



ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)
Δεσ<ΝΓσ βΝΤΰβΝΓσΰδ<Δΰ ΓΨΰδσ
NORTHERN QUEBEC TEACHING ASSOCIATION
LJ° <ΝLΛΡΰ δ<ΰ ΓΰδΝLΛΡΔΰ

Executive Committee minutes

0708CEPV-01

Meeting of September 5 and 6, 2007, in Montréal

Attending:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik teaching sector
Tarek Kazen	Director, Cree teaching sector
Mary Brassard	Director, Kativik support sector
Lillian Brien	Director, Cree support sector
George Livingston	Nunavik self-government coordinator

Invited observer:

Emma Dallas union advisor

1. Presentation and adoption of the agenda

Alain Lajoie introduced the item.

Motion 1

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT the agenda be adopted.

Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Approval of minutes of previous meeting

4. Business arising from previous resolutions
5. Vacant position on the Executive Committee
6. Action Plan 2007-2010
7. Web site
8. Housing
9. School calendar: KSB
10. Taxation: housing
11. Union training 2007-2008
12. CSST CSQ Inquiry 2007-2008
13. Appeal to the Québec Administrative Tribunal
14. Arbitration costs: triage
15. Budget
16. Sector reports
 - 16.1. Kativik teaching
 - 16.2. Kativik support
 - 16.3. Cree teaching
 - 16.4. Cree support
17. Adjournment

CARRIED UNANIMOUSLY

2. Appointment of chair and secretary for the meeting

Motion 2

It was moved by François Beauchemin and seconded by Tarek Kazen

THAT Patrick D'Astous be appointed chair and Larry Imbeault secretary for the meeting.

CARRIED UNANIMOUSLY

3. Approval of minutes

There were no minutes to approve.

4. Business arising from the previous resolutions

Patrick D'Astous reported on follow-up to previous resolutions.

- An agreement on the remuneration of teachers with 20 years of schooling and a doctorate will be added to the E3 and E4 provisions binding.

- Step 20 will be added to the scale without a doctorate of the E3 collective agreement.
- A correction will be made to chapter 13 of the E3 provisions binding.
- Suggestions regarding the survey of priorities for 2007-2010 should be sent by e-mail.
- Beginning of NQTA publicity in the *Nation*.
- Follow-up to the appeal to the Commission des droits de la personne et des droits de la jeunesse regarding the QPP file for the period 1978-2006
- Patrick D'Astous and Alain Lajoie will meet with the executive of the CSQ on September 10, 2007, to discuss NQTA.
- A letter has been sent to the FPSS terminating legal representation services as of the end of this school-year.
- The President represented NQTA at the *Katimajit* meeting that was held in Kuujuaq on August 23 and 24, 2007.
- The Native Committee will look into the matter of the teaching of Inuktitut up to grade 6.

5. Vacant position on the Executive Committee

Patrick D'Astous introduced the item.

Motion 3

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

THAT the period for advertising the position of secretary conclude immediately and that the position be filled as of this time by Larry Imbeault.

CARRIED UNANIMOUSLY

Motion 4

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

THAT Lillian Brien be appointed Vice-president until the first in-person meeting of the Executive Committee at the beginning of 2008, and that she assume on an interim basis the position of Director for the Cree support sector until such time as that position is filled.

CARRIED UNANIMOUSLY

6. Action Plan 2007-2010

The item was tabled to a subsequent meeting.

7. Web site

François Beauchemin introduced the item. He proposed that the URL address of the NQTA Web site be www.aenq.org

8. Housing

Tarek Kazen introduced the item. A questionnaire will be distributed to members in the CSB to assess the situation, and an action plan will be developed on the basis of that survey.

9. School calendar: KSB

Patrick D'Astous and François Beauchemin introduced the item. A press release was issued during the Katimajit meeting concerning the problem of the KSB school calendar. A modified calendar proposal was presented at the KSB administrators' meeting.

10. Taxation: housing

Patrick D'Astous introduced the item.

Motion 5

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

THAT the Association consider the possibility of withdrawing all procedures initiated against the CSB with regard to the taxation of the taxable housing benefit if it receives the assurances contained in the letter of August 28, 2007, addressed to Me Luc Deshaies.

CARRIED UNANIMOUSLY

11. Union training 2007-2008

François Beauchemin and Tarek Khazen introduced the item.

The joint teacher/support-worker training workshop for KSB union delegates will be held from November 10 to 12 in Kuujjuaq.

Union training for CSB teacher delegates will be held in Montréal on October 20 and 21, 2007, in Montréal, immediately following the Symposium to be held from October 15 to 19.

The union training workshop for CSB support staff delegates will be held in Val d'Or on a date to be determined.

12. CSST CSQ inquiry 2007-2008

Emma Dallas introduced the item.

13. Appeal to the Québec Administrative Tribunal

Emma Dallas introduced the item.

Motion 6

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

THAT the necessary funds be allocated in order to undertake procedures with the Québec Administrative Tribunal in the case of *Hasting*.

CARRIED UNANIMOUSLY

14. Arbitration costs: triage

Patrick D'Astous introduced the item.

15. Budget

Alain Lajoie presented the financial statement to July 31, 2007.

Motion 7

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

THAT the budgetary item "Unionisation" be added.

CARRIED UNANIMOUSLY

16. Sector reports

16.1. Kativik teaching

François Beauchemin introduced the item.

- There is a need to settle grievances.
- A letter has been sent to the Director-general of the KSB requesting the presence of the Director of Educational Services at meetings of the Board Committee following which his attendance was confirmed by the Executive of the KSB.
- A number of union delegates have been elected.

16.2. Kativik support

The item was tabled to the next meeting.

16.3. Cree teaching

Tarek Kazen introduced the item.

- The election of union delegates and school council members is going smoothly everywhere except Némaska. Tarek Khazen will be going there to help out with union organisation.

16.4. Cree support

Lillian Brien introduced the item.

17. Adjournment

Motion 7

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

THAT the meeting of the Executive Committee be adjourned.

CARRIED UNANIMOUSLY



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Minutes of the Executive Committee

0708CEPV-02

Meeting of October 22 and 23, 2007, in Montréal

Attending:

Patrick D'Astous	President
Lillian Brien	Vice-president and Director for the Cree support sector
Alain Lajoie	Treasurer
Larry Imbeault	Secretary
François Beauchemin	Director for the Kativik teaching sector
Tarek Kazen	Director for the Cree teaching sector
Mary Brassard	Director for the Kativik support sector

1. Presentation and adoption of the agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault 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. Approval of the minutes
4. Business arising from the minutes
5. Update of unionisation plan
6. New Vice-president
7. AENQ presentation to October CG
8. Housing
9. Native Committee: recommendations

10. Settlement of outstanding grievances
11. Union training 2007-2008
12. Budget
13. Sector reports
 - 13.1. Kativik teaching
 - 13.2. Kativik support
 - 13.3. Cree teaching
 - 13.4. Cree support
14. Complaints from members
15. Correspondence
16. Varia
 - 16.1 CSQ Networks
 - 16.2 Reimbursement for French courses
 - 16.3 Web Site
 - 16.4 Violence
 - 16.5 Survey on priorities
17. Date of next meeting
18. Adjournment

CARRIED UNANIMOUSLY

2. Appointment of chair and secretary for the meeting

Motion 2

It was moved by François Beauchemin and seconded by Tarek Kazen

THAT Patrick D'Astous be appointed chair and Larry Imbeault secretary for the meeting.

CARRIED UNANIMOUSLY

3. Approval of the minutes

Motion 3

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

THAT the minutes 0708CEPV-01 be approved.

CARRIED UNANIMOUSLY

4. Business arising from the minutes

Patrick D'Astous reported on previous resolutions.

- We have received a letter from the President of the FPSS advising that Yves Lemieux is our resource advisor at the Fédération and confirming that the

agreement on legal representation will terminate at the end of 2007-2008 although there will be a number of files that will carry on into the subsequent year.

- The budget for the Hastings file has been allocated and the file is currently in preparation.
- With regard to developments in the housing file, there will be a meeting between the President and the CSB lawyer, Me Robert Mainville. An account of the situation was provided last week to the CSB teaching sector council. Another will be presented to the KSB sector councils in mid-November. François Beauchemin will pilot the file in the KSB. He will be in contact with the delegate for KSB professionals to coordinate our efforts for the meeting of the Health and Safety Committee .
- Emma Dallas provided a union training session in Montréal for the teacher delegates of the CSB.
- Discussion occurred regarding the teaching of Inuktitut to grade 6 at the *Katimajit* meeting. The Native Committee has made a recommendation regarding this issue.

5. Update of unionisation plan

Patrick D'Astous introduced the item.

Motion 4

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

THAT the Executive Committee receive and approve the update of the Strategic Plan for Unionisation, phase 1.

CARRIED UNANIMOUSLY

6. New Vice-president

The item was tabled to a later date.

7. AENQ presentation to the October CG

Alain Lajoie, Larry Imbeault and Patrick D'Astous introduced the item. The delegates to the CG of the CSQ expressed appreciation for the presentation and are now more aware of the reality of our association and of the principal issues in our negotiations.

8. Housing

Patrick D'Astous introduced the item. We have requested an opinion on whether members concerned have recourse to contest the taxable amounts for the taxable housing benefit appearing on Relevé 1 and T4 slips. The president of the SPPOM has

approached the President of the Association regarding support for their members in this matter.

Motion 5

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

THAT in solidarity with the members of SPPOM and SPPNEQ affected by the taxable housing benefit, AENQ cooperate with them so that they may benefit from the results of our work on that matter. As necessary, these two unions will be asked to participate fairly in the expenses incurred by the Association for this matter and to coordinate efforts with the Association in any representations necessary.

CARRIED UNANIMOUSLY

9. Native Committee: recommendations

The item was tabled to a later date.

10. Settlement of outstanding grievances

Patrick D'Astous and François Beauchemin introduced the item.

Motion 6

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

THAT sector directors ensure this item is included on the agenda of the next meeting of their parity committees.

CARRIED UNANIMOUSLY

11. Union training 2007-2008

Union training for CSB support staff delegates will take place in Val d'Or on November 17 and 18, 2007.

12. Budget

The item was tabled to a later date.

13. Sector reports

13.1. Kativik teaching

François Beauchemin introduced the item.

- Union training for KSB union delegates will take place in Kuujjuaq from November 10 to 12, 2007. Preparation is under way.
- A conference-call meeting of the sector council was held on October 3, but, as there were problems with the satellite transmission, several delegates could not take part. One of the matters discussed was the GPI student attendance record software. There are serious problems that interfere with teacher use of the resource: access to computers during working hours; the need for internet access; out-of-date enrollment lists. The KSB has sent a team to communities to provide training in this software and install computers equipped for its use. However, the training must take place in the day during class time.
- In Inukjuak, there are problems concerning consultation with the School Committee. A letter will be sent to the principal of the school to remind him of the KSB's obligations to the union as contained in the provisions binding.
- We still do not have a delegate for Aupaluk.

13.2. Kativik support

Mary N. Brassard and Larry Imbeault introduced the item.

- Union training will take place in Kuujjuaq jointly with teachers from November 10 to 12, 2007.
- We still do not have a delegate for Umiujaq.
- Training concerning psychological harassment was provided for members of support staff working in the KSB head office. Other actions will be taken to support members who are potentially affected.
- The KSB wishes, in conformity with its policy on annual vacation, to force its employees to take at least ten days of vacation during the summer schedule, to which members are entirely opposed. Comments made by members at general meetings will be communicated to the employer at the next meeting of the Labour Relations Committee.

13.3. Cree teaching

Tarek Kazen introduced the item.

- Union training took place as planned.
- The questionnaires on housing will be sent out shortly to all members of the Association occupying a CSB or KSB dwelling.
- There are problems with violence and vandalism in Oujé-bougoumou. There has also been vandalism at the school in Waswanipi.
- At the last meeting of the sector council, four recommendations were adopted.

Motion 7

It was moved by Tarek Kazen and seconded by Mary N. Brassard

THAT the Executive Committee accept recommendation #1 of the Cree teaching sector council and include it in the action plan for the 2007-2010 mandate.

CARRIED UNANIMOUSLY

Motion 8

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

THAT the Executive Committee accept recommendation #2 of the Cree teaching sector council and integrate it into the 2007-2010 action plan under the priority "Expedite and increase the number of grievance and dispute settlements" with a view to implementing it as soon as possible.

CARRIED UNANIMOUSLY

Motion 9

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

THAT the Executive Committee accept recommendation #3 of the Cree teaching sector council and mandate the President to make the necessary representations concerning the practices of the CSB in the Sabourin matter, such as preliminary objections, to condemn them to the employer and to emphasise the consequences of such practices for the rights of our members without employment security in the youth, vocational training and adult education sectors.

CARRIED UNANIMOUSLY

Motion 10

It was moved by Tarek Kazen and seconded by François Beauchemin

THAT it be recommended by Tarek Kazen and seconded by François Beauchemin that the Executive Committee accept recommendation #4 of the Cree teaching sector council and recognise the inequity of this fact and mandate the President to undertake the necessary exploration with the CSB in this matter.

CARRIED UNANIMOUSLY

13.4. Cree support

Lillian Brien introduced the item.

- Union training will take place in Val d'Or on November 10 and 11, 2007.

14. Complaints from members

Larry Imbeault introduced the item.

Motion 11

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT in light of a letter from a member dated October 3 and addressed to the President of the Association concerning publication of an article in the Nunatsiaq News of August 17, 2007, on the taxable housing benefit, that the President be reminded that, barring exceptional circumstances such as this, the Executive Committee should be the first to be informed of any developments in current files, then union delegates and members, and, finally, the media.

CARRIED UNANIMOUSLY

Motion 12

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT in light of various complaints lodged against the President of the Association under article 12 of the By-laws, the President express his regrets to teaching personnel for the statements reported in the Nunatsiaq News of November 19, 2007, and that he take whatever measures are necessary with the media to rectify the situation.

CARRIED UNANIMOUSLY

Motion 13

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT the members of the Executive Committee reaffirm their support for the President and that measures be taken to the best of everyone's ability to implement the Association's action plan.

CARRIED UNANIMOUSLY

15. Correspondence

Patrick D'Astous introduced the item.

16. Varia

16.1. Réseaux CSQ

The item was tabled to a later date.

16.2. Reimbursement for French courses

The item was tabled to a later date.

16.3. Web Site

François Beauchemin introduced the item. The Association's new Web site will be in operation in the coming week

16.4. Violence

Patrick D'Astous introduced the item.

Motion 14

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

THAT the necessary funds be allocated for the production of posters "You are entering a violence-free zone" in Cree and Inuktitut. The posters will be distributed to schools of the Cree and Kativik Boards as part of the AENQ campaign against violence in schools and centres.

CARRIED UNANIMOUSLY

16.5. Survey on priorities

The item was tabled to a later date.

17. Date of next meeting

The next meeting of the Executive Committee will take place on December 18 and 19, 2007, in Montréal.

18. Adjournment

Motion 15

It was moved by François Beauchemin and seconded by Tarek Kazen

THAT this meeting of the Executive Committee be adjourned.

CARRIED UNANIMOUSLY



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Minutes of the Executive Committee 0708CEPV-03

Meeting of November 29, 2007, held by conference call

Attending:

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

1. Presentation and adoption of the agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault 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 – request from member
4. Association personnel: extension of leave without pay
5. Association personnel: deferred salary sabbatical

6. Cree support sector
7. Business arising
8. 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 Larry Imbeault secretary for the meeting.

CARRIED UNANIMOUSLY

3. Members' Rights Defence Policy – request from member

Patrick D'Astous introduced the item.

Motion 3

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

THAT the request from a member to benefit from the provisions of the Members' Rights Defence Policy be granted.

CARRIED UNANIMOUSLY

4. Association personnel: request for extension of leave without pay

Patrick D'Astous introduced the item.

Motion 4

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

THAT the request for extension of Me Aude Vézina's leave without pay until August 31, 2008, be granted, in conformity with the 2nd paragraph of article 9-5.01 b) of the applicable collective agreement.

CARRIED UNANIMOUSLY

5. Association personnel: deferred salary sabbatical

Patrick D'Astous introduced the item.

Motion 5

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

THAT the Association grant Linda Lépine a deferred salary sabbatical from June 1 to November 30, 2008, inclusive in conformity with the procedures established in the applicable contract.

CARRIED UNANIMOUSLY

6. Cree support sector

Lillian Brien introduced the item.

Motion 6

It was moved by Lillian Brien and seconded by Alain Lajoie

THAT on the recommendation of the Cree support sector council, the Executive Committee appoint Christine Coonishish to the position of Director for the Cree support sector to the end of the current mandate.

CARRIED UNANIMOUSLY

7. Business arising

Patrick D'Astous introduced the item.

- The CSQ and the Association will share the costs associated with French courses taken by Lillian Brien.

Motion 7

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Association allocate an amount equivalent to 50% of the cost of French courses taken by Lillian Brien.

CARRIED UNANIMOUSLY

- This coming December 10, the President will meet with Messrs. Lavoie and Mainville to negotiate the principles for entering amounts on income tax reporting slips by the Cree School Board for 2007.
- The majority of survey questionnaires on priorities have been returned.
- The Association's new Web site is not yet functioning as a result of various technical problems. It should be working in the coming week.
- Various subjects to be discussed at greater length at the next meeting of the Executive Committee (the meeting of the Nunavik committee created by the CSQ, militancy in Native communities, the CSQ program to counter violence which has been the object of discussions at the Board Committee of the Cree School Board).

8. 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



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Minutes of the Executive Committee

0708CEPV-04

Meeting of December 18 and 20, 2007, held in Montréal

Attending:

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

Observers:

Annie Roy	Union advisor
Emma Dallas	Union advisor

1. Presentation and adoption of the agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault 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. Approval of minutes of the last meeting
4. Business arising from the minutes

5. Budget
6. Action plan
 - 6.1. Consultation on priorities
 - 6.2. Recommendations of the Native Committee
 - 6.3. Recommendations of union advisors
 - 6.4. Recommendations of sector councils
 - 6.5. Distribution of responsibilities
 - 6.6. Work chart
7. CSQ working group on Nunavik
8. CSQ working group on union involvement in the Native community
9. Unionisation – follow-up
10. Negotiation protocol AENQ-CSQ-FSE
11. Members' Rights Defence Policy
12. Web site
13. Consultation on KSB pre-grievance procedure
14. KSB school calendar
15. Kativik teaching sector director 2008-2009
16. Labour relations
 - 16.1. Loser pays
 - 16.2. Member files
17. Sector reports
 - 17.1. Kativik teaching
 - 17.2. Kativik support
 - 17.3. Cree teaching
 - 17.4. Cree support
18. Correspondence
19. Varia
 - 19.1. Lodging
 - 19.2. Request for leave without pay
20. Date of next meeting
21. Adjournment

CARRIED UNANIMOUSLY

2. Appointment 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 Larry Imbeault secretary for the meeting.

CARRIED UNANIMOUSLY

3. Approval of minutes of the last meeting

Motion 3

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

THAT the minutes 0708CEPV-02 and 0708CEPV-03 be approved as corrected.

CARRIED UNANIMOUSLY

4. Business arising from the minutes

Patrick D'Astous introduced the item.

5. Budget

Alain Lajoie introduced the item.

- The most recent information on the Association's revenues is pending.
- We are in the process of auditing our books.
- The budget will be adjusted once we have received the update on our revenues.
- Dues collected by the Cree School Board will be verified.

6. Action plan

6.1 Consultation on priorities

Patrick D'Astous introduced the item.

- 305 members returned the questionnaire on priorities.

Motion 4

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

THAT the Executive Committee receive the partial results of the consultation on priorities and mandate sector directors to contact local union delegates whose members have not yet returned the questionnaire to ensure the consultation is completed locally and the results sent to the Association's offices no later than the end of January 2008.

CARRIED UNANIMOUSLY

6.2 Recommendations of the Native Committee

Patrick D'Astous introduced the item.

Recommendation #1 :

The AENQ Native Committee recommends that members be consulted and informed as quickly as possible concerning the possibility of modifying the RREGOP pension plan to enable them to pay contributions based on their full income including the Northern premium.

Motion 5

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT this matter be included in the consultation for the next round of negotiations; and that the Executive Committee mandate the President to seek an opinion from the CSQ regarding the possible consequences of such a change.

CARRIED UNANIMOUSLY

Recommendation #2 :

The AENQ Native Committee recommends that, in cooperation with the Cree School Board, necessary legal measures be undertaken to rectify the last 29 years of injustice against Native members with Indian status with regard to coverage under the QPP.

Recommendation #3 :

The AENQ Native Committee recommends that a broad survey of Cree and Inuit be conducted, if possible in partnership with Northern regional media, regarding their perception of the success of their current school systems. On the basis of such a survey, AENQ could assume a leadership role in initiating a broader debate on the preservation of indigenous languages and the level of education required by Cree and Inuit students necessary for success in contemporary society.

Recommendation #4 :

The AENQ Native Committee recommends the creation, jointly with the CSB and the KSB, of a committee of teachers and administrators with a mandate to find new organisational methods for training Northern teachers. Discussions should lead to concrete solutions that would offer Native teachers in the North training at the same level as that provided by southern universities. Such training should lead to obtaining diplomas and certificates recognised throughout the province of Québec.

Recommendation #5 :

The AENQ Native Committee urgently encourages all Northern workers, unionised or not, Native or not, to organise under a single union organisation. The AENQ Native Committee firmly believes that, in so doing, Northern workers would be best prepared for the next round of public sector negotiations. Workers would, once and for all, have a union committed to dealing with Native problems and having the resources to do so.

Recommendation #6 :

The AENQ Native Committee recommends that representations be made with the two Northern school boards, the CSB and the KSB, to obtain agreement to produce teaching materials required for currently existing classes of the pre-kindergarten to elementary 3 levels prior to the development of any other materials in Cree or Inuktitut for classes of a higher level.

Recommendation #7 :

The AENQ Native Committee recommends that representations be made with the KSB to return to an adapted version of the school calendar that takes into account the reality of the traditional way of life of the Inuit of Nunavik and respects the spirit of the teachers' collective agreement, which specifies the right to eight consecutive weeks of vacation.

Motion 6

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT the Executive Committee receive recommendations 2 through 7 of the Native Committee and consider them in preparing the Action Plan.

CARRIED UNANIMOUSLY

6.3 Recommendations of union advisors

Emma Dallas and Annie Roy introduced the recommendations of union advisors.

1. Grievance committees (new policy: *Policy for entering grievances on the arbitration roll*)
2. AENQ legal representation
3. Unionisation plan
4. *Policy on confidentiality* (new policy)
5. Updating of union training
6. Pre-grievance complaint procedure (Cree teaching sector)
7. Arbitration Committee
8. Update of the *AENQ Members' Rights Defence Policy (Policy on the defence of employees represented by AENQ)*

6.4 Recommendations of sector councils

Patrick D'Astous introduced the item.

Recommendations of the Cree teaching sector council

The recommendations and resolutions of the meeting of the Executive Committee of October 22 and 23 were reviewed.

Recommendations of the Kativik support sector council

Recommendation #1

The Kativik support sector council recommends that a mentoring system for delegates and the Director be established for the school-year 2008-2009.

Recommendation #2

The Kativik support sector council recommends that a binder containing reference documents in Inuktitut be created and distributed in each school and centre in the same period.

Motion 7

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

THAT the Executive Committee receive recommendations 1 and 2 of the Kativik support sector council and consider them in preparing the Action Plan.

CARRIED UNANIMOUSLY

Recommendations of the Kativik teaching sector council

Recommendation #1

The Kativik teaching sector council mandates its Director to consult all members on a "pre-grievance procedure" and to initiate negotiations with the school board on the basis of that consultation.

Recommendation #2

Given the need expressed by the school support sector for access to a resource familiar with both the School Board and the Association; and

Given that most duties and responsibilities must be performed from the Montréal offices for financial and logistical reasons:

The Kativik teaching sector council reaffirms its support for François Beauchemin and recognises and supports the need expressed by the school support sector for those duties assigned to him to the extent that they do not affect the level of support he is able to provide.

The Kativik teaching sector council requests that any arrangement be re-evaluated annually until the next Congress.

Motion 8

It was moved by Alain Lajoie and seconded by Christine Coonishish.

THAT the Executive Committee receive recommendations 1 and 2 of the Kativik teaching sector council and consider them in preparing the Action Plan.

CARRIED UNANIMOUSLY

6.5 Distribution of responsibilities

The item was tabled to a future meeting.

6.6 Work chart

The item was tabled to a future meeting.

7. CSQ Committee on Nunavik

Patrick D'Astous introduced the item.

This committee is chaired by the President of the CSQ. Sitting on the Committee are: Patrick D'Astous, AENQ President; Réjean Parent, CSQ President; Brent Tweddell, provincial negotiations coordinator for the CSQ; Paul Castonguay, union organiser for the CSQ; Diane Cinq-Mars, FPSS President; Joanne Fortier, FSE President; Jean Falardeau, FPPE President; Diane Jacques, SPPOM President.

8. CSQ working group on union involvement in the Native community

Patrick D'Astous introduced the item.

9. Unionisation – follow-up

Patrick D'Astous introduced the item.

- The tour of communities will begin in March 2008.

Following discussion on the subject, it seems that:

- lately a number of Kativik and Cree School Board professionals have indicated a wish to join the Association;
- the members of the Executive Committee would be happy to welcome them into the Association, which would be to everyone's advantage. However, the current by-laws of the FPPE prevent affiliated unions from being multi-category.

10. AENQ-CSQ-FSE negotiation protocol

Patrick D'Astous introduced the item.

Motion 9

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT the President of the Association be mandated to negotiate a new AENQ-CSQ-FSE negotiation protocol.

CARRIED UNANIMOUSLY

Motion 10

It was moved by Lillian Brien and seconded by Larry Imbeault

THAT the President of the Association be mandated to negotiate a new AENQ-CSQ-FPSS negotiation protocol.

CARRIED UNANIMOUSLY

11. Members' Rights Defence Policy

The item was tabled to a future meeting.

12. Web site

François Beauchemin introduced the item.

The new Web site is not yet in operation owing to internal problems with the designer. We hope it will be ready at the end of January 2008. In any event, the budget will be respected.

13. Consultation on pre-grievance procedure

François Beauchemin introduced the item (see item 6.4).

14. KSB school calendar

The item was tabled to a future meeting.

15. Kativik teaching sector director 2008-2009

The item was tabled to a future meeting.

16. Labour relations

Annie Roy and Emma Dallas introduced the item.

The complaint to the *Commission des droits de la personne et des droits de la jeunesse* concerning the QPP for Cree members has been rejected.

Motion 11

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT in conformity with the recommendation of the advisors of the Association and in order to affirm that prejudice occurred, an individual case be prepared and a complaint filed with the *Commission des droits de la personne et des droits de la jeunesse* on that person's behalf.

CARRIED UNANIMOUSLY

16.1 Loser pays

Patrick D'Astous, Emma Dallas and Annie Roy introduced the item.

16.2 Member files

The item was tabled to a future meeting.

17. Sector reports

- 17.1 Kativik teaching**
- 17.2 Kativik support**
- 17.3 Cree teaching**
- 17.4 Cree support**

The item was tabled to a future meeting.

18. Correspondence

Patrick D'Astous introduced the item.

19. Varia

19.1 Lodging

The item was tabled to a future meeting.

19.2 Request for a leave without pay

Motion 12

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

THAT the Executive Committee grant the request for a leave without pay to Annie Roy for the period January 7 to August 31, 2008, and mandate the President to proceed with her replacement as soon as possible.

CARRIED UNANIMOUSLY

20. Date of next meeting

The next meeting will take place in Montréal on January 19 and 20, 2008.

21. Adjournment

Motion 13

It was moved by François Beauchemin 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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EXECUTIVE COMMITTEE MINUTES

0708CEPV-05

Meeting of January 19 and 20, 2008, in Montréal

Attending:

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

1. Presentation and adoption of the agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Tarek Khazen and seconded by François Beauchemin

THAT the item *Sector reports* henceforth always be placed directly after the item *Appointment of chair and secretary for the meeting..*

CARRIED UNANIMOUSLY

Motion 2

It was moved by Larry Imbeault 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. Sector reports
 - 3.1. Kativik teaching
 - 3.2. Kativik support
 - 3.3. Cree teaching
 - 3.4. Cree support
4. Budget
5. Action plan
6. Kativik teaching sector Director 2008-2009
7. Members' Rights Defence Policy
8. Replacement—leave without pay
9. Lodging
10. Taxable benefits
11. Date of next meeting
12. Adjournment

CARRIED UNANIMOUSLY

2. Appointment of chair and secretary for the meeting

Motion 3

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT Patrick D'Astous be appointed chair and Larry Imbeault secretary for the meeting.

CARRIED UNANIMOUSLY

3. Sector reports

3.1 Kativik teaching

François Beauchemin introduced the item.

- There have been discussions concerning school calendar The most recent employer proposal was firmly rejected, teachers not having to “give” instructional days.
- A meeting of the Health and Safety Committee was held.
 - The code of conduct will be enforced in all schools and centres.
 - The KSB will take the lead in collaboration with other Nunavik organisations in combating violence.
 - A joint campaign to combat violence in schools and centres has been implemented.
- There are problems with workload in Inukjuak.
- There was a fire in a teacher’s house in Kangirsuk. There have been problems in repairing the damage so that the teacher can reoccupy it.
- There were numerous break-ins in a number of communities during the holidays. The alarm systems installed by the KSB did not function.

3.2 Kativik support

Mary N. Brassard introduced the item.

- A reminder was sent out regarding the questionnaire on priorities 2007-2010.
- In one community, a locally hired person is supposedly receiving the regional disparities premium. This creates an inequitable situation as well as being in violation of the “Provisions binding.” The situation will have to be clarified with the KSB.
- A meeting of the Labour Relations Committee will be convened.

3.3 Cree teaching

Patrick D’Astous and Tarek Khazen introduced the item.

- The President of the Association met with the Director-general of the CSB to discuss a number of matters, including taxable benefits.
- A representative of Bruntland Green Schools (BGS) will attend the next meeting of school principals.
- A joint campaign to combat violence in schools and centres is being implemented.
- The sector director visited Némaska to promote unionisation.
- The human resources department has been slow in responding to requests for professional improvement.
- The CSB still has not made the adjustment in union dues.
- There have been numerous problems involving payroll and human resources.

- A large number of unqualified teachers have been hired by the CSB.
- Teachers do not always receive contracts. The President of the Association will contact the CSB to demand that the situation be corrected.
- An study will be undertaken to determine the situation of French-language teaching in the communities.

3.4 Cree support

Christine Coonishish introduced the item.

- A memo was sent out with the questionnaire urging delegates to complete the consultation on priorities for 2007-2010.
- A tour of the communities is planned in order to meet with members and ascertain their needs.

4. Budget

Alain Lajoie introduced the item.

Motion 4

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

THAT the Executive Committee adopt the budget for 2007-2008 as amended.

CARRIED UNANIMOUSLY

5. Action plan

Patrick D'Astous introduced the item.

- Returns from the consultation on 2007-2010 priorities were presented: 360 members have replied to this time. Violence in schools and centres is the number one priority in all sectors.

Motion 5

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

THAT the Executive Committee adopt the action plan as amended.

CARRIED UNANIMOUSLY

6. Kativik teaching sector Director 2008-2009

François Beauchemin introduced the item.

Motion 6

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

THAT pursuant to the recommendations of the KSB teaching and support councils, the Executive Committee grant a 100% leave to François Beauchemin for the school-year 2008-2009 in order to complete the mandates entrusted to him by the Executive Committee following adoption of the 2007-2010 Action Plan that are in addition to those associated with his post as sector Director.

CARRIED UNANIMOUSLY

7. Members' Rights Defence Policy

The item was tabled to a future meeting.

8. Replacement—leave without pay

Larry Imbeault introduced the item.

Motion 7

It was moved by Alain Lajoie and seconded by Christine Coonishish-Weistche

THAT the Executive Committee proceed, as soon as possible, to hire a replacement for Annie Roy, and that the person hired be the candidate selected by the two members of the Selection Committee, Emma Dallas and Larry Imbeault.

CARRIED UNANIMOUSLY

9. Lodging

Tarek Khazen introduced the item.

- A questionnaire has been prepared for the consultation of members (both teachers and support staff) who live in housing provided by either of the school boards.
- The consultation will take place this winter.
- The collation and analysis of the data will take place in March and April 2008.
- And action plan will be developed for June 2008.

Motion 8

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

THAT the Executive Committee mandate Tarek Khazen to conduct a survey of Association members who live in housing provided by either of the school boards using the questionnaire he has prepared, as presented and amended; and that an action plan be prepared by the end of June 2008.

CARRIED UNANIMOUSLY

10. Taxable benefits

Patrick D'Astous introduced the item.

- We have requested an opinion from a firm of taxation consultants regarding the various taxable benefits.
- A partial report was presented.
- The President of the Association will send out a memo to members in the two school boards regarding the taxable housing benefit and advising them about the gains made in the dossier as well as the T4 reporting slips for 2007 and previous years.
- The problem of the taxable housing benefit for Association members working for the CSB should be settled in the near future.
- With regard to this problem as it concerns members of the Association who work for the KSB, we are making progress. A meeting on the subject with Patrice Beaumelle is scheduled for this week.

11. Date of next meeting

The next meeting in person will be held on March 28 and 29, 2008.

12. Adjournment

Motion 9

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
LJ° <ΝLΛP' Δ<' Γ'δΝLΛP>'

Executive Committee Minutes

0708CEPV-06

Meeting of January 24, 2008, in Montréal

Attending:

Lillian Brien	Vice-president
Alain Lajoie	Treasurer
Larry Imbeault	Secretary
François Beauchemin	Director, Kativik teaching sector
Tarek Khazen	Director, Cree teaching sector
Christine Coonishish	Director, Cree support sector

1. Presentation and adoption of the agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault 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. Replacement—leave without pay
4. Interviews with media
5. 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 Alain Lajoie be appointed chair and Larry Imbeault secretary for the meeting

CARRIED UNANIMOUSLY

3. Replacement—Leave without pay

Larry Imbeault introduced the item.

Motion 3

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee offer, as soon as possible, a contract of engagement to August 31, 2008, as replacement advisory employee to Mélanie Parent, who was chosen by consensus of the two members of the Selection Committee. Should she refuse the offer, the position of replacement advisory employee will be offered to Sophie Lefrançois.

CARRIED UNANIMOUSLY

4. Interviews with media

François Beauchemin introduced the item.

A number of media representatives have approached the Association for interviews.

5. Adjournment

Motion 4

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT the meeting of the Executive Committee be adjourned.

CARRIED UNANIMOUSLY



ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (CSQ)
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Executive Committee, Minutes

0708CEPV-07

Conference Call of February 20, 2008

Present:

Patrick D'Astous	President
Lillian Brien	Vice-president
Alain Lajoie	Treasurer
Larry Imbeault	Secretary
François Beauchemin	Sector Director Kativik-Teachers
Tarek Khazen	Sector Director Cree-Teachers
Mary Brassard	Sector Director Kativik-Support Staff
Christine Coonishish	Sector Director Cree-Support Staff

1. Presentation and adoption of the agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault 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. Derogation Request to the Policy on participation in union activities
4. Resolutions Unionization Cree Daycares
5. Lodging a grievance Increased union dues 2007

6. Union Leaves 2008-2009
7. Service Offer I Gauthier Summer 2008
8. Miscellaneous
 - 8.1. Publication of the decisions
9. Adjournment

CARRIED UNANIMOUSLY

2. Appointment of chair and secretary for the meeting

Motion 2

I was moved by Alain Lajoie and seconded by Tarek Khazen

THAT Patrick D'Astous be appointed chair and Larry Imbeault secretary for the meeting.

CARRIED UNANIMOUSLY

3. Derogation Request to the Policy on participation in union activities

Patrick D'Astous introduced the item.

Motion 3

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

THAT the Executive Committee recommends a derogation to the NQTA Policy on participation in union activities in order to pay the plane fees between Chisasibi and Whapmagoostui for Joshua D'Astous during the Cree daycares unionization process of March 2008.

CARRIED UNANIMOUSLY

4. Resolutions Unionization Cree Daycares

Patrick D'Astous introduced the item.

Motion 4

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

THAT all persons who have signed an application for membership and have paid the 2\$ initiation fees, or who sign an application for membership and pay the 2\$ initiation fees before the filing of the application for certification, be admitted as members of the Association.

CARRIED UNANIMOUSLY

Motion 5

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

THAT the Northern Quebec Teaching Association (CSQ) fills the necessary formalities to be certified by the *Commission des relations du travail* to represent all salaried members of the staff, in the meaning of the Labour Code, employed by the **Centre de la petite enfance Awaash Shiishiikunkamik** located at 2A, Spruce Street, P.O. Box 17, Waswanipi (Quebec) J0Y 3C0 and by all its establishments; the Executive Committee mandates Paul Castonguay and Simon Lussier to sign such a request for certification, to sign all documents requested by the *Commissaire du travail*, and to undertake all necessary or useful measures to this end.

CARRIED UNANIMOUSLY

Motion 6

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

THAT the Northern Quebec Teaching Association (CSQ) fills the necessary formalities to be certified by the *Commission des relations du travail* to represent all salaried members of the staff, in the meaning of the Labour Code, employed by the **Waspshooyan Kanowayemasookamouk (Centre de la petite enfance Waspshooyan)** located at 15, Wastawshkootaw Meskino, Oujé-Bougoumou (Quebec) J0M 1E0 and by all its establishments; the Executive Committee mandates Paul Castonguay and Simon Lussier to sign such a request for certification, to sign all documents requested by the *Commissaire du travail*, and to undertake all necessary or useful measures to this end.

CARRIED UNANIMOUSLY

Motion 7

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

THAT the Northern Quebec Teaching Association (CSQ) fills the necessary formalities to be certified by the *Commission des relations du travail* to represent all salaried members of the staff, in the meaning of the Labour Code, employed by the **Awash Child Care Center** located at 104, St-John Street, General Delivery,

Mistissini (Quebec) G0W 1C0 and by all its establishments; the Executive Committee mandates Paul Castonguay and Simon Lussier to sign such a request for certification, to sign all documents requested by the *Commissaire du travail*, and to undertake all necessary or useful measures to this end.

CARRIED UNANIMOUSLY

Motion 8

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

THAT the Northern Quebec Teaching Association (CSQ) fills the necessary formalities to be certified by the *Commission des relations du travail* to represent all salaried members of the staff, in the meaning of the Labour Code, employed by the **Centre de la petite enfance She She Guin** located at 10, route Lakeshore, Nemiscau (Quebec) J0Y 3B0 and by all its establishments; the Executive Committee mandates Paul Castonguay and Simon Lussier to sign such a request for certification, to sign all documents requested by the *Commissaire du travail*, and to undertake all necessary or useful measures to this end.

CARRIED UNANIMOUSLY

Motion 9

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

THAT the Northern Quebec Teaching Association (CSQ) fills the necessary formalities to be certified by the *Commission des relations du travail* to represent all salaried members of the staff, in the meaning of the Labour Code, employed by the **Centre de la petite enfance et à la famille Waaseskun** located at 7, Kaapitakanush Meskanuu St., Waskaganish (Quebec) J0M 1R0 and by all its establishments; the Executive Committee mandates Paul Castonguay and Simon Lussier to sign such a request for certification, to sign all documents requested by the *Commissaire du travail*, and to undertake all necessary or useful measures to this end.

CARRIED UNANIMOUSLY

Motion 10

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

THAT the Northern Quebec Teaching Association (CSQ) fills the necessary formalities to be certified by the *Commission des relations du travail* to represent all salaried members of the staff, in the meaning of the Labour Code, employed by the **Centre de la petite enfance Wasèyapin** located at 15, Opinica Meskino, Eastmain (Quebec) J0M 1W0 and by all its establishments; the Executive

Committee mandates Paul Castonguay and Simon Lussier to sign such a request for certification, to sign all documents requested by the *Commissaire du travail*, and to undertake all necessary or useful measures to this end.

CARRIED UNANIMOUSLY

Motion 11

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

THAT the Northern Quebec Teaching Association (CSQ) fills the necessary formalities to be certified by the *Commission des relations du travail* to represent all salaried members of the staff, in the meaning of the Labour Code, employed by the **Centre de la petite enfance Kanawhymigoo** located at 1, route Kanawhymigoo, P.O. Box 240, Wemindji (Quebec) J0M 1L0 and by all its establishments; the Executive Committee mandates Paul Castonguay and Simon Lussier to sign such a request for certification, to sign all documents requested by the *Commissaire du travail*, and to undertake all necessary or useful measures to this end.

CARRIED UNANIMOUSLY

Motion 12

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

THAT the Northern Quebec Teaching Association (CSQ) fills the necessary formalities to be certified by the *Commission des relations du travail* to represent all salaried members of the staff, in the meaning of the Labour Code, employed by the **Anjabowa Child and Family Services Centre** located at 4, Chisaasiipii South, P.O. Box 219, Chisasibi (Quebec) J0M 1E0 and by all its establishments; the Executive Committee mandates Paul Castonguay and Simon Lussier to sign such a request for certification, to sign all documents requested by the *Commissaire du travail*, and to undertake all necessary or useful measures to this end.

CARRIED UNANIMOUSLY

Motion 13

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

THAT the Northern Quebec Teaching Association (CSQ) fills the necessary formalities to be certified by the *Commission des relations du travail* to represent all salaried members of the staff, in the meaning of the Labour Code, employed by the **Awash Estchees Chilcare Centre** located at 420, Street B, P.O. Box 423, Whapmagoostui (Quebec) J0M 1G0 and by all its establishments; the Executive Committee mandates Paul Castonguay and Simon Lussier to sign such a request

for certification, to sign all documents requested by the *Commissaire du travail*, and to undertake all necessary or useful measures to this end.

CARRIED UNANIMOUSLY

Motion 14

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

THAT Paul Castonguay be mandated as the agent representing the Association in the present request for certification.

CARRIED UNANIMOUSLY

5. Lodging a grievance Increased union dues 2007

Patrick D'Astous introduced the item.

Motion 15

Whereas CSQ legal services and CSQ perception agent recommendations;

Whereas facts in the file and rules binding concerning the deduction of the union dues;

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

THAT grievances against CSB be issued to recuperate the sum of money that it neglected to collect between September and December 2007. Also, that an arbitration notice for the teachers' grievance be deposited immediately.

CARRIED UNANIMOUSLY

6. Union Leaves 2008-2009

Patrick D'Astous and Alain Lajoie introduced the item.

7. Service Offer I Gauthier Summer 2008

Patrick D'Astous introduced the item.

Motion 16

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Executive Committee ascertains that, at this moment, the financial situation of the Association does not allow the hiring of additional personal for the summer of 2008.

CARRIED UNANIMOUSLY

8. Miscellaneous

8.1. Publication of the decisions

Larry Imbeault introduced the item.

9. Adjournment

Motion 17

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

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

0708CEPV-08

Meeting of March 28 and 29, 2008

Attending:

Patrick D'Astous	President
Lillian Brien	Vice-president
Alain Lajoie	Treasurer
Larry Imbeault	Secretary
François Beauchemin	Director, Kativik Teaching Sector
Tarek Khazen	Director, Cree Teaching Sector
Mary Brassard	Director, Kativik Support Sector
Christine Coonishish	Director, Cree Support Sector

Guest: Daniel B. Lafrenière, 2nd Vice-president, CSQ

1. Presentation and adoption of the agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault 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. Sector reports
 - 3.1. Kativik Teaching
 - 3.1.1. Taxable benefits
 - 3.2. Kativik Support
 - 3.3. Cree Teaching
 - 3.4. Cree Support
 - 3.4.1. Training for Sector Director
4. Approval of minutes of previous meetings
5. Business arising from the minutes
6. New members
7. Budget
8. Union leave – Sector Directors
9. Unionisation Phase 1
 - 9.1. Current status of the field operation
 - 9.2. The accreditation procedure
 - 9.3. Negotiation
 - 9.4. Services to members
 - 9.5. Financial aspects
 - 9.6. Resources
 - 9.7. Legal context
 - 9.8. Timeline
10. Unionisation Phase 2
 - 10.1. Objectives
 - 10.2. Action Plan
 - 10.3. Timeline
11. Member complaint
12. Web Site
13. School calendar – KSB
14. Postage-paid envelopes
15. Varia
 - 15.1. SEESOCQ mediation request
 - 15.2. Position of Native Self-government Coordinator
 - 15.3. Federated bodies of the Centrale
16. Date of next meeting
17. 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 Larry Imbeault secretary for the meeting.

CARRIED UNANIMOUSLY

3. Sector reports

3.1 Kativik Teaching

François Beauchemin introduced the item.

- Problem with housing of a member on maternity leave;
- Two people who were not hired as teachers are teaching in KSB buildings in Nunavik.

3.1.1. Taxable benefits

François Beauchemin and Patrick D'Astous introduced the item.

- The KSB dossier on this has been transferred from Equipment Services to Financial Services.
- The KSB has requested a copy of the agreement concluded between the Association and the Cree School Board regarding tax reporting slips.
- The KSB has offered to work together with the Association to ask the government to apply the 66% for food transport to all other taxable benefits.
- A legal opinion regarding all taxable benefits has been sought. The CSQ will assume the costs of that legal opinion.
- A memo will be sent out to members explaining the procedures to follow in contesting a notice of assessment for the taxable housing benefit.

Motion 3

It was moved by Patrick D'Astous and seconded by Mary N. Brassard

THAT The Executive Committee receive the verbal offer of the KSB and mandate the Sector Director to approach the KSB to obtain that offer in writing, the Association's position being to accept the offer while reiterating the need for the KSB to, as soon as possible, amend T4 slips with regard to the taxable housing benefit.

CARRIED UNANIMOUSLY

Motion 4

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

THAT The Executive Committee mandate the President to inform members of the steps to take to contest the notice of assessment for previous years with regard to the

taxable housing benefit and to negotiate the most favourable possible rate for members with the person who will be providing them with direct service. Also, that a summary of the history of this dossier along with the steps taken by the Association be included with the information sent out to members .

CARRIED UNANIMOUSLY (1 abstention)

3.2 Kativik Support

Mary N. Brassard introduced the item.

3.3 Cree Teaching

Tarek Khazen and Patrick D'Astous introduced the item.

- The Cree School Board is hiring increasingly more unqualified teachers. It should resume hiring student teachers.
- A meeting was requested with the Cree School Board to attempt to resolve grievances.
- Next year, there will be 5.5 more teachers.
- All schools participated in the day against violence in the schools. Next year, this event will take place over two days.
- The Cree School Board has been provided with information about the Bruntland Green Schools (BGS) Movement.
- The Cree School Board has not implemented the Reform in secondary 3, 4, and 5. A memo will be sent out to schools and centres to notify members of this fact.
- A member of the Board Committee acted in an anti-union manner at the last meeting of the Committee.

Motion 5

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

THAT In conformity with article 12.08 of the Association's By-laws, the Executive Committee relieve Frédéric Hamelin of his duties as representative to the Board Committee of the Cree School Board, as member of the Cree Teaching Sector Council, and as union delegate for teachers in the Waswanipi Vocational Training Centre, and this for the following reasons: serious violation of the By-laws of the Association and moral prejudice caused to the Association.

CARRIED UNANIMOUSLY

3.4 Cree Support

Christine Coonishish introduced the item.

3.4.1. Training for Sector Director

Before the next in-person meeting of the Executive Committee, François Beauchemin will spend a day with Christine Coonishish to provide training in the duties of the Sector Director.

4. Approval of minutes of previous meetings

Larry Imbeault introduced the item.

Motion 6

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The minutes 0708CEPV-04, 0708CEPV-05 and 0708CEPV-06 be approved as corrected.

CARRIED UNANIMOUSLY

5. Business arising from the minutes

Patrick D'Astous introduced the item.

6. New members

Larry Imbeault introduced the item.

Motion 7

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The applications for union membership on the list of September 1, 2007, to February 28, 2008, be accepted, as corrected.

CARRIED UNANIMOUSLY

7. Budget

Alain Lajoie introduced the item.

The Cree School Board has not remitted all dues assessments for the month of February 2008 along with the 0.2% increase in dues for the months of September to December 2007.

Motion 8

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT The Executive Committee approve the 2007-2008 budget as amended.

CARRIED UNANIMOUSLY

8. Union leave – Sector Directors

Patrick D'Astous introduced the item.

Motion 9

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT The Executive Committee grant union leave to a maximum of 33% to Tarek Khazen as Director for the Cree Teaching Sector for the school-year 2008-2009.

CARRIED UNANIMOUSLY

Motion 10

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT 33% of the leave of François Beauchemin, which is 100% for the school-year 2008-2009, be committed to his duties as Director for the Kativik Teaching Sector.

CARRIED UNANIMOUSLY

9. Unionisation Phase 1

9.1 Current status of the field operation

Patrick D'Astous introduced the item.

The field operation was conducted from March 2 to 17, 2008, and a majority was obtained in 6 out of 9 subsidised childcare centres: Waswanipi (+); Oujé-Bouboumou (+); Mistissini (-); Nemaska (+); Waskaganish (+); Eastmain (+); Wemindji (-); Chisasibi (-); Whapmagooshtui (+). Approximately 150 signatures were collected in the 6 communities where a majority was attained.

9.2 The accreditation procedure

Patrick D'Astous introduced the item.

- The hearing of applications for accreditation will take place in Montréal.

- The employers are contesting accreditation for the secretaries.
- A meeting will take place on March 31 between the President of the Association and the CSQ agent responsible for union organising at the Labour Relations Commissioner's offices.
- Accreditations should be granted by the end of April 2008..

9.3 Negotiation

Patrick D'Astous introduced the item.

- Election of delegates should take place in May 2008.
- An initial consultation on a negotiation demand should also occur in May 2008.
- A regional table will be created for the negotiation.
- The CSQ will conduct the negotiation.
- The spokesperson will be from the CSQ and will be bilingual.

9.4 Services to members

Patrick D'Astous introduced the item.

- Services to members will be implemented as soon as possible.
- Services to members could be provided by the Regroupement des unités catégorielles CSQ (RUC) in exchange for dues points.

Motion 11

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

THAT in order to ensure the rapid implementation and maximum quality of services for members working in subsidised childcare centres of the Cree communities, the Association take on the responsibilities normally assumed by the RUC and request a transfer of dues points in order to do so.

CARRIED UNANIMOUSLY

9.5 Financial aspects

Patrick D'Astous introduced the item.

- An application will be made under the Politique d'accueil of the CSQ.
- The new members will provide the Association with additional revenues of \$38,000 in the first year.

9.6 Resources

Patrick D'Astous introduced the item.

Motion 12

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

THAT the President be mandated to explore with Ms Aude Vézina and with the union working conditions outside the collective agreement in order to negotiate her return to the Association.

CARRIED UNANIMOUSLY

9.7 Legal context

Patrick D'Astous introduced the item.

Decision on this item was table until a teleconference meeting to be held as early as possible.

9.8 Timeline

Patrick D'Astous introduced the item.

10. Unionisation Phase 2

The item was tabled to a future meeting.

11. Member complaint

Larry Imbeault introduced the item.

Motion 13

It was moved by Alain Lajoie and seconded by Christine Coonishish

THAT the President be mandated to find a solution to problems raised in a letter of complaint dated February 25, 2008.

CARRIED UNANIMOUSLY

12. Web Site

François Beauchemin introduced the item.

The Association's new Web site is up and running. The URL is www.aenq.org

13. KSB – School calendar

François Beauchemin introduced the item.

As negotiations with the Kativik School Board have not succeeded in re-establishing a short calendar, the school calendar for the 2008-2009 school-year will be the status quo.

14. Postage-paid envelopes

François Beauchemin introduced the item.

In future, when union delegates are required to send documents as part of surveys, consultations, etc., to the Association's offices, pre-addressed, postage-paid envelopes should be provided.

15. Varia

15.1. SEESOCQ mediation request

Patrick D'Astous introduced the item.

In order to provide appropriate service, the Secretary of the Association's Executive Committee will enquire of the SEESOCQ union delegate whether their letter to her dated March 27, 2008, should be sent in English.

15.2. Position of Native Self-government Coordinator

François Beauchemin introduced the item.

The Self-government Coordinator has submitted his resignation.

Motion 14

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

THAT the Executive Committee receive the resignation letter from Mr Livingston dated March 10, 2008, and that the Executive Committee suspend its decision regarding a replacement until the legal challenges against the Kativik School Board are settled.

CARRIED UNANIMOUSLY

15.3. Federated bodies of the Centrale

Alain Lajoie introduced the item.

Motion 15

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT an item "Report from other bodies" be added to the agenda of meetings of the Executive Committee immediately following the item "Sector reports."

CARRIED UNANIMOUSLY

16. Date of next meetings

The next meeting of the Executive Committee will take place on April 23, 2008, at 19h00 by teleconference.

17. Adjournment

Motion 16

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

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

0708CEPV-09

Meeting by teleconference of April 16, 2008

Attending:

Patrick D'Astous	President
Lillian Brien	Vice-president
Alain Lajoie	Treasurer
Larry Imbeault	Secretary
François Beauchemin	Director, Kativik Teaching Sector
Tarek Khazen	Director, Cree Teaching Sector
Mary Brassard	Director, Kativik Support Sector
Christine Coonishish	Director, Cree Support Sector

1. Presentation and adoption of the agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Tarek Khazen

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. Labour relations
5. Fiscal compensation for the person with full-time leave
6. 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 Larry Imbeault secretary for the meeting.

CARRIED UNANIMOUSLY

3. Business arising from the minutes

Patrick D'Astous introduced the item.

- The person relieved of his union duties in Waswanipi will probably not appeal the Executive Committee decision. There will have to be an election to designate a new union delegate.
- Aude Vézina has not accepted the offer made to her to return to the Association. She is asking that we extend her leave without pay for a second year. The Executive Committee will take a decision at a future meeting on that request and on the possibility of hiring a third advisor to plead cases and ensure services to new members of the Association working in CPEs.
- Peter Royle has sent the President a proposal for an offer of services to members of the Association with regard to the taxable housing benefit. The President will contact Mr Royle to renegotiate the agreement.
- In the matter of the member complaint, the President communicated with the member of the Association who is the subject of the complaint to advise her of it. She will correct the behaviour that was the source of the complaint. The complaint has been withdrawn.

4. Labour relations

Patrick D'Astous introduced the item.

- A disciplinary measure will be issued to an employee of the Association this Friday. This disciplinary measure will be a reprimand for insubordination.
- The secretary of the Association will begin her deferred salary sabbatical on June 2, 2008.

Motion 3

It was moved by Patrick D'Astous and seconded by Christine Coonishish

THAT the Association proceed with the replacement of Linda Lépine, executive secretary of the Association, as of Tuesday, May 20, 2008, until her return to

service. Posting will be from April 16 to 21, 2008; publication in newspapers will occur on the weekend of April 19 and 20; pre-selection will be made on April 23 by the selection committee comprising Emma Dallas (SEESOCQ) and Larry Imbeault (CE-AENQ); candidates selected will present themselves for interviews at the Association's offices on April 28 and 29; on April 29, 2008, the Executive Committee will proceed with the final selection to fill the post.

CARRIED UNANIMOUSLY

5. Fiscal compensation for the person with full-time leave

Patrick D'Astous introduced the item.

Motion 4

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Association pay to the President compensation in the amount of \$594.16 as a result of the increase in his taxation rate and this following verification by the Treasurer of supporting documentation.

CARRIED UNANIMOUSLY

6. Adjournment

Motion 6

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

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 0708CEPV-10

Meeting by teleconference of April 23, 2008

Attending:

Patrick D'Astous	President
Lillian Brien	Vice-president
Alain Lajoie	Treasurer
Larry Imbeault	Secretary
François Beauchemin	Director, Kativik Teaching Sector
Tarek Khazen	Director, Cree Teaching Sector
Mary Brassard	Director, Kativik Support Sector

1. Presentation and adoption of the agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault 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. Union organisation
4. Human resources: Position for legal representation and services to CPEs
5. SEESOCQ :
 - 5.1. Negotiations
 - 5.2. Letter from Richard Vennes, President of SEESOCQ

6. Taxable benefits
7. Fondation Monique-Fitz-Back
8. Adjournment

CARRIED UNANIMOUSLY

2. Appointment of 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 and Larry Imbeault secretary for the meeting.

CARRIED UNANIMOUSLY

3. Union organisation

Patrick D'Astous introduced the item.

- To this day we have received confirmation of the unionisation of two CPEs.

Motion 3

Given the recent unionisation of CPEs in certain Cree communities;

Given the CE-AENQ reflection on the structure of our union organisation with regard to the particular reality of the territory the Association serves;

Given the ongoing work of the CSQ Comité sur le militantisme autochtone;

Given the ongoing work of the CSQ Comité sur le Nunavik;

Given the raiding period anticipated for July 2009 as well as the problem of CSB and KSB professionals;

Given the willingness of the CE-CSQ to join with the Association and the constituent bodies concerned in a reflection on the adoption of an organisational structure that is best adapted to Northern Quebec:

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

a) the Secretary be mandated to convene and organise at the earliest possible opportunity during the school-year 2008-2009 a special Congress (exceptional circumstances) to formally integrate the new CPE sector into our By-laws; and, to that end, that the Secretary be invited to proceed in conformity with the second paragraph of article 13.03 of our By-laws;

b) AENQ indicate its willingness to explore, with the constituent bodies concerned and the CSQ, various models for grouping union forces in the Far North, not excluding the possibility of creating a new union entity affiliated with the CSQ;

and that the President be mandated to participate in work coordinated by the CSQ, with report to be made periodically to the CE-AENQ

CARRIED UNANIMOUSLY

4. Human resources: Position for legal representation and services to CPEs

Patrick D'Astous introduced the item.

Motion 4

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

THAT the President be mandated to explore with the CSQ and other partners the possibilities for access to the support services and various sources of documentation necessary to internal provision of legal representation;

and

THAT the President be mandated to prepare, as soon as possible, posting for a new position of union advisor whose principal responsibilities would consist of service to CPE members and legal representation in Association matters.

CARRIED UNANIMOUSLY

5. SEESOCQ

5.1. Negotiations

François Beauchemin introduced the item.

Motion 5

It was moved by Lillian Brien and seconded by Alain Lajoie

THAT François Beauchemin and Larry Imbeault be mandated to serve as negotiators for the renewal of the collective agreement of AENQ employees (SEESOCQ) and to initiate the process as early as possible, reporting regularly to the Executive Committee on the state of the negotiations, the whole to be under the supervision of the President.

CARRIED UNANIMOUSLY

5.2. Letter from R. Vennes, President of SEESOCQ

Larry Imbeault introduced the item.

Motion 6

It was moved by Alain Lajoie and seconded by Lillian Brien

THAT the Executive Committee accept the SEESOCQ's request for mediation, reiterating the importance of receiving all future correspondence in both French and English, out of respect for the Native members of the Executive Committee, and that the Secretary be mandated to communicate this to SEESOCQ.

CARRIED UNANIMOUSLY

6. Taxable benefits

Patrick D'Astous introduced the item.

Motion 7

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

THAT the President be mandated to conclude a service agreement with P. Royle as presented and to ensure appropriate follow-up.

CARRIED UNANIMOUSLY (1 abstention)

7. Fondation Monique-Fitz-Back

Patrick D'Astous introduced the item.

Motion 8

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

THAT the Association congratulate and endorse the project of the Fondation Fitz-Back and BGS and support their efforts to the extent possible.

CARRIED UNANIMOUSLY

8. Adjournment

Motion 9

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

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

0708CEPV-11

Meeting by teleconference of May 1, 2008

Attending:

Patrick D'Astous	President
Alain Lajoie	Treasurer
Larry Imbeault	Secretary
François Beauchemin	Director, Kativik teaching sector
Christine Coonishish	Director, Kativik support sector

1. Presentation and adoption of the agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault 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. Approval of minutes of previous meetings
4. Business arising from the minutes
5. Replacement – deferred salary sabbatical
6. Delegation to representative bodies
7. Date for last in-person meeting for the year 2007-2008
8. Adjournment

CARRIED UNANIMOUSLY

2. Appointment of 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 and Larry Imbeault secretary for the meeting.

CARRIED UNANIMOUSLY

3. Approval of minutes of previous meetings

The item was tabled to the next meeting

4. Business arising from the minutes

Patrick D'Astous introduced the item.

- Unionisation of CPEs in Cree communities
- Taxable benefits
- BGS
- Labour relations

Motion 3

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

THAT The Executive Committee recommend that a request for affiliation with FIPEQ-CSQ be made as soon as possible for our new members from the newly accredited CPEs in the Cree communities.

CARRIED UNANIMOUSLY

Motion 4

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

THAT The President be mandated to ask that the rules for the reimbursement of travel and accommodation expenses to attend provincial BGS sessions be revised to take into account the reality of members of the Association.

CARRIED UNANIMOUSLY

5. Replacement – deferred salary sabbatical

Larry Imbeault introduced the item.

Motion 5

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

THAT The Executive Committee accept the recommendation of the selection committee and mandate the President to offer, on behalf of the Association, a replacement contract as management secretary to Nicole Lanctôt effective May 20, 2008, until the return of Linda Lépine. In the event Nicole Lanctôt declines, that the replacement contract be offered to Marie-Ève Archambault.

CARRIED UNANIMOUSLY

6. Delegation to representative bodies

Patrick D'Astous introduced the item.

7. Date for the last in-person meeting for the year 2007-2008

François Beauchemin introduced the item.

8. Adjournment

Motion 6

It was moved by Patrick D'Astous and seconded by Christine Coonishish

THAT The meeting of the Executive Committee be adjourned.

CARRIED UNANIMOUSLY



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Minutes of the Executive Committee

0708CEPV-12

Meeting of June 22 and 23, 2008

Attending:

Patrick D'Astous	President
Lillian Brien	Vice-president
Alain Lajoie	Treasurer
Larry Imbeault	Secretary
François Beauchemin	Director, Kativik Teaching Sector
Tarek Khazen	Director, Cree Teaching Sector
Christine Coonishish	Director, Cree Support Sector

Guests:	Emma Dallas	Union Advisor, AENQ
	Mélanie Parent	Union Advisor, AENQ

1. Presentation and adoption of the agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault 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. Sector reports
 - 3.1. Kativik Teaching
 - 3.2. Kativik Support
 - 3.3. Cree Teaching
 - 3.4. Cree Support

4. Reports from other decisional bodies
5. Approval of minutes of previous meetings
6. Budget
7. Business arising from the minutes
8. Report of CDPDJQ
9. Requests for extensions – leaves without pay
10. Mandates for special Congress
11. Unionisation Phase 2
12. Negotiation mandates AENQ-SEESOCQ
13. Mandates for 2009 CSQ Congrès (CG & CF)
14. Pay equity
15. 2008-2009 mandates for François Beauchemin
16. Labour relations report
17. Members' Rights Defence Policy
18. Confidentiality Policy
19. Policy on Participation in Union Activities
20. Web Site
21. Housing
22. Date of next meeting
23. Adjournment

CARRIED UNANIMOUSLY

2. Appointment 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 Larry Imbeault secretary for the meeting.

CARRIED UNANIMOUSLY

3. Sector reports

3.1 Kativik teaching

François Beauchemin introduced the item.

- Discussions concerning the 66% were broken off by the KSB and will resume only with the next round of negotiations.

- KSB practice with regard to Chapter 12 seems to have changed to the detriment of teacher rights. The sector director will meet with union advisors to discuss the situation.
- The question of the taxable housing benefit persists, though it seems that the KSB is prepared to be a bit more reasonable with regard to the amounts it indicates on 2008 income tax reporting slips.
- On May 31 there were 61 teaching positions yet to be filled. We can assume from that that there will be at least one hundred positions to fill. Among teachers not returning next year there are a number of union delegates.
- A number of members have expressed the desire for simplified information regarding the procedure to follow in the matter of taxable benefits. They have been advised to contact Peter Royle.
- An article 39 has been filed with the office of the Labour Relations Board in the case of a “consultant” teaching in Kuujjuaq.
- As of the 2008-2009 school-year, there will be a second school in Puvirnituk. Consequently, there will be 19 delegates for this sector in the coming year.

3.2 Kativik support

In the absence of Mary N. Brassard, this item was deferred to the next meeting.

3.3 Cree teaching

Tarek Khazen introduced the item.

- A number of teachers have expressed their satisfaction with the information they have received regarding taxable benefits. Several members have contacted Peter Royle;
- Nathalie Petawabano will return to the human resources department at the beginning of the next school-year;
- Despite the Provisions Binding, the Grievance Settlement Committee has not met this year;
- Approximately 90 positions will probably have to be filled next year;
- There is no union delegate for the Vocational Training Centre;
- The CSB celebrated its 30th anniversary. The Association was not invited to participate in the celebrations.

3.4 Cree support

Christine Coonishish introduced the item.

- A number of members seem reluctant to express their problems. Meetings will be organised in the communities to allow them to speak out;
- The frequency of communications with union delegates will be increased in the coming year.

4. Reports from other decisional bodies

This item was tabled to the next in-person meeting.

5. Approval of minutes of previous meetings

Larry Imbeault introduced the item.

Motion 3

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

THAT the Executive Committee approve the minutes 0708CEPV-07, 0708CEPV-08, 0708CEPV-09, 0708CEPV-10 and 0708CEPV-11 as corrected.

CARRIED UNANIMOUSLY

6. Budget

Alain Lajoie introduced the item.

Motion 4

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Executive Committee approve the budget 2007-2008 as amended.

CARRIED UNANIMOUSLY

7. Business arising from the minutes

Patrick D'Astous introduced the item.

- Unionisation, Phase 1: The employees of four CPEs are now members of the Association (a total of approximately 140 new members); the membership card operation was a success in Waswanipi, Nemaska and Oujé-Bougoumou, while a vote was held in two communities: the result was positive in Waskaganish but negative in Eastmain;
- A meeting will take place in September concerning the Fondation Monique-Fitz-Back as well as the implementation of the BGS movement in Northern schools;
- At the beginning of the school-year, we will be asking Peter Royle for a report on the services he has provided to Association members in the taxable benefit dossier;

- The meeting to deal with item 3.4.1 of 0708CEPV-08 will be scheduled for the beginning of the next school-year;
- Despite the challenge by the CPEs to their accreditation, CPE secretaries are full members of the Association;
- There will be a meeting of the LRC with advisory staff to discuss the services that will have to be provided to CPE members;
- The complaint contained in the letter of February 25, 2008, has been withdrawn;
- The President of the Association will meet with a representative of the SEESOCQ with reference to the coming mediation with Association employees;
- Ms Nicole Lanctôt will be replacing Linda Lépine until the conclusion of her deferred-salary sabbatical;
- The Association has been notified of a grievance regarding the disciplinary measure given to an employee;
- A press release has been sent out praising the federal government's apology to Natives for the treatment they suffered in residential schools. The President of the Association seized the opportunity to demand better funding for Native schools.

8. Report of the CDPJQ

Patrick D'Astous introduced the item.

9. Request for extensions – leaves without pay

Patrick D'Astous introduced the item.

Motion 5

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

THAT in conformity with the relevant clauses of article 9.05 of the AENQ-SEESOCQ collective agreement, the Executive Committee approve the requests for extension of the leaves without pay of Ms Aude Vézina and Ms Annie Roy terminating August 31.

CARRIED UNANIMOUSLY

10. Mandates for special Congress

Patrick D'Astous introduced the item.

Motion 6

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

THAT with a view to the implementation of resolution #3a) of 0708CEPV10, in the event it receives approval of the official representatives, the mandates for the special Congress scheduled for the fall of 2008 be limited to the following three objectives:

- a) changing the name of the Association to reflect the present and future evolution of the membership by renaming it the "Association des employé(e)s du Nord du Québec – Association of Employees of Northern Quebec;
- b) amend the by-laws of the Association to integrate with all rights and privileges the newly accredited members in CPEs;
- c) amend the by-laws of the Association to delegate to the AENQ Executive Committee the power to act in the same fashion with regard to any other group which acquires accreditation in the future.

CARRIED UNANIMOUSLY

11. Unionisation Phase 2

Patrick D'Astous introduced the item.

Motion 7

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

THAT Phase 2 of the unionisation plan for 2008-2009 include:

- a) a complementary unionisation initiative as presented;
- b) actions to resolve the problem of professionals in the two school boards with respect to the organisations, structures and decisional bodies of the CSQ as presented;
- c) a raiding operation as presented.

CARRIED UNANIMOUSLY

12. Negotiation mandates AENQ-SEESOCQ

Patrick D'Astous introduced the item.

Motion 8

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

THAT In conformity with the implementation of resolution #4 of CE070810, the negotiating team be mandated to negotiate the necessary changes to the AENQ-SEESOCQ agreement, including:

- a) Addition of "legal representation" to the description of the duties and responsibilities of advisors in Appendix VIII;
- b) Inclusion in Chapter 7 of an article on teamwork to enable employees to have more extensive and direct involvement in the distribution among them of duties and responsibilities.

CARRIED UNANIMOUSLY

13. Mandates for 2009 CSQ Congr s (CG + CF)

Patrick D'Astous introduced the item.

Motion 9

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

THAT the necessary representations be made to the various decisional bodies of the CSQ (Conseil G n ral) and the federations (conseils f d raux) in the context of preparing the motions for the next Congr s of the Centrale to include motions that reflect the following principles:

- a) recognition of the unique character of the union activities of AENQ;
- b) expanded application of the model for sharing of negotiation responsibilities as described in the AENQ-FSE-CSQ protocol to other groups of unionised workers in the Association covered by Law 37;
- c) recognition of the urgency to ensure adequate financing for the Association by expanding application of the model for distributing FSE-AENQ equalisation payments to other groups of unionised members of the Association.

CARRIED UNANIMOUSLY

14. Pay equity

François Beauchemin introduced the item.

- Under the pay equity settlement, the school boards have paid those currently in their employ;
- It is the responsibility of those no longer in the employ of the boards to request payment from the boards;
- There is no deadline in the settlement to claim a sum owing;
- Union dues are being deducted from the amounts being paid;
- To date, hundreds of people no longer employed by the boards have not yet received anything.

15. 2008-2009 mandates for François Beauchemin

Patrick D'Astous and François Beauchemin introduced the item.

Motion 10

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

THAT in the context of implementing resolution #10 of 0708CEPV-08, the following mandates for union organisation be included in the 66% release attributed to François Beauchemin :

- a) act as mentor-resource for union delegates and sector directors;
- b) produce tools for delegates and SDs in the field;
- c) update union training programs;
- d) prepare recommendations regarding Association union organisation for the next "regular" Congress;
- e) represent with Larry Imbeault the Association in negotiations to renew the AENQ-SEESOCQ collective agreement;
- f) update the Web site as well as provide the necessary training to employees and members of the Executive Committee;
- g) ensure follow-up of the pay equity dossier.

CARRIED UNANIMOUSLY

16. Labour relations report

Emma Dallas and Mélanie Parent introduced the item.

Given the confidential nature of the items presented, no information regarding those items is included in these minutes.

For the 2007-2008 school-year:

- 77 grievances were filed;
- 136 grievances were settled;
- 39 were heard before various tribunals;
- Costs for expert opinions in cases before the Commission des lésions professionnelles are high;
- Costs for hearings are close to \$200,000 for the year 2007-2008. This includes travel expenses, reimbursement of expenses for workers, witnesses and Association employees, sums paid under the “loser pays” system, payments to the Centrale’s legal services, and sums paid to external firms. Costs for legal opinions are not included in the total.

17. Members’ Rights Defence Policy

Emma Dallas and Mélanie Parent introduced the item.

Motion 11

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

THAT the Executive Committee adopt the recommendations to update the *Members’ Rights Defence Policy* (renamed the *Policy on the Defence of Rights of Employees represented by AENQ*) as presented by the Association’s union advisors.

CARRIED UNANIMOUSLY

18. Confidentiality policy

Emma Dallas and Mélanie Parent introduced the item.

Motion 12

It was moved by Lillian Brien and seconded by Christine Coonishish

THAT the Executive Committee adopt the recommendation to institute the Confidentiality Policy as presented by the Association’s advisors.

CARRIED UNANIMOUSLY

19. Policy on Participation in Union Activities

Christine Coonishish and Patrick D'Astous introduced the item.

20. Web Site

François Beauchemin presented the Association's new Web site to the members of the Executive Committee and Association employees.

21. Housing

Tarek Khazen introduced the item.

Motion 13

It was moved by Tarek Khazen and seconded by Alain Lajoie

THAT the Executive Committee receive the results of the survey on housing as presented and, beginning in the fall, communicate those results to members of the Association;

AND

THAT the Action Plan deriving from the results of the survey on housing be presented to the Executive Committee of the Association at its first regular meeting of the 2008-2009 school-year.

CARRIED UNANIMOUSLY

22. Date of next meeting

The next meeting of the Executive Committee will be held from August 27-29, 2008.

23. Adjournment

Motion 14

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

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

0708CEPV-13

Meeting of August 27, 28 and 29, 2008

Attending:

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

1. Presentation and adoption of the agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT the agenda be adopted.

Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Sector reports
 - 3.1. Kativik teaching
 - 3.2. Kativik support
 - 3.3. Cree teaching
 - 3.4. Cree support

4. Approval of minutes of previous meetings
5. Budget
6. Business arising from the minutes
 - 6.1. Mandates of François Beauchemin
 - 6.2. Pay equity
 - 6.3. Representation to CSQ bodies
 - 6.4. New AENQ policies
 - 6.5. Taxation of housing
 - 6.6. Unionisation of CPEs
 - 6.7. AENQ legal representation
 - 6.8. Union training
 - 6.9. Web site
7. Special Congress
8. Legal opinion on the taxation of regional disparity benefits
9. Housing—inquiry / survey/ action plan
10. Internal procedures of the Executive Committee (rules of procedure, form of agenda, documentation)
11. CDPJQ report
12. School calendar
13. Posting for Inuktitut translation
14. Posting: Coordinator, member of Native Committee
15. “Teacher Trainees” - CSB
16. Request for reimbursement of expenses under the *Policy on the Defence of Rights of Employees Represented by AENQ*
17. Varia
 - 17.1. Violence – KSB
 - 17.2. CSB procedure for dispute resolution – teachers
 - 17.3. Report from other bodies
 - 17.4. SISP-N Consultation
18. Date of next meeting
19. Adjournment

CARRIED UNANIMOUSLY

2. Appointment of 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 and Larry Imbeault secretary for the meeting.

CARRIED UNANIMOUSLY

3. Sector reports

3.1 Kativik teaching

François Beauchemin introduced the item.

- The school-year has begun in most of the communities, although there have been delays in some communities owing to renovations in schools;
- New delegates have been elected in certain communities;
- Rights of refusal have been invoked in one community;
- The positions of director and coordinator of educational services have been filled on an interim basis owing to illness and a leave without pay;
- Despite the desire of educational services to have a uniform school calendar for all communities, there is at least one with a different calendar having a nine (9) day timetable;
- As of August 22, there remained eleven (11) teaching positions to be filled.

3.2 Kativik support

Mary N. Brassard introduced the item.

- To this time, only one delegate has been elected;
- A call will be put out in the communities to ensure that delegates are elected.

3.3 Cree teaching

Tarek Khazen introduced the item.

- The school-year began on August 11;
- Major construction and renovation are affecting schools in a number of communities;
- A new school will open despite the fact construction is not complete. The CSST has been apprised of the situation;
- To this date, fifty (50) teaching positions remain to be filled;
- There will be two days of activities dedicated to eliminating violence in schools and centres;
- A number of delegates have been elected.

3.4 Cree support

Christine Coonishish introduced the item.

- One new delegate has been elected;
- Members of the other communities will be contacted to ensure that elections take place.

4. Approval of minutes of previous meetings

Larry Imbeault introduced the item.

Motion 3

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the Executive Committee approve the minutes 0708CEPV-12.

CARRIED UNANIMOUSLY

5. Budget

Alain Lajoie introduced the item.

Motion 4

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

THAT The Executive Committee adopt the budget forecast for the financial year 2008-2009

CARRIED UNANIMOUSLY

6. Business arising from the minutes

Patrick D'Astous introduced the item.

A meeting of the Association, the FPPE and the CSQ will be arranged to discuss actions to resolve the problem of the union status of non-teaching professionals in the two school boards with regard to organisations, structures, and bodies of the CSQ as presented.

6.1. Mandates of François Beauchemin

Patrick D'Astous and François Beauchemin introduced the item.

- François Beauchemin will participate in the first council meetings of the four (4) education sectors;
- If the budget allocated for union training permits, he will also participate in a certain number of sessions;
- François Beauchemin will produce in the course of the year a guide for sector directors as well as for union delegates.

6.2. Pay equity

François Beauchemin introduced the item.

6.3. Representation to CSQ bodies

Patrick D'Astous introduced the item.

Motion 5

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

THAT the choice of representatives to bodies of the Centrale and the federations be directly tied to budgetary priorities and strategy up to the CSQ Congrès in 2009. The President will continue to exercise his discretion in this matter.

CARRIED UNANIMOUSLY

Motion 6

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

THAT the decision regarding the *Mandates for the 2009 CSQ Congrès (CG + CF)* contained in document 0708CED-12 be amended by the addition of text to point a):

Mandates for Congrès CSQ 2009 (CG + CF)

THAT the necessary representations be made to the various decisional bodies of the CSQ (Conseil Général) and the federations (conseils fédéraux) in the context of preparing the motions for the next Congrès of the Centrale to include motions that reflect the following principles:

- a) *recognition of the unique character of the union activities of AENQ and adherence to the principle of organising into a single union the greatest number of public sector employees in Nunavik and in Eeyou Istchee, regardless of their employment category;*
- b) *expanded application of the model for sharing of negotiation responsibilities as described in the AENQ-FSE-CSQ protocol to other groups of unionised workers in the Association covered by Law 37;*
- c) *recognition of the urgency to ensure adequate financing for the Association by expanding application of the model for distributing FSE-AENQ equalisation payments to other groups of unionised members of the Association.*

CARRIED UNANIMOUSLY

6.4. New AENQ policies

Larry Imbeault introduced the item.

- The *Members' Rights Defence Policy* will now be known as the *Policy on the Defence of Rights of Employees Represented by AENQ* and its application enlarged;
- There is now a *Policy on Confidentiality*;
- These two policies will soon be publicised on the Association's Web site.

6.5. Taxation of housing

Patrick D'Astous introduced the item.

- The Association pursued the case of a CSB teacher to recover overpayments to the federal government for the last ten years, which have now been reimbursed;
- Members are strongly advised to contact Peter Royle to achieve a similar result;
- Representations are being made and will continue at the provincial level to obtain the same recognition;
- Efforts continue with the KSB to have them modify their procedures for issuing tax reporting slips.

6.6. Unionisation of CPEs

Patrick D'Astous introduced the item.

Motion 7

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

THAT the union demand be presented to employees of non-unionised Cree CPEs prior to its being submitted at the negotiation table.

CARRIED UNANIMOUSLY

6.7. AENQ legal representation

Patrick D'Astous introduced the item.

6.8. Union training

François Beauchemin introduced the item.

- It should be possible to provide union training for the two (2) Cree sectors in person;

- Each sector has a budget of \$10 000.

6.9. Web site

François Beauchemin introduced the item.

7. Special Congress

Larry Imbeault introduced the item.

Motion 8

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

THAT the Special Congress take place in the first week of December 2008.

CARRIED UNANIMOUSLY

Motion 9

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

THAT the CSQ be informed of a request for the preparation of motions to amend the by-laws for submission to the AENQ Special Congress in 2008.

CARRIED UNANIMOUSLY

8. Legal opinion on the taxation of regional disparity benefits

Patrick D'Astous introduced the item.

Motion 10

It was moved by Patrick D'Astous and seconded by Christine Coonishish

THAT the Executive Committee receive the legal opinion produced for the CSQ at the Association's request by attorneys for the firm Grondin, Poudrier, Bernier concerning taxable benefits of our members in remote regions. The Association will follow up this opinion by:

- demanding the rules governing the declaration by the employer of "outings" or "travel" for medical purposes on T4 slips;
- informing members of their rights and recourses with regard to the request for deductions for medical "travel";

- exploring the possibility of legal action to establish jurisprudence in the application of the exception provided for in article 6, paragraph 6 of the Canada Income Tax Act and article 46 of the Québec Income Tax Act concerning the qualification of our members.

CARRIED UNANIMOUSLY

9. Housing—inquiry / survey / action plan

Tarek Khazen introduced the item.

Motion 11

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

THAT the Executive Committee receive the preliminary comments arising from last year’s survey on housing.

CARRIED UNANIMOUSLY

10. Internal procedures of the Executive Committee (rules of procedure, form of agenda, documentation)

Patrick D’Astous introduced the item.

- The *Rules of Procedure for meetings of the AENQ Executive Committee* were noted;
- When an agenda item cannot be discussed, a motion to table it to a subsequent meeting should be presented.

Motion 12

It was moved by François Beauchemin and seconded by Lillian Brien

THAT the agenda for every regular meeting of the Executive Committee include the item “Priority dossiers” in order to ensure better follow-up of the resolutions of the Congress.

CARRIED UNANIMOUSLY

11. CDPJQ report

Patrick D’Astous introduced the item.

Motion 13

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

THAT the AENQ's official position regarding the report on the consultation in Voyageur Memorial High School in Mistissini, issued in March 2008, be communicated to the CDPJQ, the CSB and the CSQ, as well as to the media covering Eeyou Istchee;

AND

THAT this unequivocal position reflect the decisions of the AENQ Executive Committee as well as the recommendations of the AENQ Native Committee.

CARRIED UNANIMOUSLY

Motion 14

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

THAT the Executive Committee request from the Native Committee an opinion on the position to adopt with regard to the CDPJQ Report of March 2008, and that that opinion, should it contain elements different from those of the EC, be integrated into the official position of AENQ on this matter.

CARRIED UNANIMOUSLY

12. School calendar

François Beauchemin and Patrick D'Astous introduced the item.

Motion 15

It was moved by François Beauchemin and seconded by Mary N. Brassard

THAT The Executive Committee request the Native Committee to provide its opinion on the actions to take with regard to the priority dossier of school calendars.

CARRIED UNANIMOUSLY

13. Posting for Inuktitut translation

François Beauchemin introduced the item.

Motion 16

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT a call for tenders be issued as quickly as possible for translation into Inuktitut.

CARRIED UNANIMOUSLY

14. Posting: Coordinator, member of Native Committee

Patrick D'Astous introduced the item.

Motion 17

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

THAT the Executive Committee accept the resignation of G. Livingston from the position of Self-government Coordinator

AND

THAT the position be posted in accordance with the prescribed procedure.

CARRIED UNANIMOUSLY

Motion 18

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

THAT the Executive Committee accept the resignation of Jerry Coon from the position of member of the Native Committee

AND

THAT the position be posted in accordance with the prescribed procedure.

CARRIED UNANIMOUSLY

15. "Teacher-trainees" – CSB

Patrick D'Astous introduced the item.

Motion 19

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

THAT measures be taken to ensure that "Teacher-trainees" in the CSB be included in the appropriate bargaining unit of the Association.

CARRIED UNANIMOUSLY

16. Request for reimbursement of expenses under the *Policy on the Defence of Rights of Employees Represented by AENQ*

Patrick D'Astous introduced the item.

Motion 20

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the application for reimbursement of expenses submitted by e-mail to one of the Association's union advisors on July 3, 2008, be refused as it does not satisfy the eligibility criteria contained in the *Policy on the Defence of Rights of Employees Represented by AENQ*

CARRIED UNANIMOUSLY

17. Varia

17.1. Violence KSB

Patrick D'Astous introduced the item.

- The Association wishes to resume the campaign against violence in schools and centres in cooperation with the KSB;
- The Director-general of the KSB has requested a meeting with the President of the Association to discuss this project; however, despite repeated communications from the President, she has not yet committed herself to a meeting;
- The President will attempt to contact her to discuss the project.

17.2. CSB procedure for dispute resolution – teachers

Patrick D'Astous introduced the item.

- The President will attempt to meet with the CSB to discuss implementing a disagreement settlement procedure as provided for in clause 9-1.01 of the Provisions Binding E3.

17.3. Report from other bodies

Motion 20

It was moved by François Beauchemin and seconded by Tarek Khazen.

THAT this item be tabled to the next meeting.

CARRIED UNANIMOUSLY

17.4. SISP-N consultation

Patrick D'Astous introduced the item.

- The CSQ has invited its members to comment by means of a consultation on the creation of a SISP-N;
- Members of the Association will be consulted;
- The results of the consultation have to be submitted to the CSQ between now and September 25, 2008.

18. Date of next meeting

The next meeting of the Executive Committee will take place on at 7:00 p.m. on October 1 and 2 at Mont Sainte-Anne during the CG of the CSQ and on October 4, 2008, from 10:00 a.m. to 5:00 p.m. in Montreal.

19. Adjournment

Motion 20

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the meeting of the Executive Committee be adjourned.

CARRIED UNANIMOUSLY