



ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)

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NORTHERN QUEBEC TEACHING ASSOCIATION

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## Minutes of the Executive Committee

0607CEPV-01

### Meeting of September 25, 2006, by conference call

#### Attending :

Patrick D'Astous	President
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik teaching sector
Mary Brassard	Director, Kativik Support sector
Lillian Brien	Director, Cree support sector

Guest: Aude Vézina - 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 Alain Lajoie

THAT the agenda be adopted.

#### Agenda

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

4. Congress 2007
  - 4.1. Amendments to the by-laws
  - 4.2. Opening session
5. Training 2006-2007
6. NQTA Priorities
7. Labour relations
8. Budget
9. NQTA human resources
  - 9.1. Legal counsel
10. Varia
11. Date of next meeting
12. Adjournment

**Carried unanimously**

## **2. Appointment of chair and secretary for the meeting**

### **Motion 2**

It was moved by Alain Lajoie and seconded by François Beauchemin

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

**Carried unanimously**

## **3. Business arising from the minutes**

Patrick D'Astous presented the item.

- A bulletin regarding pay equity will be sent out to the communities.
- The salary scales for teachers have been sent out to the communities.
- Keys to NQTA premises have been distributed to members of the Executive committee
- An copy of decision 7 of 0506CED-07 has been sent to Alain Pélissier, treasurer of the CSQ.
- The housing case will be heard in arbitration in December.
- The latest equalisation estimates indicate that NQTA will see its budget cut by \$40,000.
- The position of the Association on equalisation was clearly stated at the FSE: the status quo is unacceptable.
- NQTA has sent the FSE a bill for the costs of negotiation.

- The Association's Web site will be modified: the extranet section will be replaced by a bulletin board.

#### **4. Congress 2007**

Nelson Lamoureux introduced the item. Sector directors are reminded that they should provide member numbers for each of their schools and establishments in order to book the correct number of seats on planes for the Congress.

##### **4.1. Amendments to the by-laws**

François Beauchemin introduced the item. He tabled a new version of the proposed amendments that the Executive Committee will present to the forthcoming Congress. The Executive Committee will continue discussions regarding the final wording at its next meeting.

##### **4.2. Opening session**

François Beauchemin introduced the item. He confirmed the presence of Taima for the opening session of the Congress. The contract should be signed shortly.

#### **5. Training 2006-2007**

François Beauchemin introduced the item. It was proposed that union training be tied to the Congress to save costs. Also, the Cree training would take place over two days, while the Kativik training would take place on a single day. Nelson Lamoureux agreed to look into requesting an offer from the Hyatt Regency and Plaza Centre-ville hotels for union training.

The Executive Committee is looking into the possibility of providing union training on a DVD in the future. Discussion on this will be continued at a subsequent meeting.

#### **6. NQTA priorities**

This item was tabled to a future meeting

#### **7. Labour relations**

Patrick D'Astous introduced the item. No information on this can be included in these minutes given the confidential nature of the dossiers.

## **8. Budget**

Alain Lajoie introduced the item. The Association is awaiting the decision of the FPSS concerning equalisation. Discussions on this matter will be continued at the next meeting.

## **9. NQTA human resources**

### **9.1. Legal counsel**

Patrick D'Astous introduced the item.

### **Motion 3**

WHEREAS NQTA has over 650 files outstanding with the Office of the Clerk of the Education Sector;

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

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

THAT beginning in the school year 2006-2007, certain pleadings at arbitration tribunals or at various administrative tribunals of Quebec will be assumed internally by the Association's union advisors.

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

1. the grievance has been subject to the procedure provided for in chapter 9 of the Agreements (the 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**

This resolution replaces Motion 7 of 0506CEPV-07 adopted on July 3, 2007, in Montreal.

## **10. Varia**

There were no items.

## **11. Date of next meeting**

Nelson Lamoureux introduced the item.

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

There will be an in-person meeting on October 27, 28 and 29, 2006, in Montreal.

## **12. Adjournment**

### **Motion 4**

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

THAT this meeting of the Executive Committee be adjourned.

**Carried unanimously**



ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)

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NORTHERN QUEBEC TEACHING ASSOCIATION

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## Minutes of the Executive Committee

0607CEPV-02

### Meeting of October 10, 2006, by conference call

#### Attending :

Patrick D'Astous	President
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik teaching sector
Mary Brassard	Director, Kativik support sector
Lillian Brien	Director, Cree support sector

Guest : Aude Vézina - 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. Appointment of chair and secretary of the meeting
3. Appointment of the director for the Cree teaching sector
4. Date of next meeting
5. Adjournment

**Carried unanimously**

## **2. Appointment of chair and secretary of the meeting**

### **Motion 2**

It was moved by Alain Lajoie and seconded by François Beauchemin

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

**Carried unanimously**

## **3. Appointment of the director for the Cree teaching sector**

Patrick D'Astous introduced the item.

### **Motion 3**

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

THAT following the recommendation of the Cree sector council, Mr Tarek Khazen be appointed Director for the Cree teaching sector until the conclusion of the current mandate.

**Carried unanimously  
with 1 abstention**

## **4. Date of next meeting**

Nelson Lamoureux introduced the item.

The next meeting will be held in-person in Montreal on October 27, 28 and 29, 2006.

## **5. Adjournment**

### **Motion 4**

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT this meeting of the Executive Committee be adjourned.

**Carried unanimously**



ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)

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NORTHERN QUEBEC TEACHING ASSOCIATION

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## Minutes of the Executive Committee

0607CEPV-03

## Meeting of October 28, 29, 30, 2006, in Montreal

### Attending:

Patrick D'Astous	President
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik teaching sector
Mary Brassard	Director, Kativik support sector
Tarek Khazen	Director, Cree teaching sector

Guest: Aude Vézina, 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 Patrick D'Astous

THAT the agenda be adopted.

#### Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Business arising from the minutes
4. Approval of minutes of previous meetings
5. Congress
  - 5.1. Air transport
  - 5.2. Sponsors
  - 5.3. Delegation to Congress
  - 5.4. Action plan
  - 5.5. Amendments to by-laws
  - 5.6. Opening session
  - 5.7. Policy on participation in union activities (Congress section)



6. Union training
7. Signing of contract with the Double Tree Plaza Hotel
8. Sector reports
  - 8.1. Kativik teaching
  - 8.2. Kativik support
  - 8.3. Cree teaching
  - 8.4. Cree support
9. Recommendation of the Kativik teaching sector council
10. Budget
11. Report on negotiations
  - 11.1. Content
  - 11.2. Decree
  - 11.3. Process, coordination and expenses
  - 11.4. Follow-up
  - 11.5. Mandate for the CE FSE and coordinating group report
  - 11.6. FSE bill
  - 11.7. Consolidation of agreements and training
12. First Nations socio-economic forum
13. Pay equity
14. Intern for winter 2007
15. Varia
  - 15.1. Change of address of administrative offices
  - 15.2. Native Committee
  - 15.3. Conseil général
  - 15.4. Official opening
  - 15.5. Vice-presidency
16. Date of next meeting
17. Adjournment

**Carried unanimously**

## **2. Apointment of chair and secretary for the meeting**

### **Motion 2**

It was moved by François Beauchemin and seconded by Tarek Khazen

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

**Carried unanimously**

### **3. Business arising from the minutes**

Patrick D'Astous introduced the item.

- The list of Cree teacher grievances will be updated respecting the format presented by François Beauchemin for the list of Kativik teacher grievances.
- Patrick D'Astous has signed the loan contract with the CSQ for the new premises.
- The Association is hoping to receive a copy of the report of the Human Rights Commission on the Mistissini affair. Also, Patrick D'Astous will put pressure on the Commission to obtain a copy of the report of the enquiry into social services in the Unava region.
- The Association has acquired a reconditioned photocopier through a rental contract.
- NQTA submitted a proposal to settle the pay dossier with the CSB
- There will be a meeting with Brent Tweddel and representatives of the CSB concerning the pension dossier in the CSB
- Housing dossier: the grievance will be heard on January 10 for the CSB.

### **4. 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-04, 0506CEPV-05, 0506CEPV-06, 0506CEPV-07, and 0506CEPV-08 be approved as corrected.

**Carried unanimously**

### **5. Congress**

#### **5.1. Air transport**

Nelson Lamoureux introduced the item. He has been in touch with Sylvie Cyr of the Brunet travel agency, who has looked into the possibility of organising charter flights. In light of the preferential rates offered by the airlines for this type of event, it seems that there is no financial advantage to chartering flights. Nelson Lamoureux will conduct his own enquiries.

#### **5.2. Sponsors**

Nelson Lamoureux introduced the item. Patrick D'Astous and Nelson Lamoureux will work together to contact potential sponsors.

#### **5.3. Delegation to Congress**

Nelson Lamoureux introduced the item. He reminded sector directors that they should notify him of the number of members for each of the communities in their sector.

#### **5.4. Action plan**

Patrick D'Astous introduced the item. He presented a preliminary draft of the Action Plan for approval by the Congress. Time will be set aside at the next meeting of the Executive Committee to conclude discussion on the Action Plan.

#### **5.5. Amendments to by-laws**

Patrick D'Astous introduced the item.

#### **Motion 4**

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT the Executive Committee receive the proposed amendments as drafted in the document *Proposed amendments to NQTA by-laws –Bloc EC* and recommend their adoption by the Congress in March 2007.

**Carried unanimously**

#### **5.6. Opening session**

Patrick D'Astous introduced the item. To ensure that the evening goes well:

- Patrick D'Astous is responsible for coordinating logistics with Taima;
- Alain Lajoie will be master of ceremonies; he and Nelson Lamoureux will work together to prepare the evening's program;
- there will be a cash bar for those attending the session.

#### **5.7. Policy on participation in union activities (Congress section)**

François Beauchemin introduced the item. The Organising Committee is responsible for adding a special section at the Congress on the policy on participation in NQTA union activities.

### **6. Union training**

François Beauchemin introduced the item. The sector councils will prepare a schedule for union training in conjunction with the Association's union advisors.

#### **Motion 5**

WHEREAS union delegates will be attending the Association's Congress in March 2007; and

WHEREAS the Association is facing a deficit resulting from cuts to equalisation:

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT union training for 2006-2007 be held in Montreal in the days immediately preceding the Congress at the Hyatt Regency.

**Carried unanimously**

## **7. Signing of contract with the Double Tree Plaza Hotel**

Nelson Lamoureux introduced the item. Following a discussion of the advantages and disadvantages of staying at the Double Tree Plaza Hotel, the Executive Committee elected to return to the Hotel des Gouverneurs Place-Dupuis. Nelson Lamoureux was mandated to negotiate an agreement with the latter.

## **8. Sector reports**

### **8.1. Kativik teaching**

François Beauchemin introduced the item. Owing to the confidential nature of the information, certain items are not included.

- French training: The KSB did not consult the union on the procedures for implementing the new French program. There have also been problems concerning the role assumed by certain subject consultants.

### **8.2. Kativik support**

This item was tabled to a subsequent meeting of the Executive Committee.

### **8.3. Cree teaching**

Tarek Khazen introduced the item. He noted that he is working on familiarising himself with the various dossiers.

- There is a problem with cleanliness at the Waswanipi School.
- There is a problem with housing in Waswanipi and Wemindji. This item will be brought to the next meeting of the Board Committee.

### **8.4. Cree support**

This item was tabled to a subsequent meeting of the Executive Committee

## **9. Recommendation of the Kativik teaching sector council**

François Beauchemin introduced the item. At the meeting of the Kativik teaching sector council, delegates adopted a resolution regarding the crisis going on in the KSB.

Patrick D'Astous will organise a meeting with Inuit members of the Native Committee to seek a mandate in support of the initiative.

### **Motion 6**

GIVEN the report submitted from the meeting of the Kativik teaching sector council of October 18, 2006, sent to the Executive Committee by the sector director; and

GIVEN the gravity of the situation portrayed in that report.

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT the Executive Committee receive the recommendation adopted unanimously by the Kativik teaching sector council at its meeting of October 18 and that the Executive Committee seek to find solutions to the problems raised by the aforementioned recommendation through the implementation of an emergency action plan.

**Carried unanimously**

## **10. Budget**

Alain Lajoie introduced the item.

### **Motion 7**

It was moved by Alain Lajoie and seconded by Nelson Lamoureux

THAT the forecasts of fees for the two sectors be increased to \$380,000 per sector.

THAT an amount of \$2,000 be allocated to the By-laws Committee.

THAT an additional amount of \$4,000 be allocated for honoraria.

**Carried unanimously**

## **Motion 8**

It was moved by Nelson Lamoureux and seconded by François Beauchemin

THAT the Executive Committee accept the submission of SDL International conditional on the negotiation of the final items.

**Carried unanimously**

## **11. Report on negotiations**

This item was tabled to a subsequent meeting of the Executive Committee

## **12. First Nations socio-economic forum**

Patrick D'Astous introduced the item. NQTA was invited to participate in this forum which was held on October 2006. The CSQ has agreed to support the introduction of BGS in the North.

## **13. Pay equity**

Patrick D'Astous introduced the item. Law 43 has created problems with the implementation of pay equity. We are awaiting a final decision of the number of payments of retroactivity

## **14. Intern for winter 2007**

Patrick D'Astous introduced the item. We have the opportunity to employ an intern for several weeks during the winter. The estimated cost would be approximately \$3,000. A decision on the matter will be made at a future date.

## **15. Varia**

### **15.1. Change of address of administrative offices**

Patrick D'Astous introduced the item.

## **Motion 9**

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

THAT the Executive Committee mandate the President to take all necessary administrative or legal measures to ensure that, effective July 1, 2006, the address of the administrative offices of the Association in Montreal be officially changed.

**Carried unanimously**

### **15.2. Native Committee**

Patrick D'Astous introduced the item.

#### **Motion 10**

WHEREAS a posting was made, as required, to fill the position on the Native Committee left vacant by the departure of Kimberley Quinn;

WHEREAS the Association did not receive any applications for the position;

WHEREAS Kimberley Quinn has returned to the Cree School Board as a teacher and as a union delegate;

WHEREAS Kimberley Quinn has indicated she would like to resume her position, which has not been filled, on the Native Committee.

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

THAT the Executive Committee appoint Kimberley Quinn a member of the Association's Native Committee.

**Carried unanimously**

### **15.3. Conseil général**

Alain Lajoie introduced the item. He reported on the last CG-CSQ, where he was replacing Patrick D'Astous.

### **15.4. Official opening**

Patrick D'Astous introduced the item. The official opening of the new premises of NQTA will be held on October 30, 2006, from 4:00 to 6:00 p.m. A number of guests from the Centrale and the federations will be attending.

### **15.5. Vice-presidency**

Patrick D'Astous introduced the item.

**Motion 11**

GIVEN article 17.06 of the Association's by-laws; and

GIVEN the current incapacity of the Vice-president:

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

THAT the Executive Committee mandate the President to temporarily assume the responsibilities of vice-president.

**Carried unanimously**

**16. Date of next meeting**

Nelson Lamoureux introduced the item.

There will be a conference-call meeting on November 20 and 28, 2006.

**17. Adjournment**

**Motion 12**

It was moved by Nelson Lamoureux and seconded by François Beauchemin

THAT this meeting of the Executive Committee be adjourned.

**Carried unanimously**





ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)

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NORTHERN QUEBEC TEACHING ASSOCIATION

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## Minutes of the Executive Committee

0607CEPV-04

## Meeting of November 20, 2006, held by conference call

### Attending:

Patrick D'Astous	President
Nelson Lamoureux	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik teaching sector
Tarek Khazen	Director, Cree teaching 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 adopted.

#### Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Business arising from the minutes
4. Reports from members of the Executive to the Congress

5. Sector reports
  - 5.1. Kativik teaching
6. NQTA labour relations
  - 6.1. Winter 2007 internship
  - 6.2. SEESOCQ negotiations
7. Varia
  - 7.1. FPSS mandate
  - 7.2. Deadline for submission of amendments
8. Date of next meeting
9. Adjournment

**Carried unanimously**

## **2. Appointment of Chair and Secretary for the meeting**

### **Motion 2**

It was moved by Alain Lajoie and seconded by Tarek Khazen

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

**Carried unanimously**

## **3. Business arising from the minutes**

Patrick D'Astous introduced the item.

- By-laws Committee: once the technical review of the by-laws is completed, Patrick D'Astous will contact the members of the By-laws Committee to arrange a meeting.
- QPP: The matter is close to being settled. As of January, Native members will be able to contribute to the QPP. There are a few points to clear up before January 2007.
- Union training: Patrick D'Astous met with Danielle Lavallée regarding union training in the North. Discussions will continue with the participation of the sector councils.
- Change of address: Aude Vézina has taken the necessary measures in this matter.
- Kativik teacher negotiations: A dispute has arisen in the negotiations with the KSB. Patrick D'Astous met with Marie-Claude Picard concerning the matter which involves an oversight on the part of the KSB. We hope to conclude this dossier before Christmas.

#### **4. Reports from members of the Executive to the Congress**

Nelson Lamoureux introduced the item. He reminded members of the Executive that the deadline for submitting their reports is December 14, 2006.

#### **5. Sector reports**

##### **5.1. Kativik teaching**

François Beauchemin introduced the item. There was a meeting of the Board Committee at Kuujuaq on November 14 and 15. A number of items were discussed, including the problems in Salluit and Kangirsuk.

There was also a meeting of the Workplace Health and Safety Committee on November 16.

François Beauchemin submitted a request for a leave without pay beginning January 8, 2007, to the end of the school year. He is waiting to hear from the School Board. The Executive Committee feels that he should obtain a recommendation from the sector in order to continue his work as sector director.

#### **6. NQTA labour relations**

##### **6.1. Winter 2007 internship**

Patrick D'Astous introduced the item.

##### **Motion 3**

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

THAT the Executive Committee receive the recommendation of the Selection Committee regarding the internship position for winter 2007 and mandate the President to offer to Ms Emma Dallas an internship in the NQTA office on the terms provided for in the budget.

**Carried unanimously**

##### **6.2. SEESOCQ Negotiations**

Patrick D'Astous introduced the item.

##### **Motion 4**

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

THAT the Executive Committee mandate the President to negotiate and sign a letter of agreement with the employees of the NQTA to extend the collective agreement to December 31, 2007.

**Carried unanimously**

## **7. Varia**

### **7.1. FPSS Mandate**

Patrick D'Astous introduced the item.

#### **Motion 5**

It was moved by Lillian Brien and seconded by Tarek Khazen

THAT the Executive Committee appoint Lillian Brien the NQTA official delegate to the CF-FPSS on November 22, 23, and 24, 2006, in Quebec City.

**Carried unanimously**

### **7.2. Deadline for submission of amendments**

Patrick D'Astous introduced the item. The Executive Committee agreed to maintain November 30 as the deadline for submitting notice of motion for amendments to the Organising Committee. Patrick D'Astous will send out a reminder to members.

## **8. Date of next meeting**

Nelson Lamoureux introduced the item.

The conference-call meeting scheduled for November 28, 2006, is cancelled.

The next meeting will be held on December 19 and 20, 2006, in the NQTA offices.

## **9. Adjournment**

#### **Motion 6**

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

THAT this meeting of the Executive Committee be adjourned.

**Carried unanimously**



ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)

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NORTHERN QUEBEC TEACHING ASSOCIATION

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## Minutes of the Executive Committee 0607CEPV-05

### Meeting of December 19, 2006, in Montréal

#### Attending:

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

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. Review and amendment of the budget
5. Congress 2007
  - 5.1. Amendment to the by-laws and By-law Committee
  - 5.2. Delegations to Congress
  - 5.3. Congress agenda
  - 5.4. Items for the kit
6. CSQ proposal for EVA-BGS

7. Sector reports
  - 7.1. Kativik teaching
    - 7.1.1. Maritime services
    - 7.1.2. Update on the KSB crisis
    - 7.1.3. Recommendation of the KTSC
  - 7.2. Kativik support
  - 7.3. Cree teaching
    - 7.3.1. Pay dossier
    - 7.3.2. Housing dossier
    - 7.3.3. Waswanipi Vocational Training Centre
  - 7.4. Cree support
8. Teacher negotiations
9. Relations with the federations
  - 9.1. Account in arrears
  - 9.2. Federation assessment
10. NQTA labour relations
  - 10.1. Letter from Aude Vézina
  - 10.2. Members' Rights Defence Policy
  - 10.3. NQTA LRC
11. Varia
  - 11.1. Approval of minutes
  - 11.2. Applications for membership
  - 11.3. Pay equity
12. Date of next meeting
13. Adjournment

**CARRIED UNANIMOUSLY**

## **2. Appointment of 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 and Nelson Lamoureux secretary for the meeting

**CARRIED UNANIMOUSLY**

## **3. Business arising from the minutes**

Business arising from previous meetings is included in the other items.

#### **4. Review and amendment of the budget**

Alain Lajoie presented the budget.

##### **Motion 3**

It was moved by Alain Lajoie and seconded by Nelson Lamoureux

THAT the NQTA budget be adopted as amended

**CARRIED UNANIMOUSLY**

##### **Motion 4**

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

THAT a request for 20% part-time leave for union business on behalf of Larry Imbeault be addressed to the KSB for the period from January 4 to June 30, 2007, under clause 3-3.01 of the Collective Agreement S4.

**CARRIED UNANIMOUSLY**

#### **5. Congress 2007**

##### **5.1. Amendment to the by-laws and By-laws Committee**

Patrick D'Astous introduced the item. The Executive Committee discussed the proposed amendments to the by-laws of the Association. The working document of the By-laws Committee was presented. The report of the By-laws Committee is expected before the end of January 2007.

##### **5.2. Delegations to Congress**

Nelson Lamoureux introduced the item. Meetings with the four sector councils will be organised to inform union delegates of their role in organising the delegation to Congress in each community.

##### **5.3. Congress agenda**

Nelson Lamoureux introduced the item. Discussion of the agenda for Congress 2007 was deferred to the next meeting of the Executive Committee.



#### **5.4. Items for the kit**

Patrick D'Astous introduced the item. Members of the Executive Committee were informed of the provisional content of the kits to be provided to participants at Congress.

#### **6. CSQ proposal for EVA-BGS**

Patrick D'Astous introduced the item. The CSQ has asked NQTA for financial participation in implementing the EVA-BGS project it has proposed to us.

#### **7. Sector reports**

##### **7.1. Kativik teaching**

###### **7.1.1. Maritime services**

François Beauchemin introduced the item. François Beauchemin will contest the method of calculation used by the KSB with regard to his request for reimbursement for use of maritime services. No other KSB member who has taken advantage of the privilege has indicated a desire to contest.

###### **7.1.2. Update on the KSB crisis**

François Beauchemin introduced the item. The analysis of questionnaires is not yet concluded. Partial results will be presented to the Conseil fédéral of December 2006. The report should be finished before the next meeting of the Board Committee. The Native Committee will be considering the matter in January.

###### **7.1.3. Recommendation of the KTSC**

François Beauchemin introduced the item.

#### **Motion 5**

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

THAT the Executive Committee receive the recommendation of the Kativik Teaching Sector Council dated November 27, 2006, and approve the continuation of François Beauchemin's part-time leave until June 30, 2007.

**CARRIED UNANIMOUSLY**

## **7.2. Kativik support**

Larry Imbeault reported on the item.

## **7.3. Cree teaching**

Tarek Khazen introduced the item.

- The Board Committee met in Mistissini in November. The meeting considered problems concerning housing, health and safety, and consultation with teachers.
- The Cree Sector Council has requested that the Executive Committee review the rate of reimbursement for meals while on union business. The Executive Committee will consider the matter at its next meeting.
- The letter from Normand Bluteau was presented.

### **7.3.1. Pay dossier**

Patrick D'Astous introduced the item.

#### **Motion 6**

It was moved by Patrick D'Astous and seconded by Tarek Khazen

THAT the Executive Committee mandate the President to deposit the counter-offer as presented with regard to the "CSB pay" dossier, and that the Executive Committee mandate the President to ratify a final agreement in respect of the same principles.

**CARRIED UNANIMOUSLY**

### **7.3.2. Housing dossier**

Patrick D'Astous introduced the item. An expert who previously assisted the CSN in winning a similar case will be working on the file for NQTA. There will be a hearing in January.

### **7.3.3. Waswanipi Vocational Training Centre**

Patrick D'Astous introduced the item. The payment of salaries is a problem. A text for an agreement will be drafted to resolve the problem

## **7.4. Cree support**

Lillian Brien introduced the item.

- There have been two incidents of dismissal in Wapmagoostui. Grievances have been filed.
- Efforts to convene the Labour Relations Committee for February continue after the failure for October.
- Lillian Brien attended the Conseil fédéral of November 2006 but was not provided with translation services.

## **8. Teacher negotiations**

Patrick D'Astous introduced the item.

- The CPNCSK has submitted a proposal to the union to settle a problem arising from an omission on their part. The two parties are working to find a mutually satisfactory solution.
- We hope to conclude the rereading by the end of January 2007.

## **9. Relations with the federations**

### **9.1. Account in arrears**

Patrick D'Astous introduced the item. A bill was sent to the FSE in the context of negotiations.

### **9.2. Federations assessment**

Patrick D'Astous introduced the item. The FPSS has sent a letter to the Association advising that it intends to increase its assessment.

## **10. NQTA labour relations**

### **10.1. Letter from Aude Vézina**

Patrick D'Astous introduced the item. The Executive Committee received the letter from Aude Vézina.

### **10.2. Members' Rights Defence Policy**

This item was tabled to a subsequent meeting.

### **10.3. NQTA LRC**

This item was tabled to a subsequent meeting

## **11. Varia**

### **11.1. Approval of minutes**

Nelson Lamoureux introduced the item.

**Motion 7**

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the minutes 0607CEPV-01 and 0607CEPV-02 be approved as corrected.

**CARRIED UNANIMOUSLY**

**11.2. Applications for membership**

Nelson Lamoureux introduced the item.

**Motion 8**

It was moved by Nelson Lamoureux and seconded by François Beauchemin

THAT the applications for union membership be approved as corrected.

**CARRIED UNANIMOUSLY**

**11.3. Pay equity**

This item was tabled to a subsequent meeting

**12. Date of next meeting**

Nelson Lamoureux introduced the item. There will be a meeting by teleconference on January 8 from 7:30 p.m. to 9:00 p.m.

**13. Adjournment**

**Motion 9**

It was moved by Nelson Lamoureux and seconded by Larry Imbeault

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)  
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NORTHERN QUEBEC TEACHING ASSOCIATION  
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## Minutes of the Executive Committee 0607CEPV-06

### Meeting of January 8, 2007, by teleconference

#### Attending:

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

#### Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Business arising from the minutes
4. Results of survey on violence in Nunavik schools
5. Policy on Participation in Union Activities
6. Members' Rights Defence Policy
7. Meeting of sector councils

8. Varia
- 8.1. Pay equity
- 8.2. Language of communication
9. Date of next meeting
10. Adjournment

**CARRIED UNANIMOUSLY**

## **2. Appointment of chair and secretary to the meeting**

### **Motion 2**

It was moved by Alain Lajoie and seconded by Tarek Khazen

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

**CARRIED UNANIMOUSLY**

## **3. Business arising from the minutes**

Patrick D'Astous introduced the item.

- Invitations to the opening evening of the Association's Congress have been sent out.
- The By-laws Committee will meet on January 15, 2007.
- Our intern has begun her internship in the Association's offices.
- The request for union leave for Larry Imbeault has been submitted to the KSB.
- The draft of an action plan will be presented at the next meeting of the Executive Committee.
- The Association has expressed its intentions with regard to the EVA-BGS project.

## **4. Results of the survey on violence in Nunavik schools**

François Beauchemin introduced the item. Two-hundred-sixty-six questionnaires were returned. The results were presented by François Beauchemin.

### **Motion 3**

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

THAT the representatives of the Association to the KSB Board Committee table the comments from the survey *The KSB in Crisis* at the meeting of January 24, 2007.

**CARRIED UNANIMOUSLY**

## **5. Policy on Participation in Union Activities**

Nelson Lamoureux introduced the item.

### **Motion 4**

It was moved by Nelson Lamoureux and seconded by Tarek Khazen

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

#### Amendment #1 : Article 11.1

Original text: The association will reimburse the following amounts to the person submitting the claim:

Breakfast:	\$12
Lunch:	\$18
Supper:	\$25
Incidental expenses:	\$10 / night

Proposed text: The association will reimburse the following amounts to the person submitting the claim:

Breakfast :	\$15
Lunch :	\$20
Supper :	\$30
Incidental expenses	\$15 / night

#### Amendment #2 : New article 11.8

Proposed text: Notwithstanding articles 11.1 and 11.6, for travel within the James Bay territory or Nunavik, the Association will reimburse the actual costs incurred for meals on the submission of supporting documentation.

**CARRIED UNANIMOUSLY**

## **6. Members' Rights Defence Policy**

Patrick D'Astous introduced the item.

### **Motion 5**

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

THAT the Executive Committee, following the recommendation of its advisors, apply the Members' Rights Defence Policy on behalf of two members of NQTA .

**CARRIED UNANIMOUSLY**

## **7. Meeting of the Sector Councils**

Nelson Lamoureux introduced the item. He will contact Mary Brassard and Lillian Brien to organise a meeting.

## **8. Varia**

### **8.1. Pay equity**

Patrick D'Astous introduced the item. A memo concerning pay equity will be sent out to members.

### **8.2. Language of communication**

Tarek Khazen introduced the item. He requested that notices of meeting be sent out in both French and English.

## **9. Date of next meeting**

Nelson Lamoureux introduced the item. There will be a meeting in Montréal on February 9, 10, and 11, 2007.

## **10. Adjournment**

### **Motion 6**

It was moved by Nelson Lamoureux and seconded by Larry Imbeault

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**





ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)  
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NORTHERN QUEBEC TEACHING ASSOCIATION  
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## Minutes of the Executive Committee 0607CEPV-07

### Meeting of February 9, 2007, held in Montreal

#### Attending

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

#### Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Business arising from the minutes
4. Approval of minutes 0607CEPV-03 and 0607-CEPV-04
5. Reports from Native and By-laws committees
6. Congress
  - 6.1. Agenda
  - 6.2. Priorities 2007-2010

- 6.3. Amendments to the By-laws
- 6.4. Reports of members of the EC and the NC
- 6.5. Report on the special assessment and recommendation
- 6.6. Financial statement
- 6.7. Official delegation
- 6.8. Election committee
- 6.9. Opening session
- 6.10. Information kit
- 7. Sector reports
  - 7.1. Kativik teaching
  - 7.2. Kativik support
  - 7.3. Cree teaching
  - 7.4. Cree support
- 8. Negotiations
  - 8.1. Proposal for agreement CPNCSK teaching
  - 8.2. Reopening: item included
- 9. Pay equity
- 10. Vacant position
- 11. Budget
- 12. Guide for sector directors
- 13. Groupe de travail sur le syndicalisme en milieu autochtone (CSQ)
- 14. Special congress CSQ
- 15. Varia
- 16. Date of next meeting
- 17. Adjournment

**CARRIED UNANIMOUSLY**

**2. Appointment of 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 and Nelson Lamoureux secretary for the meeting.

**CARRIED UNANIMOUSLY**

**3. Business arising from the minutes**

- Congress 2007:
  - The FCNQ sculpture has arrived.

- All the sponsors of the last Congress will be participating again.
- The SSQ, the CSQ, EVA-BGS and Équita will have booths at the Congress.
- Logistics have been arranged with Taïma.
- EVA-BGS: a school in Akulivik should be obtaining its certificate.
- There will be an homage to Tom Carter.
- Réjean Parent, Johanne Fortier, Guy Bazin and Daniel B. Lafrenière will attend the opening session.
- François Beauchemin met with Tarek Khazen to help the latter structure the Cree teaching sector. The experience should be extended to the other sectors.
- The Policy on Participation in Union Activities was updated and is now available on the NQTA Web site.
- Cree payroll dossier: we are still waiting for a response from the CSB regarding the union proposal.
- Cree housing dossier: a meeting was held with the evaluator who will be working on this file.

#### **4. Approval of minutes 0607CEPV-03 et 0607CEPV-04**

Nelson Lamoureux introduced the item.

##### **Motion 3**

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the minutes 0607CEPV-03 and 0607CEPV-04 be approved as corrected.

**CARRIED UNANIMOUSLY**

#### **5. Reports of the Native and By-laws committees**

Larry Imbeault and Patrick D'Astous introduced the item.

*By-laws Committee:* Larry Imbeault presented the report of the By-laws Committee. He informed the Executive Committee that Elvis Georgekish will present the conclusions of the By-laws Committee at Congress

*Native Committee:* Patrick D'Astous presented the report of the Native Committee to the Executive Committee

##### **Motion 4**

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

THAT the Executive Committee receives recommendations 1 to 4 of the Native Committee, communicate them to the Executive Committee of the CSQ, and follow them up.

**CARRIED UNANIMOUSLY**

**Motion 5**

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

THAT the Executive Committee receive recommendation 5 of the Native Committee and include it in its proposals for amendment at Congress 2007.

**CARRIED UNANIMOUSLY**

**Motion 6**

It was moved by Patrick D'Astous and seconded by Tarek Khazen

THAT the Executive Committee receive recommendations 6 and 7 of the Native Committee, which will be integrated into one or more of the priorities to be proposed at Congress 2007.

**CARRIED UNANIMOUSLY**

**Motion 7**

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

THAT the Executive Committee receive recommendation 8 of the Native Committee and invite Eva Inukpuk to be the official representative of the Native Committee.

**CARRIED UNANIMOUSLY**

**Motion 8**

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

THAT the Executive Committee receive recommendation 9 of the Native Committee and table a decision to the next meeting of the Executive Committee.

**CARRIED UNANIMOUSLY**

## **6. Congress**

### **6.1. Agenda**

Patrick D'Astous introduced the item.

#### **Motion 9**

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the Executive Committee recommend the adoption of the agenda to Congress

**CARRIED UNANIMOUSLY**

### **6.2. Priorities 2007-2010**

Patrick D'Astous introduced the item.

#### **Motion 10**

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

THAT the Executive Committee recommend the adoption of the priorities of the Association as contained in the document *Priorities 2007-2010*.

**CARRIED UNANIMOUSLY**

### **6.3. Amendments to the By-laws**

Patrick D'Astous introduced the item. He presented the list of amendments that will be provided to delegates.

### **6.4. Reports of members of the EC and NC**

Patrick D'Astous introduced the item.

#### **Motion 11**

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT the Executive Committee mandate the President to prepare the report to Congress on the activities of the Executive Committee.

**CARRIED UNANIMOUSLY**

## **6.5. Report on the special assessment and recommendation**

Patrick D'Astous introduced the item.

### **Motion 12**

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

THAT the Executive Committee recommend that Congress pursue the deduction of a special assessment of 25¢ per week per member to permit the continued application of the *Members' Rights Defence Policy*, and this until the next Congress of the Association.

**CARRIED UNANIMOUSLY**

## **6.6. Financial statement**

Alain Lajoie introduced the item.

### **Motion 13**

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

THAT the Executive Committee recommend that Congress receive the audited financial statements for the years 2004, 2005 and 2006 as presented.

**CARRIED UNANIMOUSLY**

### **Motion 14**

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

THAT the firm Raymond Chabot Grant Thornton be appointed auditors for the Association's financial statements.

**CARRIED UNANIMOUSLY**

## **6.7. Official delegation**

Nelson Lamoureux introduced the item.

### **Motion 15**

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

THAT under no circumstances will union leave be granted in the context of Congress and union training exceeding that provided for in the *Policy on Participation in Union Activities*.

**CARRIED UNANIMOUSLY**

**Motion 16**

It was moved by Tarek Khazen and seconded by Larry Imbeault

THAT this one time only, delegates may, on request, have a single room for the union training program preceding Congress 2007.

**CARRIED UNANIMOUSLY**

**6.8. Election Committee**

Patrick D'Astous introduced the item.

**Motion 17**

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

THAT the Executive Committee mandate Aude Vézina to act as chair of the election committee at Congress 2007.

**CARRIED UNANIMOUSLY**

**6.9. Opening session**

Patrick D'Astous introduced the item.

**Motion 18**

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

THAT the Executive Committee honour the memory of Tom Carter by naming the multi-purpose room 1503 of the NQTA offices after him.

**6.10. Information kit**

Patrick D'Astous introduced the item.

The kit will contain the following items:

- The By-laws of the Association
- The Policy on Participation in Union Activities
- An expense claim form
- An evaluation form

- A general information document on the Association

## **7. Sector reports**

### **7.1. Kativik teaching**

François Beauchemin introduced the item. At the last meeting of the Board Committee, our representatives communicated our observations on the results of the study on violence to the board representatives. They received them positively and expressed a willingness to cooperate in dealing with the problem.

### **7.2. Kativik support**

The item was tabled to a future meeting.

### **7.3. Cree teaching**

Tarek Khazen introduced the item.

- There have been a number of problems in organising a meeting between the secretary of the Association and the Cree teaching sector council.
- Oujé-Bougoumou: The CAE is requesting that it be sent notice of union meetings. Only the school principal has to be informed.
- A number of questions on school closures.

### **7.4. Cree support**

Lillian Brien introduced the item.

- A conference call of the sector council took place, where the secretary of the Association participated and answered delegates' questions regarding transportation and lodging for Congress 2007.
- Wemindji: There are problems between the workload description and the job title.
- Payroll: there has been a promotion and the replacement lacks training.

## **8. Negotiations**

### **8.1. Proposal for agreement CPNCSK teaching**

Patrick D'Astous introduced the item.

#### **Motion 19**

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

THAT the Executive Committee mandate the Association to initial the agreement under clause 10-7.01 as proposed by the CPNCSK on December 7, 2006, and, subject to approval by its union partners, that the collective agreement E4 be so modified.

**CARRIED UNANIMOUSLY**



## **8.2. Reopening: item included**

Patrick D'Astous introduced the item.

### **Motion 20**

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

THAT the Executive Committee mandate its spokesperson to proceed with the reopening of the E3 and E4 collective agreements as presented, including the agreement to implement pay equity, the changes to the salary scales affected, the change in the definition of dependent child with regard to regional disparities, and the addition to the exceptions in article 9-2.22 of non-reengagement for cause as contained in article 5-8.00 of the E3 collective agreement.

**CARRIED UNANIMOUSLY**

## **9. Pay equity**

Patrick D'Astous introduced the item. All the new salary scales will be made available to members on the Association's Web site.

## **10. Vacant position**

Patrick D'Astous introduced the item. Linda Lépine will be on deferred salary sabbatical for six months. It will be necessary to find someone to replace her.

## **11. Budget**

Alain Lajoie presented the budget. There has been an increase in rental costs due to municipal evaluation.

## **12. Guide for sector directors**

This item was tabled to a subsequent meeting

## **13. Groupe de travail sur le syndicalisme en milieu autochtone (CSQ)**

Patrick D'Astous introduced the item. There will be a meeting of this committee on February 28, 2007

## **14. Special CSQ congress**

Patrick D'Astous introduced the item.

**Motion 21**

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

THAT the Executive Committee reserve three places at the Special CSQ congress in Québec City on June 28-30, 2007, including the usual accommodation.

**CARRIED UNANIMOUSLY**

**15. Varia**

There were no items.

**16. Date of next meeting**

Nelson Lamoureux introduced the item.

- There will be a conference call meeting on March 6, 2007, from 7:30 to 9:00 p.m.
- There will be a meeting in Montréal on March 17 and 18, 2007, as well as on March 26 and 27, 2007.

**17. Adjournment**

**Motion 22**

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

THAT the meeting be adjourned.

**CARRIED UNANIMOUSLY**



**ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)**  
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**NORTHERN QUEBEC TEACHING ASSOCIATION**  
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## **Minutes of the Executive Committee 0607CEPV-08**

### **Meeting of March 8, 2007, held by conference call**

#### **Attending:**

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

#### **Agenda**

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Members' Rights Defence Policy
4. Congress
  - 4.1. Vacant positions: proposal from sector directorates
  - 4.2. Opening session
  - 4.3. Union training
  - 4.4. Other
5. Varia

6. Date of next meeting
7. Adjournment

**CARRIED UNANIMOUSLY**

## **2. Appointment of chair and secretary for the meeting**

### **Motion 2**

It was moved by Alain Lajoie and seconded by Tarek Khazen

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

**CARRIED UNANIMOUSLY**

## **3. Members' Rights Defence Policy**

Patrick D'Astous introduced the item. Specific information cannot be included in the minutes due to the confidential nature of these matters.

### **Motion 3**

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

THAT the Executive Committee, on the recommendation of its advisors, apply the *Members' Rights Defence Policy* on behalf of a member of NQTA.

**CARRIED UNANIMOUSLY**

## **4. Congress**

### **4.1. Vacant positions: proposal of sector directorates**

Patrick D'Astous introduced the item. A number of communities were not able to fill all the positions to which they were entitled in the delegation to Congress.

### **Motion 4**

It was moved by François Beauchemin and seconded by Nelson Lamoureux

THAT the Executive Committee fill the vacant position of Congress delegate for Kuujjuaraapik by inviting Sheila Power of Aupaluk.

**CARRIED UNANIMOUSLY**

## **Motion 5**

It was moved by Tarek Khazen and seconded by Alain Lajoie

THAT the Executive Committee fill the vacant positions of Congress delegate for Wemindji (2) and Mistissini (1) by inviting Ben Safer and Lucie Trapper of Waskaganish and Annette Neeposh of Waswanipi.

**CARRIED UNANIMOUSLY**

### **4.2. Opening session**

Nelson Lamoureux introduced the item. Spouses of members of the Executive Committee are invited to join them for dinner. Non-alcoholic beverages are included with the meal.

### **4.3. Union training**

Nelson Lamoureux introduced the item. Sector directors will communicate their needs regarding arrangements for meeting rooms and necessary materials.

### **4.4. Other**

Nelson Lamoureux introduced the item. Members of the Executive Committee who require hotel accommodation will stay at the Hyatt Regency for the entire duration of the Congress. Arrangements have been made with the hotel for parking.

## **5. Varia**

There were no items.

## **6. Date of next meeting**

Nelson Lamoureux introduced the item.

There will be meetings in Montréal on March 17 and 18, 2007, as well as March 26 and 27, 2007.

## **7. Adjournment**

## **Motion 6**

It was moved by Nelson Lamoureux and seconded by Larry Imbeault

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)  
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## Minutes of the Executive Committee 0607CEPV-09

### Meeting of March 17 held in Montreal

#### Attending:

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

#### Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Business arising from the minutes
  - 3.1. Negotiations
  - 3.2. Waswanipi Vocational Centre
4. Congress
  - 4.1. Participation

- 4.1.1. Accommodation
- 4.1.2. Transportation
- 4.1.3. Vacant positions
- 4.2. Documents and bag
- 4.3. Raffles
- 4.4. EC report
- 4.5. Amendments to agenda
- 4.6. Amendments to bloc 3 (by-laws)
- 4.7. Strategic planning
- 5. Union training
  - 5.1. Technical needs
  - 5.2. Refreshments
- 6. Sector reports
  - 6.1. Kativik teaching
  - 6.2. Kativik support
  - 6.3. Cree teaching
  - 6.4. Cree support
- 7. Employer grievances
- 8. EAV-BGS
- 9. Varia
  - 9.1. Applications for membership
- 10. Date of next meeting
- 11. Adjournment

**CARRIED UNANIMOUSLY**

## **2. Appointment of chair and secretary for the meeting**

### **Motion 2**

It was moved by Alain Lajoie and seconded by Larry Imbeault

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

**CARRIED UNANIMOUSLY**

## **3. Business arising from the minutes**

### **3.1. Negotiations**

Patrick D'Astous introduced the item. The E3 collective agreement is now available in French. Printing is finished. E4 requires some checking before it is sent to the printer, and no date for completion has been set.

### **3.2. Waswanipi Vocational Training Centre**

The item was tabled to a subsequent meeting.

## **4. Congress**

### **4.1. Participation**

#### **4.1.1. Accommodation**

Nelson Lamoureux introduced the item. Final accommodation lists are being verified with sector directors.

#### **4.1.2. Transportation**

Nelson Lamoureux introduced the item. Coordination is occurring with sector directors.

#### **4.1.3. Vacant positions**

Nelson Lamoureux introduced the item.

### **Motion 3**

It was moved by Mary N. Brassard and seconded by Larry Imbeault

THAT the Executive Committee fill the vacant position of Congress delegate by inviting Mary Onngingak of Aupaluk.

**CARRIED UNANIMOUSLY**

### **4.2. Documents and bag**

Nelson Lamoureux introduced the item. The documents included in the bag to be given to delegates will be available on the NQTA Web site.

### **4.3. Raffles**

Nelson Lamoureux introduced the item. It was noted that members of the Executive Committee do not participate in the raffles.

### **4.4. Report of the EC**

Patrick D'Astous introduced the item. The report of the Executive Committee was presented and discussed.



#### **4.5. Amendments to the agenda**

Patrick D'Astous introduced the item. There were several corrections to the Congress agenda.

#### **4.6. Amendment to bloc 3 (by-laws)**

Patrick D'Astous introduced the item.

#### **Motion 4**

It was moved by Nelson Lamoureux and seconded by Larry Imbeault

THAT following verification with the CSQ, the Executive Committee recommend to Congress the adoption of Bloc III as amended.

**CARRIED UNANIMOUSLY**

#### **4.7. Strategic planning**

This item was withdrawn.

### **5. Union training**

#### **5.1. Technical needs**

Nelson Lamoureux introduced the item. There will be whiteboards in the meeting rooms.

#### **5.2. Refreshments**

Nelson Lamoureux introduced the item. Sector directors are responsible for refreshments during the training sessions.

### **6. Sector reports**

#### **6.1. Kativik teaching**

The item was tabled to a subsequent meeting.

#### **6.2. Kativik support**

The item was tabled to a subsequent meeting.

#### **6.3. Cree teaching**

The item was tabled to a subsequent meeting.

#### **6.4. Cree support**

The item was tabled to a subsequent meeting.

#### **7. Employer grievances**

Patrick D'Astous introduced the item. A letter of agreement between the Association and the CSB regarding employer grievances has been signed. From now on, these will be dealt with by the Greffe de l'éducation.

#### **8. EAV-BGS**

The item was tabled to a subsequent meeting.

#### **9. Varia**

##### **9.1. Applications for membership**

Nelson Lamoureux introduced the item.

##### **Motion 5**

It was moved by Nelson Lamoureux and seconded by François Beauchemin

THAT the applications for membership be accepted with corrections.

**CARRIED UNANIMOUSLY**

#### **10. Date of next meeting**

Nelson Lamoureux introduced the item.

There will be a meeting in Montréal on March 26, 2007, immediately following the Congress.

#### **11. Adjournment**

##### **Motion 6**

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

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)

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NORTHERN QUEBEC TEACHING ASSOCIATION

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## Minutes of the Executive Committee 0607CEPV-10

### Meeting of March 27, 2007, held in Montreal

#### Attending:

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

THAT the agenda be adopted.

#### Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Congress
  - 3.1. Minutes and resolutions
  - 3.2. Election procedure
4. Union leave 2007-2008
5. NQTA labour relations

- 5.1. Request for leave without pay
- 5.2. Replacement for Aude Vézina
- 6. Varia
  - 6.1. Guide for sector directors
  - 6.2. Goose hunt and school calendar
- 7. Date of next meeting
- 8. Adjournment

**CARRIED UNANIMOUSLY**

## **2. Appointment of chair and secretary for the meeting**

### **Motion 2**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT Patrick D’Astous be appointed chair and Nelson Lamoureux secretary for the meeting.

**CARRIED UNANIMOUSLY**

## **3. Congress**

Patrick D’Astous introduced the item.

### **Motion 3**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Executive Committee mandate the President to take the measures necessary with the two school boards to effect the increase in union dues to 1.8% .

**CARRIED UNANIMOUSLY**

### **3.1. Minutes and resolutions**

Nelson Lamoureux introduced the item. Monique Nepveu will prepare the Congress resolutions using the format for Executive Committee resolutions. The working document should be available in mid-April.

### **3.2. Election procedure**

This item was tabled to a subsequent meeting.

### **4. Union leave 2007-2008**

Patrick D'Astous introduced the item.

#### **Motion 4**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT Patrick D'Astous be given full-time leave for union business for the school-year 2007-2008.

**CARRIED UNANIMOUSLY**

#### **Motion 5**

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

THAT Tarek Khazen be given leave at 50% of his workload for union business for the school-year 2007-2008.

**CARRIED UNANIMOUSLY**

#### **Motion 6**

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT François Beauchemin be given leave at 50% of his workload for union business for the school-year 2007-2008.

**CARRIED UNANIMOUSLY**

### **5. NQTA labour relations**

#### **5.1. Request for leave without pay**

Patrick D'Astous introduced the item.

#### **Motion 7**

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT the Executive Committee grant the request by Aude Vézina for a leave without pay beginning April 2, 2007, and concluding at the end of her contract with the CSQ legal service.

**CARRIED UNANIMOUSLY**

**5.2. Replacement for Aude Vézina**

Patrick D'Astous introduced the item.

**Motion 8**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the Executive Committee mandate the President to offer a replacement contract to Emma Dallas to fill the position of union advisor occupied by Aude Vézina.

**CARRIED UNANIMOUSLY**

**6. Varia**

**6.1. Guide for sector directors**

This item was tabled to a subsequent meeting

**6.2. Goose hunt and school calendar**

This item was tabled.

**7. Date of next meeting**

Nelson Lamoureux introduced the item. He will contact members of the Executive Committee to arrange a date for the next meeting.

**8. Adjournment**

**Motion 9**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the meeting of the Executive Committee be adjourned

**CARRIED UNANIMOUSLY**



ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)  
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NORTHERN QUEBEC TEACHING ASSOCIATION  
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## Executive Committee Minutes

0607CEPV-11

### Meeting of April 17, 2007, held by conference call

#### Attending:

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

#### Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Business arising from the minutes
4. Resolutions–Congress 2007
5. Consultation regarding priorities 2007-2010
6. Statement of principle
7. Taxable benefit
8. Employee assistance program
9. Varia
10. Date of next meeting

## 11.Adjournment

**CARRIED UNANIMOUSLY**

### **2. Appointment of chair and secretary for the meeting**

#### **Motion 2**

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT Patrick D’Astous be appointed chair and Nelson Lamoureux secretary for the meeting.

**CARRIED UNANIMOUSLY**

### **3. Business arising from the minutes**

Patrick D’Astous introduced the item.

- Requests for leave for union business for the school-year 2007-2008 have been submitted.
- Measures have been taken to effect the increase in union dues.
- Ms Aude Vézina was granted her leave without pay and Ms Emma Dallas hired to replace her.
- An external legal firm will study the issue of the taxable benefit for outings in the context of prejudice suffered by a member.

### **4. Resolutions–Congress 2007**

Patrick D’Astous introduced the item. He tabled a preliminary version of the resolutions of the Congress and requested members of the Executive Committee to advise him of any corrections.

### **5. Consultation regarding priorities 2007-2010**

Patrick D’Astous introduced the item. He tabled a preliminary version of the Association’s 2007-2010 priorities as amended by Congress. He requested members of the Executive Committee to advise him of any corrections.

#### **Motion 3**

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the consultation to determine the order of the 2007-2010 priorities for NQTA take place at the beginning of the 2007-2008 school-year.

**CARRIED UNANIMOUSLY**



## **6. Statement of principle**

This item was tabled to a subsequent meeting.

## **7. Taxable benefit**

Patrick D'Astous introduced the item. He tabled the evaluator's report on the rental value for Cree School Board housing.

### **Motion 4**

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

THAT the substance of the report on the evaluation of the rental value of Cree School Board housing be referred for discussion at the next meetings of the parity committees of the Cree School Board and the Kativik School Board.

**CARRIED UNANIMOUSLY**

## **8. Employee assistance program**

Patrick D'Astous introduced the item. According to the Kativik School Board, the employee assistance program (EAP) should be in operation within the next few weeks. The Association still has a number of questions regarding the EAP. It was suggested that an evaluation of the program be conducted in association with the SPPOM and the CSQ in order to identify evaluation criteria and, subsequently, work with the KSB to evaluate the service.

## **9. Varia**

### **9.1. FSE**

Patrick D'Astous introduced the item. He tabled a letter from Jean-Guy Baril informing the Association of two decisions of the CE-FSE concerning negotiations.

## **10. Date of next meeting**

Nelson Lamoureux introduced the item. He will contact members of the Executive Committee to arrange a date for the next meeting.

## **11. Adjournment**

### **Motion 5**

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

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)  
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NORTHERN QUEBEC TEACHING ASSOCIATION  
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## Minutes of the Executive Committee 0607CEPV-12

### Meeting of June 26 and 27 in Montreal

#### Attending:

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

#### 1. Announcement

Nelson Lamoureux introduced the item. He submitted his resignation from the position of Secretary of the Association for personal and family reasons.

#### Motion 1

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT the Executive Committee accept the resignation of Nelson Lamoureux from the position of Secretary of the Association.

**CARRIED UNANIMOUSLY**

#### Motion 2

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT posting for the position of Secretary of the Association begin on September 4, 2007.

**CARRIED UNANIMOUSLY**

## **2. Presentation and adoption of the agenda**

Nelson Lamoureux introduced the item.

### **Motion 3**

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT the agenda be adopted.

#### Agenda

1. Announcement
2. Presentation and adoption of the agenda
3. Appointment of chair and secretary for the meeting
4. Business arising from the minutes
5. Native Committee
6. Distribution of 2007-2010 mandates to EC members
7. Union training
8. Participation of the president and the vice-president on sectorial and local consultation bodies and participation of sector directors on provincial bodies
9. NQTA statement of principle on public services in the North
10. CSQ working group
11. SAE-KSB, follow-up and invitation to the
12. Taxable benefit
  - 12.1. Legal opinion
  - 12.2. Evaluator's report
13. NQTA labour relations
  - 13.1. Union advisors
  - 13.2. Agreement with FPSS and CSQ for legal representation
14. Unionisation
15. Transfer of Nunavik government file
16. Sector reports
  - 16.1. Kativik teaching
  - 16.2. Kativik support
  - 16.3. Cree teaching
  - 16.4. Cree support
17. Fiscal compensation for the president
18. Varia
19. Date of next meeting
20. Adjournment

**CARRIED UNANIMOUSLY**

### **3. Appointment of chair and secretary for the meeting**

#### **Motion 4**

It was moved by Alain Lajoie and seconded by Larry Imbeault

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

**CARRIED UNANIMOUSLY**

### **4. Business arising from the minutes**

Patrick D'Astous introduced the item.

- KSB leaves: an agreement on payment has been reached between the Association and the KSB.
- School support staff have expressed interest in seeing the results of the survey on violence in the schools.
- Me Bourget will no longer serve as legal representative for the KSB as she has been appointed a judge.

### **5. Native Committee**

Patrick D'Astous introduced the item. He presented the report on Native union representation.

#### **Motion 5**

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

THAT the Executive Committee accept the recommendations of candidates presented by the President and the Vice-president for the vacant positions on the Native Committee and appoint Eva Inukpuk and Charlie Etok as Inuit representatives to the Committee for the 2007-2010 mandate.

**CARRIED UNANIMOUSLY**

### **6. Distribution of 2007-2010 mandates to CE members**

Patrick D'Astous introduced the item. Discussion followed on the roles and responsibilities of Executive Committee members.

#### **Motion 6**

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

THAT the Executive Committee adopt the division of responsibilities among its members for the 2007-2010 mandate as proposed in the document entitled *Responsibilities of elected members—Implementation of the list of priorities for 2007-2010* as amended, and mandate the President to present an action plan no later than October 2007 detailing the work of those responsible for the various dossiers, including the change in status of NQTA within the CSQ.

**CARRIED UNANIMOUSLY**

**Motion 7**

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

THAT the Executive Committee mandate the Treasurer, who is responsible for the priority dossier of the status of NQTA within the CSQ, and the President to request a meeting with the Executive Committee of the CSQ as of September or October 2007 in order to present NQTA’s vision on its status within the CSQ.

**CARRIED UNANIMOUSLY**

**Motion 8**

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

THAT the Executive Committee mandate the Director of the Kativik teaching sector, François Beauchemin, who is responsible for the priority dossier of the reform of union structures, and the President to meet with the First Nations Education Council in order to explore the potential and the possibilities of developing a partnership on the use of satellite communication technologies.

**CARRIED UNANIMOUSLY**

**7. Union training**

Patrick D’Astous introduced the item. He provided a summary of the meeting on union training held with the Association and representatives of the CSQ. Discussion followed on the orientations to be given to union training.

**8. Participation of the president and the vice-president on sectorial and local consultation bodies and participation of sector directors on provincial bodies**

Patrick D’Astous introduced the item.

## **Motion 9**

It was moved by Patrick D'Astous and seconded by Tarek Khazen

THAT the Executive Committee, beginning in 2007-2008, mandate the sector directorates to attend any meetings of federal councils that are of concern to them, and that the Treasurer and the Secretary attend meetings of the Centrale's Conseil général whenever possible.

**CARRIED UNANIMOUSLY**

## **9. NQTA statement of principle on public services in the North**

Alain Lajoie introduced the item.

## **10. CSQ working group**

Patrick D'Astous introduced the item. The working document *Suivi de la rencontre du Groupe de travail sur le syndicalisme en milieu autochtone* was tabled.

## **Motion 10**

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

THAT the Executive Committee receive the document *Suivi de la rencontre du Groupe de travail sur le syndicalisme en milieu autochtone* of June 5, 2007, and mandate the President to take the appropriate measures including submission to the FSE resolutions committee of a proposal to conduct "une réflexion [...] large [...] sur les modalités de négociation des six tables du Nord."

**CARRIED UNANIMOUSLY**

## **11. SAE-KSB, Follow-up and invitation to the CSB**

This item was tabled to a later date.

## **12. Taxable benefit**

### **12.1. Legal opinion**

Patrick D'Astous introduced the item. There was discussion of the conclusions of the legal opinion sought by the Association concerning taxation of the outings of certain workers.

**Motion 11**

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

THAT the Executive Committee mandate the President to advise members of the new federal procedures governing the reporting of outings and to make all representations necessary to end this discriminatory practice.

**CARRIED UNANIMOUSLY**

**12.2. Evaluator’s report**

Patrick D’Astous introduced the item.

**Motion 12**

It was moved by Patrick D’Astous and seconded by Tarek Khazen

THAT the Executive Committee mandate the President to inform members of the content of the report “Estimation – Rental Value of Housing – Territory of the Cree School Board, for the period 2005-2006, prepared for NQTA” and to negotiate an agreement with the CSB and the KSB to modify, on the basis of the conclusions of that report, the values added to members’ income and reported on T4 and Relevé 1 slips as taxable housing benefit.

**CARRIED UNANIMOUSLY**

**13. NQTA labour relations**

**13.1. Union advisors**

Patrick D’Astous introduced the item. Annie Roy will return to service on September 4, 2007. Isabelle’s replacement contract will, therefore, be ending at that time. Aude Vézina will be concluding her internship in December.

**Motion 13**

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

THAT the Executive Committee agree to the request to extend application of the collective agreement of the Association’s employees until January 1, 2009.

**CARRIED UNANIMOUSLY**

**13.2. Agreement with FPSS and CSQ for legal representation**

Patrick D’Astous introduced the item. The Association will revert to the former procedure for handling arbitration cases with the FPSS.

**14. Unionisation**

Patrick D’Astous introduced the item.

**Motion 14**

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

THAT the Executive Committee adopt the strategic plan as presented and mandate the President to make all representations necessary to its implementation.

**CARRIED UNANIMOUSLY**

**15. Transfer of Nunavik government file**

Patrick D’Astous introduced the item.

**Motion 15**

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

THAT the Executive Committee mandate the President to take the measures necessary to ensure the transition of the position of Nunavik Self-government Coordinator from Mr David Loiselle to Mr George Livingstone, including an invitation to attend the next meeting of the Executive Committee as an observer.

**CARRIED UNANIMOUSLY**

**16. Sector reports**

**16.1. Kativik teaching**

François Beauchemin introduced the item. To all appearances, the Educational Services Department of the KSB is currently working on a plan to restore the short calendar for the school year 2008-2009. Also, there were two cases of non-reengagement.

**16.2. Kativik support**

Mary N. Brassard introduced the item.



**16.3. Cree teaching**

Tarek Khazen introduced the item.

- Staff has been cut at Waswanipi
- There have been problems with a number of school administrations.
- There is no union delegate in Nemaska.

**16.4. Cree support**

Lillian Brien introduced the item.

**17. Fiscal compensation for the president**

Alain Lajoie introduced the item.

**Motion 16**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Executive Committee authorise payment to the President of \$1,170.26 in compensation for the increase in his taxation rate, and this upon verification by the Treasurer of the appropriate supporting documentation

**CARRIED UNANIMOUSLY**

**18. Varia**

**18.1. Approval of minutes of previous meetings**

Nelson Lamoureux introduced the item.

**Motion 17**

It was moved by Nelson Lamoureux and seconded by Tarek Khazen

THAT the minutes 0607CEPV-05, -06, -07, -08, -09, -10 and -11 be approved as corrected.

**CARRIED UNANIMOUSLY**

**18.2. CSST**

Patrick D'Astous introduced the item. He asked Isabelle Gauthier to explain the situation.

## **Motion 18**

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT the Executive Committee mandate the President to undertake the measures necessary to regularise the Association's situation with the CSST and to ensure coverage of elected officers with part-time or full-time leave as well as volunteers and participants in union activities.

**CARRIED UNANIMOUSLY**

### **18.3. Congrès FPSS**

Larry Imbeault introduced the item. He gave a summary of the Association's participation during the Congrès of the FPSS.

### **18.4. Vacation**

Patrick D'Astous introduced the item. He informed the Executive Committee regarding the summer vacation of the Association's employees.

## **19. Date of next meeting**

Nelson Lamoureux introduced the item. A brief teleconference will take place to set the date of the next meeting.

## **20. Adjournment**

### **Motion 19**

It was moved by Nelson Lamoureux and seconded by Alain Lajoie

THAT this meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**