organized by Makivik that took place in Montreal on November 15–17.

14. 2007 NQTA congress

Nelson Lamoureux presented the point and tabled a letter. The NQTA has retained the (free) services of Tourisme Montréal for organizing the congress.

Motion 11

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the NQTA congress be held on March 22–27, 2007; the NQTA will inform the Cree and Kativik school boards of the dates chosen and that Friday, March 23 and Monday, March 27, 2007, are to be considered holidays by virtue of the teacher collective agreement (CSB: clause 8-3.02; KSB: clause 8-3.03).

ADOPTED UNANIMOUSLY

15. CSQ congress

Patrick D'Astous presented the point. He presented a letter detailing the cost of the CSQ congress.

16. Communications

Nelson Lamoureux presented the point. He reminded executive committee members that it was important that they send him the points that they wanted to see included on the agenda as early as possible so that he can prepare it and send a copy to the executive committee members before the meeting.

17. Correspondence

There was no correspondence to be presented.

18. NQTA calendar

Discussion of this point was deferred until the next Executive Committee meeting.

19. Various matters

19.1. Site web

François Beauchemin presented the point. Larry Imbeault will contact the CSQ webmaster, who will in turn contact François Beauchemin about posting photographs of executive committee and sector council members on the Association's Website.

19.2. NQTA Christmas luncheon

Nelson Lamoureux presented the point. He reminded executive committee members that the Christmas luncheon for NQTA employees will take place at Vinnie Gambini's at noon on December 20. He hoped that as many executive committee members as possible will attend. Several members replied that they would.

20. Next meeting

The next meeting will be held at 7 p.m. on Tuesday, January 11 by telephone.

21. Closing of the meeting

Motion 10

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT the Executive Committee meeting be closed.

ADOPTED UNANIMOUSLY

Minutes of the Executive Committee

0506CEPV-04

Meeting of February 4 and 5, 2006, in Montréal

Attending:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik teaching sector
Mary Brassard	Director, Kativik support sector
Mike Barwell	Director, Cree teaching sector
Lillien Brian	Director, Cree support sector

Guests: Aude Vézina, Union Advisor
Annie Roy, Union Advisor

1. Presentation and adoption of the agenda

Nelson Lamoureux introduced the item.

Motion 1

It was moved by Nelson Lamoureux and seconded by Mike Barwell

THAT the agenda be adopted.

Agenda

1. Presentation and adoption of the agenda
2. Nomination of chairman and secretary of the meeting
3. Approval of minutes of previous meetings

4. Business arising from the minutes
5. Sector reports
 - 5.1. Kativik teaching
 - 5.2. Kativik support
 - 5.3. Cree teaching
 - 5.4. Cree support
6. Budget
7. Labour relations report
8. Teacher negotiations
 - 8.1. Law 142, texts and legal opinion
 - 8.2. Special Info-Négo
 - 8.3. Syndical leave protocol
 - 8.4. Cree negotiations
 - 8.4.1. Report from the table
 - 8.4.2. Mandate for the next meeting
 - 8.5. Kativik Negotiations
 - 8.5.1. Report from the table
 - 8.5.2. Table renewal strategy
 - 8.5.3. Calendar of future meetings
9. Support negotiations
10. Mobilisation plan FSE-CSQ vs NQTA
11. Taxation on housing
12. NQTA Congress 2007
13. Labour relations with the CSK: renewal and Health and Safety Committee
14. Translation policy
15. Policy on participation in union activities
16. Correspondence
17. NQTA calendar
18. Varia
 - 18.1. Applications for union membership
 - 18.2. NQTA premises
19. Next meeting
20. Adjournment

Carried unanimously

2. Nomination of chair and secretary of the meeting

Motion 2

It was moved by François Beauchemin and seconded by Mike Barwell

THAT Larry Imbeault be named chair of the meeting and that Nelson Lamoureux be named secretary of the meeting .

Carried unanimously

3. Approval of the minutes of previous meetings

Nelson Lamoureux introduced the item.

Motion 3

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the minutes 0506CEPV-02 and 0506CEPV-03 be accepted with corrections.

Carried unanimously

4. Business arising from the minutes

Patrick D'Astous introduced the item.

- **0506CEPV-02, item 13.1.** Patrick D'Astous has sent a letter to members of the Association regarding the withdrawal of motions to amend the Bylaws of the Association and which the Bylaw Committee was to study.
- **0506CEPV-03, item 4.** The Association has received legal opinions regarding Bill 142. The CSQ has decided to assume responsibility for the legal challenge because of the implications for numerous federations. As well, the FSE supports the NQTA initiative to pursue negotiations with the Cree and Kativik school boards. Finally, the member consultations to obtain a mandate to reopen negotiations were successful.
- **0506CEPV-03, item 7.** The agreement in the case of the dispute between the Association and an employee has been concluded with the union to the satisfaction of all parties.
- **0506CEPV-03, item 8.** Patrick D'Astous has sent a letter to members affected by the decision on the policy governing the defence of members' rights.

5. Sector reports

5.1. Kativik teaching

François Beauchemin introduced the item.

- In Salluit, teachers have written a letter to their administration expressing their fears that the incident of 2003-2004 will be repeated.
- In Kujjuaq, a student seems to have entered a school with a firearm.

- The Board Committee met in Kangiqsualujjuaq. The union representatives tabled a petition on the school calendar.
- Inukjuaq is the only community that has not returned the petition.

5.2. Kativik support

Mary Brassard introduced the item.

- In Inukjuaq, the secretary, who was a delegate, was replaced.
- No vote was held in Tasiujaq as the delegate was sick.

5.3. Cree teaching

Mike Barwell introduced the item.

- Nemaska is still without a delegate.
- There has been a second meeting of the Board Committee
- A first meeting of the Adult Education Committee was held.
- A number of teachers in Oujé-Bougoumou have circulated a petition as a result of problems with the administration.

Motion 4

It was moved by Mike Barwell and seconded by Alain Lajoie

THAT the President remind counsellors working with sector administrations that the items to be entered on the agenda for parity committee meetings must be exclusively those proposed by the sector administrators

Carried unanimously

5.4. Cree support

Lillian Brien introduced the item.

- A number of delegates have problems with fax communications.
- There will be a meeting of the Labour Relations Committee in the week of February 20.

6. Budget

Alain Lajoie presented the budget and the financial statement

Motion 5

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

THAT the Executive Committee receive the financial statement as submitted.

Carried unanimously

7. Labour relations report

Mss Aude Vézina and Annie Roy reported on several dossiers. Due to its confidential nature, none of that information can be included in these minutes.

8. Teacher negotiations

8.1. Law 142: texts and legal opinion

Patrick D'Astous introduced the item. Annie Roy and Aude Vézina explained the legal opinion on Law 142. Whatever is negotiated at our tables will take precedence over what is decreed in Bill 142.

8.2. Special Info-Négo

Patrick D'Astous introduced the item. A special edition of Info-Négo will be sent to members at the same time as the consultations. It seems that a number of members are having trouble understanding the content.

8.3. Syndical leave protocol

Patrick D'Astous introduced the item. Our interpretation of the legal opinion is that the Association continues to be covered by the leave protocol until an agreement in principle is achieved.

8.4. Cree Negotiations

8.4.1. Report from the table

Alain Lajoie introduced the item. It seems that negotiations at this table will be concluded in the next two meetings.

8.4.2. Mandate for the next meeting

Patrick D'Astous introduced the item. A new version of the proposal for agreement will be presented.

8.5. Kativik negotiations

8.5.1. Report from the table

Nelson Lamoureux introduced the item. There has been no progress in negotiations, and there has been much difficulty in agreeing on texts.

8.5.2. Table renewal strategy

Patrick D'Astous introduced the item.

Motion 6

It was moved by Nelson Lamoureux and seconded by Larry Imbeault

THAT François Beauchemin serve as spokesperson replacing Patrick D'Astous at the Kativik teacher negotiating table.

Carried unanimously

8.5.3. Calendar of future meetings

Patrick D'Astous introduced the item. A meeting is scheduled for February 16, 2006.

9. Support negotiations

Larry Imbeault introduced the item. The objectives are to integrate the demands from the South, to drop 2/3 of the union demands and, at the Kativik table, to integrate Chapter 11 into the Collective Agreement.

10. Mobilisation plan FSE- CSQ vs NQTA

Patrick D'Astous introduced the item.

Motion 7

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

THAT during the negotiations period, the NQTA suspend the plan of resistance to Law 142 adopted by the CSQ and re-evaluate its relevance once the process is concluded.

Carried unanimously

11. Taxation on housing

François Beauchemin introduced the item.

- Study of the file of a member is currently in progress.
- The procedure will be sent back to all communities.

12. NQTA Congress 2007

Nelson Lamoureux introduced the item.

Motion 8

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the organising committee for Congress 2007 comprise the following members:

- Nelson Lamoureux
- Patrick D'Astous
- Monique Nepveu
- Linda Lépine

The first meeting will take place in February 2006.

Carried unanimously

13. Labour relations with the CSK: renewal and Health and Safety Committee

Patrick D'Astous et François Beauchemin introduced the item. The Director for the Kativik teaching sector will play a greater role in relations with the Kativik School Board, including the Health and Safety Committee, syndical leaves, as well as all matters involving labour relations.

14. Translation policy

Patrick D'Astous introduced the item.

Motion 9

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

That Article 1 1 1 of the policy on translation of written documents of the NQTA be amended as follows: replace "minutes" with "resolutions."

Carried unanimously

15. Policy on participation in union activities

François Beauchemin, Patrick D'Astous and Nelson Lamoureux introduced the item.

Motion 10

It was moved by Patrick D'Astous and seconded by Mike Barwell

THAT Article 13 of the Policy on Participation in Union Activities be amended as follows

Article 13.2

The Association will reimburse expenses ~~per child~~ for childcare at the following rates :

- a) ~~half-day~~ : ~~15\$~~
- b) full day : 30\$
- c) day and overnight : 45\$

Article 13.6 (New Article)

An additional sum to a maximum of \$100 per trip may be reimbursed to a claimant to cover the difference between the total amount appearing on the receipt(s) for childcare for his/her child during a union activity and the amount calculated using the rates provided for in Article 13.2 above when:

- a) the claimant has more than two children in his/her charge who are being cared for during the activity.
- b) the claimant produces a receipt for childcare expenses exclusively for the period of the union activity and in an amount exceeding the reimbursable amount provided for in Article 13.2

Carried unanimously

Motion 11

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT Article 2.5 of the Policy on Participation in Union Activities be amended as follows:

Article 2.5

The Association will not make any payments in advance. Nevertheless, on the submission of the duly completed forms and requisite supporting documentation, the Association will reimburse the amounts claimed if and only if the claimant is already participating in the union activity in question at the time of the claim. This procedure does not apply in the case of participation in the NQTA Congress nor the annual union training session.

Carried unanimously

Motion 12

It was moved by François Beauchemin and seconded by Mike Barwell

THAT Article 15.1 of the Policy on Participation in Union Activities be amended as follows:

Article 15.1

All motions to amend or abrogate must be submitted in both French and English to the members of the Executive Committee at least ~~one week~~ twenty-four (24) hours prior to the meeting at which such motions are to be debated.

Carried unanimously

Motion 13

It was moved by Larry Imbeault and seconded by Nelson Lamoureux

THAT the Executive Committee refer the setting up of the special section for the Congress to the Organising Committee of the Congress.

Carried unanimously

16. Correspondence

Patrick D'Astous presented the correspondence.

17. NQTA Calendar

This item was tabled to a later date.

18. Varia

18.1. Applications for union membership

Nelson Lamoureux introduced the item.

Motion 14

It was moved by François Beauchemin and seconded by Mike Barwell

THAT The Executive Committee accept the applications for union membership with corrections.

Carried unanimously

18.2. NQTA premises

Patrick D'Astous introduced the item.

Motion 15

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Executive Committee mandate the President to negotiate a lease with the CSQ on the basis of their proposal for new premises, and this on the most advantageous terms possible.

Carried unanimously

19. Next meeting

The date of the next meeting is to be determined.

20. Adjournment

Motion 16

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT this meeting of the Executive Committee be adjourned.

Carried unanimously



ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)
Δεσ<ΝΓσ βΝΤΰβΝΓσΰΛ δ<Δΰ ΓΨΰΛσ
NORTHERN QUEBEC TEACHING ASSOCIATION
LJ° <ΝΛΑΨΰ δ<ΰ ΓΰδΝΛΛΨΔΰ

Minutes of the Executive Committee

0506CEPV-05

Meeting of April 2 and 3, 2006, in Montreal

Attending :

Patrick D'Astous	President
Larry Imbeault	Vice-president
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik teaching sector
Mary Brassard	Director, Kativik support sector
Lillien Brian	Director, Cree support sector

Guests: Aude Vézina, Union Advisor
Annie Roy, Union Advisor

1. Presentation and adoption of the agenda

Nelson Lamoureux introduced the item.

Motion 1

It was moved by Nelson Lamoureux and seconded by François Beauchemin

THAT the agenda be approved.

Agenda

1. Presentation and adoption of the agenda
2. Nomination of chair and secretary of the meeting
3. Business arising from the minutes

4. Director, Kativik teaching sector
5. Director, Cree teaching sector
6. FSE-CSQ relations
7. Sector reports
 - 7.1. Kativik teaching
 - 7.2. Kativik support
 - 7.3. Cree teaching
 - 7.4. Cree support
8. School calendar, report and mandate
9. Budget
10. Bill for leaves
11. Remuneration of the president, income tax
12. Syndical leaves
13. Teacher negotiations
 - 13.1. Coordination
 - 13.2. Consultation and mandates
 - 13.3. Leave protocol
 - 13.4. Reports from the tables
 - 13.4.1. Kativik negotiations
 - 13.4.2. Cree negotiations
14. Support negotiations
15. Procedure for the settlement of disputes
16. Student teacher
17. NQTA labour relations
18. NQTA Congress 2007
19. Lease for NQTA premises
 - 19.1. Signature of lease
 - 19.2. New premises
 - 19.3. Service contract with CSQ
 - 19.4. Unnamed contract
20. Bylaws
21. Web site and office manager
22. Correspondence
23. Varia
24. Next meeting
25. Adjournment

Carried unanimously

2. Nomination of the chair and secretary of the meeting

Motion 2

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT Patrick D'Astous be named chair and that Nelson Lamoureux be named secretary of the meeting.

Carried unanimously

3. Business arising from the minutes

Patrick D'Astous provided update on business from previous meetings.

- **0506CEPV-04, item 5.3.** Advisors were informed of the resolution of the Executive Committee regarding communications with sector directors.
- **0506CEPV-04, item 10.** The FSE was informed of our non-participation in the plan of resistance to Law 43.
- **0506CEPV-04, items 14 et 15.** The changes were made to the Policies of the Association
- **0506CEPV-04, item 18.2.** The new lease has been negotiated

4. Director, Kativik teaching sector

François Beauchemin introduced the item and submitted a letter to the Executive Committee.

Motion 3

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

THAT the Executive Committee grant leave to the Director of the Kativik teaching sector from April 18 to May 5, 2006, in conformity with clause 3-6.06 subject to the transfer of that leave to the negotiation leave protocol if, and only if, the latter is extended.

Carried unanimously

5. Director, Cree teaching sector

Patrick D'Astous introduced the item.

Motion 4

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

THAT the Executive Committee confirm, in the event Mike Barwell's employment tie with the Cree School Board is terminated, that Alain Lajoie replace him in the post of Director of the Cree teaching sector until the end of the school year 2005-2006.

**Carried unanimously
with one abstention**

6. FSE-CSQ relations

Patrick D'Astous and François Beauchemin introduced the item. Of the 44 unions in the FSE, 9 of the largest will be attempting to disaffiliate from the FSE. The Association will have to evaluate the impact of this on our budget. A decision will have to be made on this matter at some point in the future.

7. Sector reports

7.1. Kativik teaching

François Beauchemin introduced the item.

- The agreement on the Health and Safety Committee has been signed and there will be a meeting on May 3, 2006, in Kangirsuk.
- David Loiselle will replace François Beauchemin at this meeting on May 3, 2006.
- Marc Lussier will represent the adult sector at that meeting.

7.2. Kativik support

Mary Brassard introduced the item. There has been a meeting with Annie Roy. A number of dossiers were presented.

7.3. Cree teaching

Alain Lajoie introduced the item. Oujé-Bougoumou is missing teachers and a delegate.

7.4. Cree support

Lillien Brien introduced the item. In Mistissini, moving has created problems for employees.

8. School calendar, report and mandate

Patrick D'Astous introduced the item. He attended the meeting of the Kativik Council of Commissioners in Inukjuaq, where he submitted a petition. With the assistance of Eva Inukpuk, he reviewed the union arguments for the commissioners. While rejecting the arguments presented and maintaining their position, the commissioners agreed to re-evaluate the situation in the future.

9. Budget

Alan Lajoie presented the budget. No changes at this time.

10. Bill for leaves

François Beauchemin introduced the item.

Motion 5

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

THAT the Executive Committee mandate the union advisors concerned to negotiate a settlement to reimburse the KSB for leaves billed late; this settlement must include no admission on our part, no interest on the sums due, and a maximum time limit of 3 to 5 years.

Carried unanimously

11. Remuneration for the president, income tax

Patrick D'Astous introduced the item.

Motion 6

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT the Executive Committee mandate the Treasurer to study the problems relating to the taxation of the president's salary and to present a series of recommendations to the Executive Committee on this question.

Carried unanimously

12. Syndical leaves

Patrick D'Astous introduced the item.

Motion 7

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

That the President prepare the demands for the necessary leaves such that:

- the directors of the support sectors may be released on an ad hoc basis to a maximum of 10% of their workload ;
- the directors of the teaching sectors may be released to a maximum of 25% of their workload;
- the Secretary may be released to a maximum of 17% of his workload

Carried unanimously

13. Teacher negotiations

13.1. Coordination

Patrick D'Astous introduced the item. He will be responsible for coordination with Lanctôt in matters related to Chapter 9 and the interpretation of the negotiations protocol. It seems this will be easier with the Cree School Board than with the Kativik School Board.

13.2. Consultation and mandates

Patrick D'Astous introduced the item.

Motion 8

WHEREAS the Kativik teacher negotiations have produced an agreement in principle,

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

THAT the President of the Association, in conjunction with the Director of the Kativik teaching sector, prepare the consultation document on the agreement in principle reached at the Kativik teacher table.

Carried unanimously

13.3. Leave protocol

Patrick D'Astous introduced the item.

Motion 9

CONSIDERING the non-completion of work at the negotiations table by the anticipated date;

CONSIDERING the integration of texts on parental rights and others of similar nature;

CONSIDERING the re-reading and the concordance of text of the collective agreements remains to be completed;

CONSIDERING the consultation with the membership.

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

THAT the Executive Committee of NQTA make the representations necessary to ensure that the negotiations protocol be maintained up to the end of May 2006.

Carried unanimously

13.4. Reports from the tables

13.4.1. Kativik negotiations

Nelson Lamoureux introduced the item. An agreement in principle was reached at the last meeting.

13.4.2. Cree negotiations

Alain Lajoie introduced the item. An agreement is very close. Only Chapter 9 with the dispute settlement mechanisms as well as several minor clauses remain to be settled.

14. Support negotiations

Larry Imbeault introduced the item. Progress is slow at the Kativik table, while matters are progressing faster at the Cree table. There is hope a settlement will be reached in the near future.

15. Procedure for the settlement of disputes

This item was tabled to a future meeting.

16. Student teacher

This item was tabled to a future meeting.

17. NQTA labour relations

This item was tabled to a future meeting.

18. NQTA Congress 2007

Nelson Lamoureux introduced the item.

Motion 10

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the Executive Committee mandate the Secretary to negotiate a contract with the Hyatt Regency Hotel, venue of the NQTA congress in March 2007, said contract to include a dinner-reception planned for Friday, March 23, 2007.

Carried unanimously

19. Lease for NQTA premises

19.1. Signature of lease

Patrick D'Astous introduced the item.

Motion 11

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

THAT the Executive Committee mandate the President to sign the 2006 lease as negotiated with the CSQ.

Carried unanimously

19.2. New Premises

Patrick D'Astous introduced the item.

Motion 12

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

THAT the Executive Committee accept the proposal for the construction of the new NQTA premises provided by the CSQ as presented by DP Planning, Inc; the budget for construction to be limited to \$50,000 and there will be appropriate consultation with the employees of the Association.

Carried unanimously

Motion 13

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

THAT the Executive Committee mandate the Treasurer to choose the most advantageous method for the Association to finance the construction of the new premises.

Carried unanimously

19.3. Service contract with the CSQ

Patrick D'Astous introduced the item.

Motion 14

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

THAT the Executive Committee mandate the President to reopen the service contract with the CSQ.

Carried unanimously

19.4. Innominate contract

Patrick D'Astous introduced the item. He presented the innominate contract, which is a long-term contract for the rental of office space that provides the tenant with medium- and long-term savings while providing the renter with rental stability for his premises and increased assurance of cash on hand.

20. Bylaws

François Beauchemin introduced the item. He has the time available to begin work on the orientations to give the Association. He also offered to work by telephone on proposed amendments to the Bylaws.

21. Web site and office manager

Patrick D'Astous introduced the item. He hopes to reorganise the Association's Web site by giving more responsibilities to our office manager.

22. Correspondence

Patrick D'Astous presented the correspondence.

23. Varia

24. Next meeting

The date of the next meeting is to be determined.

25. Adjournment

Motion 15

It was moved by François Beauchemin and seconded by Nelson Lamoureux

THAT the meeting of the Executive Committee be adjourned.

Carried unanimously

Minutes of the Executive Committee

0506CEPV-06

Meeting of May 5, 2006, by conference call

Attending:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik teaching sector
Mary N. Brassard	Director, Kativik support sector
Lillian Brien	Director, Cree support sector

1. Presentation and adoption of the agenda

Nelson Lamoureux introduced the item.

Motion 1

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

THAT the agenda be approved.

Agenda

1. Presentation and adoption of the agenda
2. Appointment of the chair and the secretary for the meeting
3. Negotiations
 - 3.1. Results of the teacher consultations
 - 3.2. Teacher negotiations protocol
 - 3.3. Support
4. NQTA-KSB-SPPOM Health and Safety Committee
5. NQTA labour relations

6. Salary of those on leave
7. NQTA premises
 - 7.1. Cost of renovations
 - 7.2. Important dates
 - 7.3. Insurance and alarm system
 - 7.4. CSD right of passage
 - 7.5. Address and CSQ service
8. Congrès CSQ
9. Meeting of the CSQ Comité autochtone
10. Motion of the CSQ Comité autochtone
11. Union training 2006
12. Next meeting
13. Adjournment

CARRIED UNANIMOUSLY

2. Appointment of the chair and secretary for the meeting

Motion 2

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT Patrick D'Astous be appointed chair of the meeting and Nelson Lamoureux be appointed secretary of the meeting.

CARRIED UNANIMOUSLY

3. Negotiations

3.1. Results of the teacher consultation

Patrick D'Astous introduced the item. The consultation with teachers in the Kativik School Board has been completed. The participation rate was 63% and the agreement in principle was accepted by 98.1%.

Motion 3

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

THAT the Executive Committee accept the results of the consultation on the agreement in principle reached between the Association and the Kativik School Board.

CARRIED UNANIMOUSLY

3.2. Teacher negotiations protocol

Patrick D'Astous introduced the item. The Association and the Cree and Kativik school boards will not be able to respect the timelines determined in the negotiations protocol given the increased workload.

Motion 4

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT the Executive Committee mandate the spokespersons at the teacher tables to negotiate with the respective authorities acceptable conditions for concluding the negotiations.

CARRIED UNANIMOUSLY

3.3. Support

Larry Imbeault introduced the item. Negotiations are continuing, and it is hoped an agreement will be reached prior to the end of May 2006.

4. NQTA-CSQ-SPPOM Health and Safety Committee

François Beauchemin introduced the item. The meeting which was to have taken place in Kangirsuk has been moved to Montreal on May 8, 2006. François Beauchemin will represent the Association.

5. NQTA labour relations

Patrick D'Astous introduced the item.

Motion 5

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

THAT the Executive Committee accept the proposal by the president to pay the lump sum amount demanded by the advisors in the context of grievance 2005-ANEQ-02.

CARRIED UNANIMOUSLY

6. Salary of those on leave

Patrick D'Astous introduced the item.

Motion 6

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Executive Committee pay the President an amount of \$1,273.24 as compensation for the increase in his rate of taxation.

**CARRIED UNANIMOUSLY
with 1 abstention**

7. NQTA premises

7.1. Cost of renovations

Patrick D'Astous introduced the item

Motion 7

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

THAT the Executive Committee accept the contract for renovation of the new premises of the Association signed on May 1, 2006.

CARRIED UNANIMOUSLY

7.2. Important dates

Patrick D'Astous introduced the item. Renovations are expected to take about four weeks. We hope to move in at the beginning of June 2006.

7.3. Insurance and alarm system

Patrick D'Astous introduced the item. An evaluation of the costs of insurance will be made along with the search for an alarm system for the new premises of the Association.

7.4. CSD right of passage

Patrick D'Astous introduced the item. A right of passage to the CSQ will be negotiated with the CSD for the secretary of the Association.

7.5. Address and CSQ service

Patrick D'Astous introduced the item. The address and the services to which the Association has been entitled remain the same as before the move.

8. Congrès CSQ

Patrick D'Astous introduced the item. Registration for the CSQ Congrès will take place during the week of May 8, 2006. The Congrès will be held from June 26 to 30, 2006. Patrick D'Astous, Larry Imbeault, François Beauchemin and Alain Lajoie will represent the NQTA.

9. Meeting of the Comité autochtone

Patrick D'Astous introduced the item. A conference call meeting of the Comité autochtone is scheduled for May and June 2006.

10. Motion of the Comité autochtone

This item was tabled to a future date.

11. Union training 2006

François Beauchemin introduced the item. Union training for the Kativik teaching sector is scheduled for November 10, 11, and 12, 2006, in Kuujjuaq. A request will be made to the Kativik School Board to organise a meeting of the Board Committee during this period.

12. Next meeting

Nelson Lamoureux introduced the item. The next meeting will be held during the CSQ Congrès at the end of June, 2006. The exact date remains to be determined.

13. Adjournment

Motion 8

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT this meeting of the Executive Committee be adjourned.

CARRIED UNANIMOUSLY

Minutes of the Executive Committee

0506CEPV-07

Meeting of July 3, 2006 in Montreal

Attending:

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

1. Presentation and adoption of the agenda

Nelson Lamoureux introduced the item.

Motion 1

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the agenda be approved.

Agenda

1. Presentation and adoption of the agenda
2. Appointment of the chair and the secretary for the meeting
3. NQTA Congress 2007
 - 3.1. Theme
 - 3.2. General timeline
 - 3.3. Social evening
4. Negotiations
 - 4.1. Agreement in principle, Cree support
 - 4.2. Results of consultation, Kativik support
 - 4.3. Agreement in principle, Cree teaching
 - 4.4. Pay equity

5. NQTA human resources
6. NQTA premises
7. Budget
8. Sector reports
 - 8.1. Kativik teaching
 - 8.1.1. Maritime supply services
 - 8.1.2. Union training
 - 8.1.3. Settlement of outstanding grievances
 - 8.2. Kativik support
 - 8.3. Cree teaching
 - 8.4. Cree support
9. Congrès CSQ
10. Outgames
11. Varia
12. Next meeting
13. Adjournment

CARRIED UNANIMOUSLY

2. Appointment of the chair and secretary for the meeting

Motion 2

It was moved by François Beauchemin and seconded by Larry Imbeault

That Patrick D'Astous be appointed chair of the meeting and that Nelson Lamoureux be appointed secretary of the meeting.

CARRIED UNANIMOUSLY

3. NQTA Congress 2007

3.1. Theme

Patrick D'Astous introduced the item. There was discussion on whether there was a need for a theme for the NQTA Congress. A decision will be taken at the first meeting of the Executive Committee in the school year 2006-2007.

3.2. General timelines

Nelson Lamoureux introduced the item. He submitted a table summarising what remains to be done for organisation of the Congress. A first meeting of the Organising Committee will be held at the beginning of the school year.

3.3. Social evening

Nelson Lamoureux introduced the item. The social evening will take place on Friday, March 23, 2007, from 6:00 p.m. to 9:00 p.m.. There will be no formal program, but special guests of the Association will be invited to deliver the speeches which normally are presented during the Congress. Taima and Miamscum will be invited to present a show during the evening if we can reach an agreement with them.

4. Negotiations

4.1. Agreement in principle, Cree support

Larry Imbeault introduced the item.

Motion 3

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

THAT having noted the content of the agreements in principle concerning teachers and support workers of the Cree and Kativik School Boards, the Executive Committee recommend that members accept the agreements.

CARRIED UNANIMOUSLY

Motion 4

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

THAT the Vice-president of the Association, in cooperation with the Director of the Cree support sector, prepare the consultation document on the agreement in principle reached at the Cree support table.

CARRIED UNANIMOUSLY

4.2. Results of the consultation, Kativik support

Larry Imbeault introduced the item.

Motion 5

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT the Executive Committee accept the results of the consultation on the agreement in principle reached between the Association and the Kativik School Board.

CARRIED UNANIMOUSLY

4.3. Agreement in principle, Cree teaching

Patrick D'Astous introduced the item.

Motion 6

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the President of the Association, in cooperation with the Director of the Cree teaching sector, prepare the consultation document on the agreement in principle reached at the Cree teaching table

CARRIED UNANIMOUSLY

4.4. Pay equity

Patrick D'Astous introduced the item. The pay equity dossier has been settled. Teachers will receive a pay increase of 2.35% per year retroactive to 2001. The first payment of the amounts due should occur in March 2007.

5. Human resources, NQTA

Patrick D'Astous introduced the item.

Motion 7

WHEREAS the NQTA has over 600 files outstanding with the Clerk of the education sector;

WHEREAS as a result of the disaffiliation of a number of CSQ unions equalisation payments will be reduced:

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

THAT as of the school year 2006-2007, no mandate for external representation, except in the case of so-called regular arbitrations, be given without a mandate from the Executive Committee. NQTA advisors will be responsible for the entire representation of our members in these cases.

In the case of so-called regular arbitrations, an external mandate may be sought if

1. the grievance has been submitted to the procedure provided for in Chapter 9 of the Collective Agreements (compulsory meeting) without a settlement;
2. mediation (pre-arbitral or arbitral) has taken place with no success;
3. it is authorised by the president.

CARRIED UNANIMOUSLY

Motion 8

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

THAT a replacement contract be offered to Isabelle Gauthier beginning August 7, 2006, to replace Annie Roy.

CARRIED UNANIMOUSLY

6. NQTA premises

Patrick D'Astous introduced the item.

Motion 9

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Executive Committee mandate the president to negotiate and sign an agreement concerning the financing for the improvement of rental premises in the amount of \$80,000.

CARRIED UNANIMOUSLY

7. Budget

This item was tabled to a future meeting.

8. Sector reports

8.1. Kativik teaching

François Beauchemin introduced the item.

8.1.1. Maritime supply services

The Kativik School Board has unilaterally decided to change its practice regarding the transport of food using maritime service by no longer converting kilos into the equivalent air cargo. A grievance will be filed on the subject when a teacher has suffered prejudice.

8.1.2. Union training

Union training will now be offered only to new union delegates. The sector council will meet during the Congress in Montreal. Finally, all documentation will be provided in CD format only. There will be no hard-copy version.

8.1.3. Settlement of outstanding grievances

François Beauchemin presented his analysis of all the active Kativik teacher grievances.

Motion 10

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT the specimen document prepared by François Beauchemin grouping all active grievances apply to all four sectors and be updated on a regular basis by NQTA advisors.

CARRIED UNANIMOUSLY

8.2. Kativik support

Larry Imbeault introduced the item.

8.3. Cree teaching

Alain Lajoie introduced the item.

8.4. Cree support

Larry Imbeault introduced the item.

9. Congrès CSQ

Patrick D'Astous and François Beauchemin introduced the item. Following the movement to disaffiliate by nine member unions of the FSE-CSQ, the NQTA decided to make our voice heard at the Congrès CSQ through a number of interventions intended to ensure the survival and growth of the Association.

10. Outgames

Larry Imbeault introduced the item.

Motion 11

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

THAT the Association accept to pay the registration fees of Larry Imbeault for the conference "Workers Out" at the Outgames.

CARRIED UNANIMOUSLY

11. Varia

12. Next meeting

Nelson Lamoureux introduced the item. The next meeting will take place on August 26 and 27, 2006, in Montreal.

13. Adjournment

Motion 12

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

THAT the meeting be adjourned.

CARRIED UNANIMOUSLY

Minutes of the Executive Committee

0506CEPV-08

Meeting of August 26 and 27, 2006, in Montreal

Attending:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik teaching sector
Mary N. Brassard	Director, Kativik support sector
Lillian Brien	Director, Cree support sector

1. Presentation and adoption of the agenda

Nelson Lamoureux introduced the item.

Motion 1

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the agenda be approved.

Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Business arising from the minutes
4. Applications for union membership
5. Sector reports
 - 5.1. Kativik teaching
 - 5.1.1. Union delegates
 - 5.1.2. Union training
 - 5.2. Kativik support

- 5.3. Cree teaching
 - 5.3.1. Union delegates
- 5.4. Opening of position of sector director
 - 5.4.1. Union delegates
- 6. Priority 2006-2007
- 7. Budget
- 8. NQTA Congress 2007
 - 8.1. Timelines
 - 8.2. Amendments to bylaws
 - 8.3. Meeting of the Organising Committee
 - 8.4. Report of Executive Committee members
 - 8.5. Sponsorships
 - 8.6. *In Congress* Bulletin
 - 8.7. Opening reception
 - 8.7.1. Guests of honour
 - 8.7.2. Special guests
- 9. NQTA Judicial Committee
- 10. Housing dossier
- 11. NQTA communications
- 12. NQTA labour relations
- 13. Relations with other bodies (CSQ, FSE, FPSS)
- 14. New premises
 - 14.1. Supplementary work
 - 14.2. Official opening
- 15. Correspondence
- 16. Varia
- 17. Next meeting
- 18. Adjournment

CARRIED UNANIMOUSLY

2. Appointment of chair and secretary for the meeting

Motion 2

It was moved by Alain Lajoie and seconded by Mary N. Brassard

THAT Larry Imbeault be appointed chair and Nelson Lamoureux be appointed secretary for the meeting.

CARRIED UNANIMOUSLY

3. Business arising from the minutes

Patrick D'Astous provided update on business from previous meetings.

- Patrick D'Astous will send delegates the document for the consultation of Cree teachers.
- Lillien Brien will organise the consultation of Cree school support staff during the month of September.
- The CSQ has accepted our demand for a loan of \$80,000. Patrick D'Astous will be concluding the agreement shortly.
- The Association's advisors will soon be concluding the preparation of the list of grievances.
- The contract of employment for Isabelle Gauthier to replace Annie Roy has been signed.
- Larry Imbeault participated in the Outgames conference as arranged.

4. Applications for union membership

Nelson Lamoureux introduced the item.

Motion 3

It was moved by Nelson Lamoureux and seconded by Larry Imbeault

THAT the applications for union membership be accepted with corrections.

CARRIED UNANIMOUSLY

5. Sector reports

5.1. Kativik teaching

François Beauchemin introduced the item.

- Kangiqsualujjuaq: the case of a foreign teacher whose work permit was not renewed in time. It was suggested that the member of parliament for the area, Mr Yvon Lévesque, be contacted and that pressure be put on the school board.
- Kuujjuaq: preliminary reports suggest that a problem with housing is developing. It seems that the teaching service is trying to reclaim premises allocated to teachers for its own use. The matter will be pursued.

- Kangirsuk: There is no school principal. As well, the union delegate from last year has had his workload changed for no apparent reason.
- Kangisujuaq: Contrary to the projections of the school board, too many students were transferred to Kangisujuaq. It is therefore possible that there could be 25 students in a four-level-split-class if the secondary 6 is not adjusted accordingly.
- Salluit: There are now two distinct school administrations. We will have two union delegates to represent teachers.

5.1.1. Union delegates

Not all delegates have been appointed. It is expected that the delegate list will be completed by next week.

5.1.2. Union training

François Beauchemin suggested that union training for this year be cancelled in light of the financial difficulties the Association is facing and considering the need to integrate the new clauses into the collective agreements.

5.2. Kativik support

Mary Brassard introduced the item.

- All the delegates have not yet been appointed
- the secretaries' file is still active

5.3. Cree teaching

Alain Lajoie introduced the item.

5.3.1. Union delegates

Some communities are still without delegates.

5.3.2. Opening of position of sector director

The position has been advertised in the communities. We are now waiting for applications.

5.4. Cree support

Lillian Brien introduced the item. Rachel Busch and Anna Trapper were appointed as members of the labour relations committee.

5.4.1. Union delegates

A number of delegates are yet to be designated.

6. Priority 2006-2007

Patrick D'Astous introduced the item. The members of the Executive Committee are encouraged to present their priorities from now to the end of their mandate.

Patrick D'Astous, President:

- Organisation of the Congress
- Settlement of a number of files and collective grievances
- The Kativik court calendar
- Accommodation
- Integration of the collective agreement

Larry Imbeault, Vice-president:

- The organisation of the Congress
- Conclude the analysis of support personnel grievances
- The management of human resources
- The self-government file
- Implementation of the collective agreement
- Renewal of the collective agreement of NQTA employees

Alain Lajoie, Treasurer:

- Organisation of the Congress
- The integration of collective agreements
- Information to members
- Political restructuring

Nelson Lamoureux, Secretary:

- The organisation of the Congress
- Communication of information to members
- Drafting of an NQTA communications policy

François Beauchemin, Director, Kativik teaching sector:

- The organisation of the Congress
- Reduce the number of active grievances by half
- Maritime supply services
- Statutory and budgetary restructuring.

The Executive Committee will consider further the priorities for the Association at its next meeting.

7. Budget

Alain Lajoie presented the budget.

Motion 4

It was moved by Alain Lajoie and seconded by Nelson Lamoureux

THAT the Executive Committee approve the budget for the year 2006-2007.

**CARRIED UNANIMOUSLY
with 2 abstentions**

8. NQTA Congress 2007

8.1. Timelines

Nelson Lamoureux introduced the item. Deposit of provisional timelines for the Association's Congress

8.2. Amendments to by-laws

Nelson Lamoureux and François Beauchemin introduced the item. Deposit of working documents *Proposed amendments to the NQTA by-laws* prepared by François Beauchemin . Discussion of the proposals. The Executive Committee will resume its consideration of the proposed amendments at its next meeting.

8.3. Meeting of the Organising Committee

Nelson Lamoureux introduced the item. The first meeting of the Organising Committee will be held on Monday, August 28, 2006, at 10:00 a.m. Discussion will focus on timelines as well as the distribution of responsibilities.

8.4. Report of Executive Committee members

Nelson Lamoureux introduced the item. Members of the Executive Committee have until December 14, 2006, to submit their report to the Secretary. The Secretary will supply members of the Executive Committee with examples of the report of members of the previous Executive Committee.

8.5. Sponsorships

Nelson Lamoureux introduced the item. With a view to alleviating the financial burden of the Congress on the Association, we customarily solicit sponsors. The Secretary asked for the Executive Committee's help in the search for sponsors. Members of the Executive Committee are encouraged to share any ideas they may have with the Secretary. A partial list of potential sponsors follows:

- Hydro-Québec
- Bell / Télébec
- Kepa transport
- Makivik
- KRG
- KSB
- SEPAQ
- Starchoice
- Air Inuit
- Air Creebec
- First Air
- CSB

8.6. NQTA In Congress

Nelson Lamoureux introduced the item. Deposit of the document *NQTA In Congress*. Presentation of the bulleting *In Congress*. The Secretary hopes to be able to send out the first issue of the bulletin by the end of September. Members of the Executive Committee are encouraged to provide their comments before September 7, 2006.

8.7. Opening reception

8.7.1. Guests of honour

Nelson Lamoureux introduced the item. Reminder to guests of honour for the opening reception of the Congress. Patrick D'Astous will follow up with the bodies concerned.

8.7.2. Special guests

Nelson Lamoureux introduced the item. François Beauchemin informed the EC that the participation of Taïma is still possible, but confirmation is pending. Patrick D'Astous will follow up on the participation of Miamscum and report at the next meeting of the Executive Committee.

9. NQTA Judicial Committee

Patrick D'Astous introduced the item. The creation of a judicial committee to evaluate files with a view to determining priorities was discussed. Our union advisors will be consulted.

10. Housing dossier

Patrick D'Astous introduced the item. Aude Vézina filed the grievance and it will be given priority in referral to the Clerk of the Education Sector .

Motion 5

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

THAT the Executive Committee give priority to the dossier of housing—taxable benefits (grievances 2005-2006-CE-59 and 2005-2006-CS-30) for referral to the roll of the Clerk of the Education Sector.

CARRIED UNANIMOUSLY

11. NQTA communications

Patrick D'Astous introduced the item. An effort will be made to increase use of e-mail and decrease use of fax, as the Katimavik teaching sector has already done with its own communications, with a view to improving and expediting communication with members

12. NQTA labour relations

Patrick D'Astous introduced the item.

Motion 6

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

THAT the Executive Committee temporarily suspend Motion 5 as contained in document 0506CED-07, in order to obtain the advice necessary for its application.

CARRIED UNANIMOUSLY

13. Relations with other bodies (CSQ, FSE, FPSS)

Patrick D'Astous introduced the item. There was discussion of our relationships with other union bodies.

14. New Premises

14.1. Supplementary work

Patrick D'Astous introduced the item. The work involves completion of soundproofing of the office.

14.2. Official opening

Patrick D'Astous introduced the item. The official opening of the Association's new offices will take place at the next in-person meeting of the Executive Committee during the day on Friday.

15. Correspondence

The correspondence was presented in the items of the agenda.

16. Varia

There were no items of varia.

17. Next meeting

Nelson Lamoureux introduced the item. There will be a conference call before the end of September (date to be determined) to adopt the current minutes.

There will be a conference call on Tuesday, October 10, 2006, at 7:00 p.m. To be confirmed.

18. Adjournment

Motion 7

It was moved by Larry Imbeault and seconded by Nelson Lamoureux

THAT this meeting of the Executive Committee be adjourned.

CARRIED UNANIMOUSLY