



**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

0809CEPV-01

### Meeting of October 1, 2, and 3, 2008

#### Attending:

Patrick D'Astous	President
Larry Imbeault	Secretary
Alain Lajoie	Treasurer
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. 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. CSQ Congrès 2009
6. Complaint of a member against another member
7. Business arising from the minutes
8. AENQ priorities
9. Committee reports
10. Recommendations of the Native Committee
11. Appeal and request for assistance under the Policy on the Defence of Rights of Members represented by AENQ
12. Housing survey 2007-2008 - Report
13. Position of member of the Native Committee
14. Position of Nunavik Self-government Coordinator
15. Policy on the translation of written documents
16. AENQ – SEESOCQ negotiations
17. Policy on Participation in Union Activities
18. Union training
19. Special AENQ Congress 2008
20. AENQ Congress 2010
21. Budget
22. Date of next meeting
23. 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. Sector reports**

### **3.1 Kativik teaching**

François Beauchemin introduced the item.

- All delegates have been elected;
- Violence seems to be increasing in certain communities;
- A number of new members have complained that an advisor in human resources (Marcel Duplessis) has been providing incorrect information.

### 3.2 Kativik support

In the absence of Mary N. Brassard, François Beauchemin introduced the item.

- Almost all delegates have been elected. In most cases the incumbent has been returned.

### 3.3 Cree teaching

Tarek Khazen introduced the item.

- All delegates have been elected except in the Waswanipi Vocational Training Centre;
- Four delegates will be participating in union training;
- A meeting of the sector council will be held by teleconference during the month of October;
- Three communities are participating in the BGS program;
- A number of applications for professional improvement have been accepted since the beginning of the school-year;
- A meeting of the board committee will take place at the end of October in Mistissini;
- An article entitled *Failing Grade* concerning the *Cree School Board Educational Review* appeared in the September 12, 2008, edition of the *Nation*.

#### Motion 3

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

THAT given the impossibility of electing a delegate for the Waswanipi Vocational Training Centre at a general meeting, Mr Benoît Forêt be appointed union delegate on an interim basis until such time as an election in a general meeting can be held.

**CARRIED UNANIMOUSLY**

#### Motion 4

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

THAT the sector director be mandated to condemn the comments of Gordon Blackned that appeared in an article entitled "A Failing Grade" in the *Nation* of September 12, 2008, and concerning the *Cree School Board Educational Review*.

**CARRIED UNANIMOUSLY**

### **3.4 Cree support**

Christine Coonishish introduced the item.

- A number of delegates have been elected;
- A labour relations committee will be organised in the near future.

#### **Motion 5**

It was moved by Christine Coonishish and seconded by Larry Imbeault

THAT as the election in a general meeting of a delegate for the establishment in Waswanipi was not possible, Tarek Khazen be mandated to organise a general meeting in order to proceed with the election of the delegate.

**CARRIED UNANIMOUSLY**

### **4. Approval of the minutes of previous meetings**

Larry Imbeault introduced the item.

#### **Motion 6**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the Executive Committee approve the minutes of 0708CEPV-13.

**CARRIED UNANIMOUSLY**

### **5. CSQ Congrès 2009 - strategy**

Patrick D'Astous introduced the item.

#### **Motion 7**

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

THAT in order to implement the 3<sup>rd</sup> resolution in document 0708CED-12 and resolution 2.2 of the document 0708CED-13 concerning the 2009 Congrès of the CSQ, the President be mandated:

- 1) to officially communicate the above resolutions to the Executive Committee of the CSQ and request that a decision be taken prior to the end of October 2008

- and prior to the next meeting of the Comité sur le syndicalisme en milieu autochtone-CSQ (CSMA-CSQ);
- 2) to formally deposit the resolutions for study by the CSMA-CSQ, which should meet prior to the end of October 2008. Study should focus primarily on a comprehensive definition of “the unique character of the union activities of AENQ”;
  - 3) to inform the Executive Committee of the FSE of the resolutions in order to obtain their support;

the whole with a view to exploring all possible avenues for introducing this dossier at the 2009 Congrès of the CSQ, and this before the holidays.

**CARRIED UNANIMOUSLY**

## **6. Complaint of a member against another member**

Larry Imbeault introduced the item.

### **Motion 8**

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

THAT the Executive Committee receive the recommendation of the union advisor responsible for the file to proceed with an investigation as provided for in article 12 of the By-laws of the Association;

AND

THAT Alain Lajoie and Mary N. Brassard be mandated to look into the matter and make recommendations.

**CARRIED UNANIMOUSLY**

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

Patrick D’Astous introduced the item.

- A first mediation meeting took place with the four employees of the Association, Patrick D’Astous, François Beauchemin, Larry Imbeault and an employee of the Ministry of Labour attending. The mediation will continue when the question of the hiring of a third advisor is settled between the Association and the SEESOCQ, and will conclude prior to the beginning of negotiations to renew the AENQ-SEESOCQ collective agreement;
- The Association has received an opinion concerning the taxation of outings for medical purposes to the effect that there is no reason the employer cannot declare such travel as such on income tax reporting slips;

- On September 30, 2008, a formal notice was sent to the KSB demanding that it change its practice for entering the taxable housing benefit on income tax reporting slips. It stated that, in the event the Board fails to act, a request for an injunction as well as other measures would be taken against the board;
- The FIPEQ has sent us a proposal for the sharing of dues of members working in childcare centres;
- As a result of the unionisation of new members working in childcare centres, we will be receiving an amount from the FAOS next month through the CSQ;
- The violence file at the KSB has been turned over to Denis Daigle, the coordinator of school principals, who will get in touch with the President in November 2008 at the latest.

## **8. AENQ priorities**

### **Motion 9**

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

THAT this item be tabled to the next meeting.

**CARRIED UNANIMOUSLY**

## **9. Committee reports**

### **Motion 10**

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

THAT this item be tabled to the next meeting.

**CARRIED UNANIMOUSLY**

## **10. Recommendations of the Native Committee**

### **Motion 11**

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

THAT this item be tabled to the next meeting.

**CARRIED UNANIMOUSLY**

**11. Appeal and request for assistance under the *Policy on the Defence of Rights of Employees represented by AENQ***

Patrick D'Astous introduced the item.

**Motion 12**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT as it was impossible to contact the member concerned due to technical difficulties (satellite communication), this item be tabled to the next meeting.

**CARRIED UNANIMOUSLY**

**Motion 13**

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT on the recommendation of one of the Association's advisors, the Executive Committee accept the request of a member that the *Policy on the defence of rights of employees represented by AENQ* be applied in his case.

**CARRIED UNANIMOUSLY**

**12. Housing survey 2007-2008**

Tarek Khazen introduced the item.

**Motion 14**

It was moved by Alain Lajoie and seconded by Christine Coonishish

THAT the preliminary version of the *Report from the survey on housing provided to employees of the Cree and Kativik School Boards* drafted in October 2008 be received.

**CARRIED UNANIMOUSLY**

**13. Position of member of the Native Committee**

Patrick D'Astous introduced the item.

## **Motion 15**

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

THAT as the Association has received no applications, a second posting for this position take place according to the prescribed procedure.

**CARRIED UNANIMOUSLY**

## **14. Position of Nunavik Self-government Coordinator**

Patrick D'Astous introduced the item.

## **Motion 16**

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

THAT this item be tabled to a subsequent meeting.

**CARRIED UNANIMOUSLY**

## **15. Policy on the translation of written documents**

Larry Imbeault introduced the item.

## **Motion 17**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT in clause 1.1.2, [in the French text] "l'Association de documents" be replaced by "de documents de l'Association"

THAT clause 3.3 be replaced to read as follows:

*The authorised translation rates for a freelance translator, professional or otherwise, recommended by the Executive Committee of the Association be as follows:*

- |  |  |
|--|--|
| <i>a) Translation into English or French:</i>  | <i>Hourly rate: \$50.00</i>              |
|  | <i>Rate per word: \$0.25</i>             |
| <i>b) Translation into Inuktitut or Cree :</i> | <i>\$40.00/page (155 words or fewer)</i> |
|  | <i>Rate per word: \$0.35</i>             |

**CARRIED UNANIMOUSLY**



## **16. AENQ-SEESOCQ negotiations**

François Beauchemin and Larry Imbeault introduced the item.

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

### **Motion 18**

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

THAT the Treasurer be mandated to present, at the Executive Committee's final meeting in 2008, the amendments necessary to the PPUA and the requisite changes in practice (reimbursement of allowances), and to identify the amounts to be entered on tax reporting slips.

**CARRIED UNANIMOUSLY**

## **18. Union training**

François Beauchemin introduced the item.

## **19. AENQ Special Congress 2008**

Larry Imbeault and Patrick D'Astous introduced the item.

### **Motion 19**

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

THAT the proposed amendments to the Association's By-laws be approved as presented and recommended for adoption by the Special Congress.

**CARRIED UNANIMOUSLY**

## **20. AENQ Congress 2010**

Patrick D'Astous introduced the item.

### **Motion 20**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the next regular Congress of the Association take place on March 26, 27 and 28, 2010.

**CARRIED UNANIMOUSLY**

## **21. Budget**

### **Motion 21**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT this item be tabled to the next meeting.

**CARRIED UNANIMOUSLY**

## **22. Date of next meeting**

### **Motion 22**

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

THAT the next meeting of the Executive Committee be held by teleconference on October 22, 2008, at 7:00 p.m.

**CARRIED UNANIMOUSLY**

## **23. Adjournment**

### **Motion 23**

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



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## Minutes of the Executive Committee

0809CEPV-02

## Meeting by teleconference of November 13, 2008

### Attending:

Patrick D'Astous	President
Lillian Brien	Vice-President
Larry Imbeault	Secretary
Alain Lajoie	Treasurer
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 items Sector Life, Budget and Report from the decision making bodies be tabled to the next meeting in person;

AND

THAT the agenda be adopted.

#### Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Special Congress
  - 3.1. Appointment of delegates
  - 3.2. Vote on referendum

4. Daycare Centres
  - 4.1. Negotiation of their first collective agreement
  - 4.2. Draft AENQ-FIPEQ-CSQ Agreement
5. Follow-Up
  - 5.1. Mandates 2009 CSQ Congress
6. Negotiation
  - 6.1. SISP-N Consultation - Results
7. Native Committee Members Positions
8. Date of Next Meeting
9. Adjournment

**CARRIED UNANIMOUSLY**

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

### **Motion 2**

It was moved by Alain Lajoie and seconded by François Beauchemin

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

**CARRIED UNANIMOUSLY**

## **3. Special Congress**

Patrick D'Astous and Larry Imbeault introduced the item.

41 votes in favour of the referendum have been received so far. All the deadlines for the Special Congress foreseen in the By-laws have been respected. The union delegates still have time to send in their tally sheet for the vote on the referendum.

### **3.1 Appointment of Delegates**

Patrick D'Astous introduced the item.

### **Motion 3**

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

THAT the Executive Committee appoint Linda Coonishish as delegate for the support sector from the Voyageur Memorial School in Mistissini.

**CARRIED UNANIMOUSLY**

### **3.2 Vote on referendum**

As official representatives to the Special Congress, three of the present Executive Committee members cast their vote on the referendum. The other members of the Executive Committee have cast their vote as representatives of their communities.

#### **Motion 4**

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

THAT the Executive Committee receive the partial results of the referendum on the holding of a special decentralised Congress including the votes of its members and extend the period for the referendum, and this taking into account the particular circumstances of the various Cree and Inuit communities..

**CARRIED UNANIMOUSLY**

### **4. Daycare Centres**

Patrick D'Astous introduced the item.

#### **4.1 Negotiation of their first collective agreement**

Paul Castonguay of CSQ and one representative from the Daycare Centres will be at the negotiation table.

#### **Motion 5**

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

THAT the Executive Committee adopt the global demands in the childcare centre negotiations with the CRA as presented and authorise deposit by our representatives of those demands at the negotiating table on November 24, 2008.

**CARRIED UNANIMOUSLY**

#### **4.2 Draft AENQ-FIPEQ-CSQ Agreement**

#### **Motion 6**

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

THAT the Executive Committee receive and approve the draft AENQ-FIPEQ-CSQ agreement on the sharing of responsibilities and assessments of childcare centre members as presented and mandate the President to ratify the agreement.

**CARRIED UNANIMOUSLY**

## 5. Follow-Up

### 5.1 Mandates 2009 CSQ Congress

Patrick D'Astous introduced the item.

#### Motion 7

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

THAT the Executive Committee adopt the following proposals and mandate its representatives to other bodies to ensure they are included in the notice of motions for the Centrale's 2009 Congress.

Whereas, on many occasions over the past 30 years, the Centrale and its federations have recognised the unique context of AENQ union activities, most recently evidenced by the CSQ-FIPEQ-AENQ agreement;

Given the work of the CSMA-CSQ;

Given the proposal of the CDPJQ regarding representation of Native members of the CSQ in its report of March 2008;

Given the recent evolution and increasing cost of transportation in the North;

Given the common interests and wishes of workers in the James Bay and Northern Québec territories:

1. That the Congress recognise the special nature of the context of AENQ union action.

2. In consequence, that the Congress amend the statutes of the Centrale as follows:

A) With a view to encouraging better representation of Cree and Inuit Native members and to ensure quality services to members:

Add the following paragraph to clause 2.01: «AENQ is a union with a special status representing workers whose employer is governed directly and indirectly by the application of the James Bay and Northern Québec Agreement and complementary agreements»;

B) With a view to giving formal recognition to existing realities and practices and in anticipation of the evolution of AENQ mandates as a result of the current process leading to self-government of the Cree and Inuit of Québec:

a) Make the following two (2) changes to clause 3.03 section b):

i) addition of the following phrase to the second sub-paragraph: "Notwithstanding the above, the sectoral group to which the AENQ is affiliated shall assume solely those responsibilities determined by agreement to that effect."

ii) addition of the following paragraph: "It shall conclude an agreement with the Centrale and AENQ specifying the delegation of its responsibilities to AENQ as well as procedures for appropriate compensation."

b) Addition to clause 3.06 section b) of the following sub-paragraph: "It shall conclude an agreement with the Centrale and AENQ specifying the delegation of its responsibilities to AENQ as well as procedures for appropriate compensation"

C) With a view to ensuring that the particular reality of AENQ members is considered in the discussions, decisions and proposals of the Intersectoral Council to be presented to the larger General Council:

Add the following section to clause 9.02 : "e) a person designated by AENQ";

D) With a view to ensuring that the particular reality of AENQ members is considered in the discussions, decisions and proposals of the Intersectoral Negotiations Council to be presented to the larger General Negotiations Council:

Add the following section to clause 10.03: "g) a person designated by AENQ";

E) With a view to ensuring that the particular reality of AENQ members is considered in the discussions, decisions and proposals of the Network Coordination Commissions from which these members are selected and with which it shares responsibility for negotiations with the federations concerned:

Add the following section to clause 10.14: "d) of a political representative from AENQ when representing members from the network in question."

F) With a view to assuring AENQ members have access to services at least the equivalent of those offered to other CSQ members:

Add the following paragraph to clause 12.02: "3. Notwithstanding the preceding sections of the present clause, all procedures for the redistribution by the Central or the federations to union bodies with which AENQ is affiliated of sums accumulated in this fund shall include, in all cases, specific provisions for their members with the principal objective of supporting and consolidating the effectiveness of union life and shall be the product of an agreement between AENQ, the Centrale and the federation concerned."

3. That the Congress mandate the Executive Council of the Centrale to strike an ad hoc committee to provide technical support and to coordinate the work necessary to implement the new provisions relating to the newly recognised special status of AENQ.

**CARRIED UNANIMOUSLY**

## **6. Negotiation**

### **6.1 SISP-N consultation - Results**

Patrick D'Astous introduced the item.

248 members of the Association have participated to the consultation, in percentage, this represents twice the percentage of the CSQ affiliates. 75% have voted in favour of the motions regarding the creation of the SISP-N.

#### **Motion 8**

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

THAT the Executive Committee receive the results as presented of the consultation on the creation of the SISP-N and mandate its representatives to act accordingly.

**CARRIED UNANIMOUSLY**

## **7. Native Committee Members Positions**

Patrick D'Astous introduced the item.

We have received two candidacies for the vacant position of a Cree representative on the Native Committee. Eva Inukpuk, Inuk representative, has left the Native Committee.

#### **Motion 9**

It was moved by Lillian Brien and seconded by Christine Coonishish



THAT the Executive Committee appoint Ms Lillian Wapachee, teacher in Mistissini, as Cree representative to the Association's Native Committee.

**CARRIED UNANIMOUSLY**

**Motion 10**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the vacant position of Inuit representative on the Native Committee be posted as per prescribed modalities.

**CARRIED UNANIMOUSLY**

**8. Date of Next Meeting**

**Motion 11**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the next meeting of the Executive Committee be held in Montréal from December 15 to 17, 2008.

**CARRIED UNANIMOUSLY**

**9. Adjournment**

**Motion 12**

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

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



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## Minutes of the Executive Committee

0809CEPV-03

### Special meeting of November 24, 2008

#### Attending:

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

#### Guest:

Paul Castonguay	Advisor on union organisation, CSQ
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#### 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 items Sector Reports, Budget, and Reports from other Bodies be tabled to the next meeting in person;

AND

THAT the agenda be adopted as amended.

## Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Childcare centres
4. 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. Childcare centres**

Patrick D'Astous and Paul Castonguay introduced the item.

#### **Motion 3**

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

THAT those persons who have signed an application for membership in the union and have paid the initial union dues of \$2.00 or those who sign the application for membership and pay the initial union dues of \$2.00 prior to the deposit of the petition for certification be accepted as members of the union.

**CARRIED UNANIMOUSLY**

#### **Motion 4**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Northern Quebec Teaching Association (CSQ) undertake the formalities of petition for certification under the Labour Code to represent all employees in the sense of the Labour Code, with the exception of co-ordinators and those persons excluded by law, who are employed by the Wasèyapin Childcare Centre located at 15 Opinica Meskino, Eastmain, Québec, J0M 1W0, and in all its

establishments and, further, that Paul Castonguay and Monique Angers be mandated to sign the petition for certification as well as any other documents required by the Commissaire du travail and to undertake all necessary or useful measures to that end.

**CARRIED UNANIMOUSLY**

**Motion 5**

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT Paul Castonguay be mandated to serve as business agent for the purpose of representing the Union in the present petition for certification.

**CARRIED UNANIMOUSLY**

**4. Adjournment**

**Motion 6**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



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## Minutes of the Executive Committee

0809CEPV-04

### Meeting of December 15, 16 and 17, 2008

#### Attending:

Patrick D'Astous	President
Larry Imbeault	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik teaching sector
Tarek Khazen	Director, Cree teaching sector
Mary N. 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 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. Sector reports
  - 4.1. Kativik teaching
  - 4.2. Kativik support
  - 4.3. Cree teaching
  - 4.4. Cree support
5. Budget
6. Reports from other bodies

7. Business arising from the minutes
8. CSQ Congrès 2009
9. Special AENQ Congress
10. Childcare centres
11. AENQ-SEESOCQ Negotiations
12. Action Plan
13. Union organisation – report
14. Housing
15. Member complaint – enquiry report
16. Position of Nunavik Self-government Coordinator
17. Appeal of Executive Committee decision under the *Policy on the Defence of Rights of Members Represented by AENQ*
18. Arbitration Committee
19. Retirement
20. Web site
21. WHS – KSB committee
22. Negotiations 2010-...
23. Complaint from unions of professionals (CSQ)
24. WIPCE
25. Date of next meeting
26. 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 previous meetings**

### **Motion 3**

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

THAT the Executive Committee approve the minutes 0809CEPV-01, 0809CEPV-02 and 0809CEPV-03 as corrected.

**CARRIED UNANIMOUSLY**

## 4. Sector reports

### 4.1 Kativik teaching

François Beauchemin introduced the item.

- On October 15, 16 and 17, 2008, there will be a meeting of the Board Committee in Kangiqsujaq.
- The KSB responded to the formal notice from the Association by stating that it will not cooperate in the matter of the taxation of housing.
- Teachers leaving their communities for the holidays were to leave on the same day, as confirmed by the KSB, which promised this would be the case. However, it was not the case, as a number of teachers had their travel date changed.
- A number of applications for professional improvement have been received and approved.
- Incorrect information was provided by the KSB to teachers hired after July 1.
- There have been numerous problems with payroll at the Innalik School in Inukjuak.
- The *Nunatsiaq News* has published an anonymous letter from a parent complaining about the teachers. *Nunatsiaq News* will publish this week a reply by François Beauchemin, in his capacity as teacher representative, to the anonymous letter.

### 4.2 Kativik Support

Mary N. Brassard introduced the item.

- Three new delegates have received union training.
- There have been significant labour relations problems at the Nunavimmi Pigiursavik Vocational Training Centre in Inukjuak.

### Motion 4

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

THAT the Executive Committee confirm the appointment of Dave Chalmers as union delegate for the school support sector of the Jaanimmarik School in Kuujuaq effective November 26, 2008.

**CARRIED UNANIMOUSLY**

### 4.3 Cree teachers

Tarek Khazen introduced the item.

- There was a meeting of the Board Committee in Mistissini on November 19 and 20, 2008.

- There was a meeting with the CSB to reach agreement on clauses 9-1.01 (settlement of disagreements) and 9-1.04 (procedure for settlement).
- The professional improvement policy appears on the CSB Web site. Teachers can apply directly using the form on the same site.
- There have been a number of serious incidents involving violence at the Voyageur Memorial School in Mistissini. Most of the school staff have exercised their right of refusal.
- Union training took place on November 29 and 30, 2008, in Val D'Or.

## **Motion 5**

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

THAT the Executive Committee confirm the appointment of Frédéric Labrie as union delegate for the teaching sector of the James Bay Eeyou School in Chisasibi effective November 18, 2008..

**CARRIED UNANIMOUSLY**

## **4.4 Cree support**

Christine Coonishish introduced the item.

- The President, the Vice-president and the Sector Director travelled to Mistissini. A delegate and alternate delegate were appointed for the administration offices.
- Union training was held on November 29 and 30 in Val D'Or.
- A Labour Relations Committee and a Sector Council will be organised in the near future. The CSB will be asked to institute a workplace health and safety committee.

## **Motion 6**

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

THAT the Executive Committee confirm the appointment of Nancy Loon as union delegate and Sophie Matoush as alternate delegate for the support sector of the administration offices in Mistissini effective November 18, 2008.

**CARRIED UNANIMOUSLY**

## **5. Budget**

Alain Lajoie introduced the item.



## **Motion 7**

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT the Executive Committee adopt the 2008-2009 budget as amended.

**CARRIED UNANIMOUSLY**

## **6. Reports from other bodies**

### **Motion 8**

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT this item be tabled to the next meeting.

**CARRIED UNANIMOUSLY**

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

Patrick D'Astous introduced the item.

- The AENQ-FIPEQ-CSQ agreement on the distribution of union dues has been signed.
- At the last meeting of the CG, a meeting was held on the subject of unionism in Native communities. Participating in that meeting were Daniel B. Lafrenière (2<sup>nd</sup> vice-president of the CSQ), Patrick D'Astous, Larry Imbeault, Jean Falardeau (president of the FPPE), Diane Jacques (president of the SPPOM), Parfait Cerné (delegate for KSB professionals and member of the SPPOM Executive), and François Bélisle (vice-president of SPPMSNO).
- The Association has received the bill for the President's leave covering the years 2006-2007 and following. The portion for 2007-2008 has been paid. The rest is in dispute and has not been paid.
- The President met with the Minister of Revenue of Québec and, a week later, with the Deputy Minister, with regard to the taxable housing benefit. The Ministry of Revenue will evaluate the value of the housing occupied by our members and that occupied by workers in other sectors with a view to ensuring consistency.
- The certified evaluator who helped the Association reach agreement with the CSB will provide assistance in the case with the KSB .

## **8. CSQ Congrès 2009**

Patrick D'Astous introduced the item.

## **Motion 9**

Whereas the SSPOM and the SPPMSNO have tabled a request to intervene at the conseil permanent de conciliation (CSQ);

Whereas AENQ has indicated its willingness to respect other accreditations of the CSQ;

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT based on the proposed amendments to the by-laws that AENQ intends to present to the 2009 CSQ Congrès, the Executive Committee mandate the President to explore all possible alternative avenues to respond to the needs of the CSQ's Northern members and that these be submitted to the *Comité sur le syndicalisme en milieu autochtone* (CSQ).

**CARRIED UNANIMOUSLY**

## **9. AENQ Special Congress**

Larry Imbeault introduced the item.

- Total number of delegates under the by-law governing representation at the Congress (art. 13.01) : 103 delegates
- Total number of delegate voting in the referendum: 77 or 74,75%
- Total number of delegates voting for the holding of a special Congress: 74 or 71,84%
- Total number of delegates voting against the holding of a special Congress: 3 or 2,91%

Result: In respect of the 2/3 majority required, the Association proceeded to hold a special Congress as described in the documentation to that effect.

Vote on the by-law amendments under article 22 of the By-laws as recommended by the Association's Executive:

- Total number of delegates under the by-law governing representation at the Congress (art. 13.01): 103 delegates
- Total number of delegates voting on the proposed amendments: 65 or 63,11%
- Total number of delegates voting for the proposed amendments: 61 or 59,22%
- Total number of delegates voting against the proposed amendments: 4 or 3,88%

Result: The rules regarding language, deadlines for amendments, and the majority (+ than 50%) of affirmative delegate votes having been respected, the Association may proceed with the amendments to the By-laws as proposed.

### **Motion 10**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the Executive Committee mandate the President of the Association to undertake the necessary measures with the bodies concerned to officialise the resolutions of the special Congress.

**CARRIED UNANIMOUSLY**

### **10. Childcare centres**

Patrick D'Astous introduced the item.

- The majority of employees of the Eastmain childcare centre signed their cards during the President's visit. The request for certification for this centre was submitted to the Labour Relations Commission on November 25, 2008.
- With regard to Mistissini, due to exceptional circumstances, the ground work could not be completed. Consequently, no cards have yet been signed.

### **Motion 11**

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

THAT the Executive Committee approve the amended unionisation plan, phase 2, as presented.

**CARRIED UNANIMOUSLY**

### **11. AENQ-SEESOCQ negotiations**

François Beauchemin introduced the item.

- A proposal was submitted by the representative of the SEESOCQ.

### **12. Action plan**

Patrick D'Astous introduced the item.

## **Motion 12**

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

THAT the Executive Committee adopt the action plan as amended.

**CARRIED UNANIMOUSLY**

## **13. Union organisation – preliminary report**

François Beauchemin introduced the item.

## **Motion 13**

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

THAT the Executive Committee receive the preliminary report by François Beauchemin on union organisation.

**CARRIED UNANIMOUSLY**

## **14. Housing**

Tarek Khazen introduced the item.

## **Motion 14**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Executive Committee receive the recommendations contained in the report on housing from Tarek Khazen and that these be introduced by its members at the various appropriate bodies.

### **Recommendation 1 :**

That the two school boards routinely distribute, with the collective agreement, the policy/directives regarding housing at the time of hiring of every employee to be housed within their territories and include in the inventory of each housing unit a copy of the policy/directives on housing to be posted in a conspicuous place.

### **Recommendation 2 :**

That the two school boards ensure that their policies/directives on housing and the rules issued in conformity with the collective agreements be respected and applied consistently in all communities.

### **Recommendation 3 :**

That those locally responsible provide written explanation for any instance where procedures and/or criteria for the allocation of housing are not respected. In the absence of any exceptional circumstances, such written explanation must be sent to AENQ before the dwelling is occupied,.

### **Recommendation 4 :**

That the two school boards undertake the necessary measures to remedy the lack of infrastructure and qualified labour to respond to the needs of the communities, specifically:

- the construction of new housing units for the employees of the two school boards;
- the recruitment of additional maintenance employees to respond to the specific needs of each community.

**CARRIED UNANIMOUSLY**

## **15. Member complaint**

Alain Lajoie introduced the item.

An enquiry was conducted. Those concerned, as well as advisory staff, have been consulted.

### **Motion 15**

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

THAT the Executive Committee receive the report of the enquiry into the complaint of a member presented by Alain Lajoie and mandate the President of the Association to seek further advice, prepare a recommendation in the matter, and advise the members concerned of this decision.

**CARRIED UNANIMOUSLY**

## **16. Position of Nunavik Self-government coordinator**

Patrick D'Astous introduced the item.

### **Motion 16**

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

THAT David Loiselle be appointed Nunavik Self-government Coordinator

**DEFEATED (1 abstention)**

**Motion 17**

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

THAT the Executive Committee mandate the Secretary to prepare a new posting in conformity with the prescribed procedure.

**CARRIED UNANIMOUSLY**

**17. Appeal of the EC decision under the *Policy on the Defence of Rights of Employees Represented by AENQ***

Patrick D'Astous introduced the item.

**Motion 18**

Whereas the member concerned in the matter has been contacted by telephone;

Whereas there is no new information to be reported;

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

THAT the Executive Committee reaffirm resolution #13 of its meeting of August 27, 28 and 29, 2008 (0708CED-13).

**CARRIED UNANIMOUSLY**

**18. Arbitration Committee**

François Beauchemin introduced the item.

**Motion 19**

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT the Executive Committee establish an *Arbitration Committee (AC)* and mandate the representatives to the LRC-AENQ to discuss the procedural rules for such a committee.

**CARRIED UNANIMOUSLY**

## **19. Retirement**

Patrick D'Astous introduced the item.

### **Motion 20**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the Executive Committee note the huge difficulty in effecting any changes to the RREGOP in order to respect the resolution of the last Congress. Nonetheless, that it affirm its positive evaluation of the possibility to create a complementary pension plan based on the portion of member salaries comprising premiums, and mandate the President to conduct a membership consultation on the matter.

**CARRIED UNANIMOUSLY**

## **20. Site internet**

François Beauchemin introduced the item.

### **Motion 21**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Executive Committee mandate François Beauchemin to solicit a tender from *Beesum Communications* for the creation of an administrative tool that, along with existing tools, will permit changes within pages of the Association Web site using ASP code.

**CARRIED UNANIMOUSLY**

## **21. Negotiations 2010-...**

Patrick D'Astous introduced the item.

### **Motion 22**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Executive Committee mandate François Beauchemin to prepare a consultation document by January 12, 2009.

**CARRIED UNANIMOUSLY**

## **22. Workplace Health and Safety Committee - KSB**

François Beauchemin introduced the item.

- The KSB has terminated the tripartite agreement signed on March 15, 2006, establishing a Central Workplace Health and Safety Committee, on the grounds that it is more efficient to refer matters to the labour relations committees.
- The KSB continues to participate in the local committees; however, consultations will be made to verify the impact on local committees of the disappearance of the central committee.

## **23. Complaint from unions of professionals (CSQ)**

Patrick D'Astous introduced the item. See item 8.

## **24. WIPCE**

Patrick D'Astous introduced the item.

- A CSB teacher attended this conference in Melbourne, Australia. He was accompanied by a member of CSQ advisory staff.
- A report on this conference will be presented to the Executive Committee and an article will be published in *Nouvelles CSQ* as well as the *Nation*.

## **25. Date of next meeting**

### **Motion 23**

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

THAT the next meeting of the Executive Committee be held by teleconference on January 22, 2009, beginning at 7:00 p.m. and deal exclusively with the topic of negotiations.

**CARRIED UNANIMOUSLY**

## **26. Adjournment**

### **Motion 24**

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

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

0809CEPV-05

### Meeting by teleconference of February 12, 2009

#### Attending:

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

THAT the closed agenda be adopted.

##### Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Negotiations 2010
  - 3.1. Consultation draft
  - 3.2. Negotiating teams
  - 3.3. Business arising from the CGN

4. CSQ Congrès
5. Date of next meeting
6. 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. Negotiations 2010**

### **3.1 Consultation draft**

François Beauchemin introduced the item.

### **Motion 3**

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

THAT the Executive Committee adopt the consultation document for the 2010 negotiations as amended.

**CARRIED UNANIMOUSLY**

### **3.2 Negotiating teams**

Patrick D'Astous and Larry Imbeault introduced the item.

### **3.3 Business arising from the CGN**

## **4. CSQ Congrès**

## **5. Date of next meeting**

### **Motion 4**

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

THAT decisions on items 3.2, 3.3 and 4 be taken at the next in-person meeting to be held in Montréal on February 28 and March 1, 2009.

**CARRIED UNANIMOUSLY**

## **6. Adjournment**

### **Motion 5**

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

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



## Minutes of the Executive Committee

0809CEPV-06

## Meeting of February 28 and March 1, 2009

### Attending:

Patrick D'Astous	President
Lillian Brien	Vice-president
Larry Imbeault	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Director, Kativik teaching sector
Tarek Khazen	Director, Cree teaching sector
Mary N. 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 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. Approval of minutes of previous meetings

5. Budget
6. Business arising from the minutes
7. Reports from other bodies
8. CSQ 2009 Congrès
9. AENQ 2008 special Congress
10. Childcare centres – Negotiations
11. FPSS Conseil fédéral– mandates
12. F. Beauchemin – Motion
13. Negotiations 2010
  - 13.1. Negotiating teams
  - 13.2. Negotiation committees
  - 13.3. SISP protocol
14. AENQ union advisors
15. AENQ office
16. Request for assistance under the *Policy on the Defence of Rights of Employees Represented by AENQ*
17. Date of next meeting
18. Adjournment

**CARRIED UNANIMOUSLY**

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

### **Motion 2**

It was moved by Alain Lajoie and seconded by Christine Coonishish

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.

- A meeting of the Board Committee was held on January 27 and 28, 2009;
- The KSB was questioned regarding the minutes of a meeting of the Council of Commissioners in which it is stated that it wishes to settle the question of the short school calendar;
- Kangirsuk: the principal, who is on probation, has not been respecting the Provisions Binding; the situation has been condemned.

### **3.2 Kativik support**

Mary N. Brassard introduced the item.

### **3.3 Cree teaching**

Tarek Khazen introduced the item.

- Day against Violence: For a second time, board representatives on the Board Committee did not notify school administrations about this day;
- There was a fire in the Waswanipi school;
- The final report of the housing survey will be presented to the CSB at the next meeting of the Board Committee to be held in March 2009;
- A bulletin "Sector News" will be prepared to appear four times a year.

### **3.4 Cree support**

Christine Coonishish introduced the item.

- The Sector Director was the victim of negative comments by her superior with regard to her services. A union advisor has written the official to demand that she desist from what could constitute reprisals for union activities;
- On January 22, the Sector Council met to elect the union representatives to the Labour Relations Committee; the representatives will be Patrick Bobbish and Rita Hester-McLeod;
- The week following, a meeting of the LRC was held in Val d'Or. Among the matters discussed were the professional improvement fund, cyclical lay-offs, amendments to the Professional Improvement Policy, requests for professional improvement, and the seniority list;
- The next meeting of the LRC will be at the end of March.

### **3.5 Childcare centres**

Patrick D'Astous, political coordinator for the sector, introduced the item.

- The Eastmain centre has now been added to the sector, which now counts 5 establishments;
- At the next regular Association Congress, a sector director will be elected;
- There have been problems concerning step advancement in the Waskaganish centre;
- The union delegates are: Lisa Wapachee (She She Guin Centre, Nemaska), Elizabeth Wapachee (alternate); Tina Bosum (Waspshooyan Centre, Oujé-Bougoumou), Micheline Bosum (alternate); Roselyn Cheezo (Awaash Shiishiikumkamik Centre, Waswanipi), Wanda Mowatt (alternate); Georgette Katapatuk (Waaseskun Centre and home provider, Waskaganish), Anita Kitty (alternate); and Patricia Moses (Waseyapin Centre, Eastmain).

#### **4. Approval of minutes of previous meetings**

##### **Motion 3**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the minutes 0809CEPV-04 and 0809CEPV-05 be approved as corrected.

**CARRIED UNANIMOUSLY**

#### **5. Budget**

Alain Lajoie introduced the item.

- The financial statement for the Association to August 31, 2008, was presented.

##### **Motion 4**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Executive Committee adopt the 2008-2009 budget as amended.

**CARRIED UNANIMOUSLY**

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

Patrick D'Astous introduced the item.

- Taxation of housing benefit: a report was submitted by the certified evaluator; photographs will be added to complete the file before it is presented to the KSB;
- The FPSS will be sending us a copy of the AENQ-FPSS-CSQ protocol concluded during a previous round of negotiations;
- The final report on the housing survey has been provided to the members of the Executive Committee;
- The person against whom a complaint was lodged by another member has submitted a letter challenging the procedure;
- The meeting of the AENQ-SEESOCQ LRC concerning the Arbitration Committee is postponed pending the completion of staffing;
- The President has fulfilled his mandate pursuant to motion 9 of 0809CEPV-04;
- A presentation was made to the Executive Committee of the FSE concerning the Association's orientations; presentations to the Conseil fédéral of the FSE and the Conseil fédéral of the FPSS are also planned;

- An article appeared in the *Nation* and in *CSQ News* concerning participation by a member of the Association in the *World Indigenous Peoples Conference on Education*;
- We have received the submission of *Beesum Communications* for training in the maintenance and update of our Web site. The firm has made a proposal to update the site for \$4,000 a year. The President will attempt to conclude an agreement.

## 7. Reports from other bodies

Patrick D'Astous introduced the item.

- Conseil fédéral – FSE: Attending: Patrick D'Astous, François Beauchemin, Tarek Khazen. Interventions were presented requesting adaptations in the consultation document;
- Conseil fédéral – FPSS: Attending: Larry Imbeault. The only item for the CF was the non-raiding protocol between the SISF, the CSN and the FTQ. The delegates at the CF voted in favour of the non-raiding protocol.
- Conseil général – CSQ: Attending: Patrick D'Astous, François Beauchemin and Larry Imbeault.
  - Regional coordination: in order to coordinate the union action of affiliates, the CSQ wants to improve coordination. The Association advised that it will not be participating in its present form, given the incompatibility of the proposed procedures;
  - Autonomy and interdependence: The Association successfully supported the proposal "That affiliates be invited to strengthen their inter-categorical cooperation at the local or regional levels, particularly with regard to the sharing of information and resources necessary to the realisation of common actions against the employers";
  - Unionisation in Native communities: A recommendation was made to extend the Committee on Unionisation in Native Communities with modifications to its mandate. The Association was not satisfied with this. It questioned the results of the Committee constituted in 2008.
- CGN: A non-raiding protocol was adopted with the CSN and the FTQ. There will, therefore, be a Common Front including the SISF, the FTQ and the CSN for the next negotiations.

## 8. 2009 CSQ Congrès

Patrick D'Astous introduced the item.

- Report on previous resolutions;
- April 27, 2009, is the deadline for sending the Centrale motions to amend the CSQ statutes
- We are waiting for movement on the part of the CSQ and its federations



## 9. 2008 AENQ special Congress

Patrick D'Astous introduced the item.

- The procedures provided in the *Labour Code* for making the name change of the Association official have been instituted. We still have to change the name with the registrar ;
- An article in *CSQ News* reports the name change of the Association.

## 10. Childcare centres – Negotiations

Patrick D'Astous introduced the item.

- The President has done a tour in preparation for the next round of negotiations;
- The table representative is Christina Gull, a childcare educator at the Waswanipi centre; and the spokesperson is Paul Castonguay, CSQ advisor
- To date, there have been two meetings of the table; three more are scheduled; Negotiations are proceeding well so far.
- A negotiations bulletin has been sent out to centre members; others will be prepared and distributed in the future to keep members informed of the progress of the negotiations.
- The employer party (CRA) is opposed to the participation of employees in the selection process

## 11. FPSS Conseil fédéral – mandates

Larry Imbeault introduced the item.

### Motion 5

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

THAT the Association's official representatives unable to attend a meeting of the Conseil fédéral of the FPSS transfer their mandates to the official delegates present at these meetings.

**CARRIED UNANIMOUSLY**

## 12. Motion – F. Beauchemin

Patrick D'Astous introduced the item.

The President noted the discomfort of certain EC members with this recommendation.

He suggested that, prior to the consideration of this recommendation, that steps be taken to clarify for the CE the views among members of the situation concerning F. Beauchemin.

## **Motion 6**

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

THAT In conformity with the Association's By-laws, the Executive Committee will consult the members of the Kativik teaching sector council on the granting to the sector director, François Beauchemin, a part-time union leave of absence for the school-year 2009-2010 in order to perform his duties, in light of the following elements:

1) F. Beauchemin was elected at the 2007 Congress as Director of the Kativik teaching sector, and this mandate is effective until 2010;

2) F. Beauchemin has, for personal reasons, lived apart from the place of his assignment since January 2007;

3) F. Beauchemin performs the majority of his duties as sector director from his home in the Laurentians north of Montréal, while presenting himself on a weekly basis at the Association's office in Montréal;

4) F. Beauchemin has maintained his employment tie with the KSB since January 2007 by combining his leaves for union affairs with leaves without pay in the following proportions:

- 2006-2007 : 25% union leave as sector director plus unpaid leave
- 2007-2008 : 50% union leave as sector director plus unpaid leave
- 2008-2009 : 33% union leave as sector director and 66% union leave to fulfil various mandates related to union organisation

5) The Association's By-laws provide that the sector director is elected by the representatives of the sector meeting in the Congress. They further provide that candidates must belong to the sector in question. In order to belong to this sector (KSB teaching), it is at the least necessary to maintain an employment tie as a KSB teacher, and, thus, be deemed an employee in the sense of the *Labour Code*;

6) For the school-year 2008-2009, F. Beauchemin has already notified the Executive Committee that, for personal reasons, he will not be returning to the place of his assignment and, at the same time, has submitted a proposal to be assigned duties and mandates by the Executive Committee along the same lines as the 2008-2009 model in exchange for union leave.

7) Were the Executive Committee to grant a full-time union leave to F. Beauchemin, that would have the direct effect of maintaining his employment tie with the KSB; F. Beauchemin would, therefore, retain full rights as a teacher;

8) Were the Executive Committee not to grant union leave or to grant only a part-time leave to F. Beauchemin, the maintenance of his employment tie for the 2008-2009 school-year would be uncertain, which would throw into question his function as sector director;

9) F. Beauchemin has the confidence of the Executive Committee in spite of his exceptional situation and requires it to take all appropriate measures to avoid the appearance of conflict of interest and to ensure all necessary transparency with the sector council concerned;

10) The Executive Committee may grant union leaves it deems appropriate in respect of the best interests of the members and the budgetary capacity of the Association .

In due consideration of the facts submitted to them, the members of the Kativik teaching sector council recommend that the Executive Committee grant, if possible, to Mr F. Beauchemin a union leave to fulfil his duties as sector director as provided in our By-laws ( vote to be held by e-mail and submitted to the secretary of the Association with a certified copy to the President within 48 hours).

**CARRIED**

## **13. Negotiations 2010**

### **13.1 Negotiating teams**

Patrick D'Astous introduced the item.

#### **Motion 7**

It was moved by Tarek Khazen and seconded by Alain Lajoie

THAT for the 2010 negotiations, Patrick D'Astous be recommended to act as spokesperson at the Cree and Kativik school board teacher tables (E3 and E4).

**DEFEATED**

#### **Motion 8**

It was moved by Larry Imbeault and seconded by Christine Coonishish

THAT for the 2010 negotiations, Patrick D'Astous be recommended to act as spokesperson at the Cree School Board teacher table (E3);

AND

THAT François Beauchemin be recommended to act as spokesperson at the Kativik School Board teacher table (E4).

**CARRIED**

### **Motion 9**

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

THAT Michael Palumbo, CSQ union advisor, act as spokesperson at the school support staff tables of both the Cree and Kativik school boards (S8 and S9) and that Larry Imbeault be a member of this negotiating team as a representative of AENQ.

**CARRIED UNANIMOUSLY**

## **13.2 Negotiation committees**

Patrick D'Astous introduced the item.

### **Motion 10**

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

THAT for the 2010 negotiations, negotiation committees be constituted and composed as follows :

CNE3:

Patrick D'Astous, President, spokesperson and coordinator

Tarek Khazen, Sector Director

Another person recommended by the sector

Nathaly Castonguay: CSQ advisor and negotiator

As required: Philippe Kropveld, adult education delegate

Benoit Forest, vocational training delegate

CNE4:

Patrick D'Astous, President, political spokesperson and coordinator

François Beauchemin, spokesperson and Sector Director

Another person recommended by the sector

Nathaly Castonguay: CSQ advisor and negotiator

As required: Forbes Moran, adult education delegate

Michel Poulain, vocational training delegate

CNS8:

Patrick D'Astous, President, political spokesperson and coordinator

Lillian Brien, Vice-president and person responsible for the sector

Larry Imbeault, Negotiator

Christine Coonishish, Sector Director

Michael Palumbo, CSQ advisor and table spokesperson

CNS9:

Patrick D'Astous, President, political spokesperson and coordinator

Lillian Brien, Vice-president and person responsible for the sector

Larry Imbeault, Negotiator

Mary N. Brassard, Sector Director

Michael Palumbo, CSQ advisor and table spokesperson

AND

Subject to the division of responsibilities prescribed in the by-laws and rules of the federations and of the Centrale as well as the protocols in force at the time of the application of the present, the mandate of these committees shall be, among others,:

a) to recommend appointments to fill the complement of the negotiating teams, where necessary, taking into account the needs and the financial capabilities of the Association;

b) to develop the content of union proposals in conformity with the results of the consultations, to analyse employer offers and to make the appropriate recommendations;

c) to prepare reports to be submitted to the various technical and political bodies responsible for coordination and decision;

d) to prepare the content of information to members as well as any consultations necessary during the negotiations;

e) to prepare a communication and mobilisation plan within the framework of the negotiations.

**CARRIED UNANIMOUSLY**

### **13.3 SISP protocol**

Patrick D'Astous introduced the item.

#### **Motion 11**

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

THAT The President be mandated to sign, on behalf of the Association, the text of a non-raiding protocol, as follows:

*Whereas there is a non-raiding protocol binding the member organisations of the SISP;*

*Whereas our union is affiliated as a member organisation of the SISP;*

*We formally undertake to respect the “Non-raiding protocol binding member organisations of the SISP” agreed to in the framework of the “Protocole d’engagement concernant la négociation.”*

*We also undertake to respect all decisions of the SISP under its framework of procedures provided in the protocol for the resolution of disputes.*

**CARRIED UNANIMOUSLY**

#### **14. AENQ union advisors**

Patrick D’Astous introduced the item.

##### **Motion 12**

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

THAT the recommendations of the hiring committee be received and that a replacement contract be offered to Zéni Andrade; and, should he not accept, that the replacement contract be offered to François Soucy; and, should he not accept, that the replacement contract be offered to Gaetan Desnoyers.

**CARRIED UNANIMOUSLY**

##### **Motion 13**

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

THAT subject to agreement between the Association and the SEESOCQ, the 3<sup>rd</sup> position of union advisor be offered to Ève-Lyne Fecteau and this, exceptionally, without recourse to the procedure provided in the collective agreement of the employees of the Association.

**CARRIED UNANIMOUSLY**

## **15. AENQ office**

Patrick D'Astous introduced the item.

- It will be necessary to make changes to the workplace in order to accommodate the new members of staff.

## **16. Request for assistance under the Policy on the Defence of Rights of Employees Represented by the Association**

Patrick D'Astous introduced the item.

### **Motion 14**

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

THAT the Executive Committee receive the recommendation of the Association's advisor and accept the request of a member that the *Policy on the Defence of Rights of Employees Represented by AENQ* be applicable to his case.

**CARRIED UNANIMOUSLY**

## **17. Date of next meeting**

The date of the next meeting of the Executive Committee is to be determined.

## **18. Adjournment**

### **Motion 15**

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

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**





4. Approval of minutes from previous meetings
5. Reports from other bodies
6. Business arising from the minutes
7. Preparation for and operation of this committee
8. Report on union organisation activities
9. CSQ Congrès 2009
10. AENQ Congress 2010
11. Union training for 2010
12. Legal change of the name of the Association
13. Negotiations 2010
  - 13.1. Report regarding recommendations
  - 13.2. Intersectoral content
  - 13.3. Consultation
14. Reconsideration of the consultation of the Kativik teaching sector council
15. Motions of F. Beauchemin
16. Union leave 2010
17. Budget
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 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.

- The Association has received a request from the Ikusik School in Salluit to sponsor their graduation ceremonies. The President will reply to inform them that the Association unfortunately does not include such items in its budget.
- Teachers in two communities complained that the 2009-2010 school calendar will be extended by two days because of the Association's Congress. The Director of Educational Services sent a letter to school administrators informing them that the

Association “suddenly” and tardily [sic] informed the KSB of the dates for its biennial [sic] Congress and that they had the choice of using two floating pedagogical days [sic] or of extending their calendar by two days.

### **Motion 3**

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

THAT the President of the Association be mandated to clarify with the KSB the situation regarding the procedures for the holding of the Association’s Congress.

**CARRIED UNANIMOUSLY**

### **3.2 Kativik support**

Mary N. Brassard introduced the item.

- We are still looking for a union delegate for Ivujivik.

### **3.3 Cree teachers**

Tarek Khazen introduced the item.

- It was suggested that, rather than a sectoral news bulletin, that there be an Association news bulleting in order to strengthen ties among the Association’s members. A decision will be taken at the next in-person meeting of the Executive Committee.
- In response to the 2007-2008 Report on Education, the Director-General of the CSB wants to create a task force with the mandate to find solutions to combat dropping out, reduce absenteeism, and improve success rates. The Association wants to be involved.
- The delegate from one community does not return calls from the Sector Director, who will try to contact the alternate, if there is one.

### **3.4 Cree support**

Christine Coonishish introduced the item.

- The union delegate from Eastmain has had an automobile accident. The Association will try to find a replacement..

### **3.5 Childcare centres**

Patrick D’Astous introduced the item.

- An arbitrator has been designated for Waswanipi grievances.
- A third meeting of the negotiations table was held this week. A new negotiations bulletin was issued and will appear on the Association's Web site.

#### **4. Approval of minutes of previous meetings**

This item was tabled to a future meeting.

#### **5. Reports from other bodies**

Patrick D'Astous introduced the item.

- There was a joint FPPE-FSE Conseil fédéral.
- There was a meeting of the CGN which was attended by Patrick D'Astous, Larry Imbeault, François Beauchemin and Tarek Khazen.
- At that CGN, a recommendation was proposed to make no demand regarding regional disparities. Both the Association and the SPPOM opposed the recommendation.
- At the CGN, a recommendation was adopted to create a task force to consider regional disparities.
- There was a meeting of the Conseil fédéral of the FSE. The Conseil fédéral voted in favour of a targeted demand. The three targets identified are student-teacher ratios, the maximum number of students with special needs integrated into a regular class, and job insecurity for certain teachers. The Association clearly expressed our view that any demands regarding student-teacher ratios should be accompanied by demands on the attraction and retention of staff (regional disparities). The Association opposed the adoption of the consultation document, which should be amended to reflect our realities

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

Patrick D'Astous introduced the item.

- Pursuant to decision 9 of the last in-person meeting of the Executive Committee, an agreement was concluded with the SEESOCQ, a contract for the 3<sup>rd</sup> position of staff advisor was offered to Eve-Lyne Fecteau, and the 3<sup>rd</sup> support staff position was posted. The offices have been rearranged to accommodate the support staff person to be hired. The archives were transferred to a storage facility.
- The President negotiated a ceiling with the firm Beesum and a deadline to be determined. In the event that deadline is not respected, a penalty will be applied.
- The President has finally received a copy of the former negotiations protocol between the FPS (now the FPSS) and the Association.
- In the housing dossier, estimated rental values for the KSB are higher than those those for the Cree communities.

## **7. Preparation for and operation of this committee**

Patrick D'Astous introduced the item.

- At our last in-person meeting it became clear that we have to change our procedures for taking important decisions. How should we proceed in those situations?
- Another question that arose was how we proceed when a matter concerns only one sector or one category of members (school support, teachers, etc.) where a number of Executive members are not a part of that sector or category. The members of the Executive were in agreement that we represent all the members of the Association and should, therefore, express our views on all issues.

## **8. Report on union organisation activities**

Patrick D'Astous introduced the item.

- For the 2008-2009 school-year, François Beauchemin was granted full-time leave to perform his duties as Sector Director and fulfil the mandates he was given.
- The Association's By-laws describe the President's mandate as including, among other responsibilities, the following: "He/she manages the Association's business and acts as general supervisor. In doing so, he/she is bound by the resolutions of the Congress and Executive Committee, to which he/she accounts for his/her actions" and "He/she sees that people mandated by the Association carry out their duties."
- The President requested a report on activities to date. That report has been prepared and submitted to the President. A copy was distributed to each member of the Executive Committee.
- The President asked the members of the Executive Committee about their understanding of his role as President with regard to the person granted leave by the Executive Committee. He asked whether the Association's By-laws needed to be amended. Following discussion, it was felt that the By-laws are sufficiently clear.

## **9. 2009 CSQ Congrès**

Patrick D'Astous introduced the item.

- Following the last CG, the CSQ and its federations and unions concerned agreed to strike a political committee to study the problem of the union model as it exists in the North.

## **10.2010 AENQ Congress**

Patrick D'Astous introduced the item.

### **Motion 4**

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

THAT the 2010 Congress of the Association take place in Rouyn-Noranda at a date to be determined or, failing that, that it take place in Val D'Or.

**CARRIED UNANIMOUSLY**

## **11. Union training 2010**

Patrick D'Astous introduced the item.

### **Motion 5**

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

THAT the time of union training for 2009-2010 be determined following consultation with Sector Councils, should sector directors so wish; otherwise, that the training be attached to the 2010 AENQ Congress and that there be presentations regarding the issues (format, content, budget) of union training at Sector Councils held prior to the 2010 Congress;

AND

THAT if a Sector Director wishes to consult his or her sector, that not affect the sectoral distribution of budgets to be made.

**CARRIED UNANIMOUSLY**

## **12. Legal change of the name of the Association**

Patrick D'Astous introduced the item.

### **Motion 6**

WHEREAS certain amendments were adopted to the AENQ By-laws at the Special Congress held on December 12, 2008;

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

THAT the name of the union be changed to *Association des employés du Nord québécois – Association of Employees of Northern Québec*;

THAT an application be submitted to the Registraire des entreprises for authorisation to change the name of the union;

THAT the President and Secretary be authorised to sign the documents necessary to change the name of the union;

AND

THAT the President be mandated to sign any other document and undertake any other measures necessary to effect the change of name.

**CARRIED UNANIMOUSLY**

### **13. Negotiations 2010**

#### **13.1. Reconsideration of recommendations**

Patrick D'Astous introduced the item.

#### **Motion 7**

GIVEN the nature of the sectoral content at issue in these negotiations:

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

THAT the spokesperson at tables E3 and E4 be an FSE resource person chosen in consultation with the Association;

THAT the present amend the resolutions concerning teacher negotiations of the previous Executive Committee meeting;

AND

THAT the negotiations already under way on the financial responsibilities arising from this negotiation be completed and the division of local and provincial responsibilities be specified.

**CARRIED UNANIMOUSLY**

### **13.2. Sectoral content**

Patrick D'Astous introduced the item.

### **13.3. Consultation**

François Beauchemin introduced the item.

- A table with statistics on the number of responses received was presented; reminders should be issued to encourage further responses.

### **14. Reconsideration of the consultation of the Kativik Teaching Sector Council**

Larry Imbeault introduced the item.

- A teleconference meeting was held on March 18, 2009.
- This issue was explained and the members of the Sector Council were given the opportunity to ask questions on the matter as such and on the voting procedure.
- By general agreement, three people who did not have access to e-mail voted verbally at the conclusion of the meeting.
- In the 48 hours following the meeting, nine other members submitted their votes.
- All votes were in favour of the recommendation.

#### **Motion 8**

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

THAT the results of the unanimous vote of the members of the Kativik Teaching Sector Council be received.

**CARRIED UNANIMOUSLY**

### **15. Motions by F. Beauchemin**

François Beauchemin introduced the item.

- F. Beauchemin corrected the fact that, contrary to what he mentioned in the past, he will not be returning to teach in the North next year for personal reasons, but that it is possible he may return in the following years.

#### **Motion 9**

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT a leave to 100% be granted to François Beauchemin for the school-year 2009-2010.

**DEFEATED**

### **Motion 10**

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

THAT the last paragraph of the motion, which reads "That this leave be granted on the basis of a minimum equivalent to 80% leave and that a possible additional 20% be granted at the last meeting of the Executive Committee for the year 2008-2009 (June 30) on the basis of additional mandates that may be given him and of the financial situation of the Association; and that it be understood that 33% be committed to the duties of Sector Director and the rest to the achievement of the mandates given" be deleted.

**CARRIED UNANIMOUSLY**

### **Motion 11**

It was moved by François Beauchemin and seconded by Larry Imbeault

WHEREAS the Executive Committee is not at this time able to grant a full-time leave to François Beauchemin for the school-year 2009-2010;

WHEREAS the Kativik School Board must be notified prior to April 1, 2009, of the intentions of François Beauchemin;

WHEREAS his Sector Council gave him its unanimous support on March 18, 2009;

THAT the Executive Committee grant a full-time leave for union activities in conformity with clause 3-6.09 of the Provisions Binding 2005-2010.

**DEFEATED (dissidence from Larry Imbeault)**

### **16. Union leaves 2009-2010**

This item was tabled to a future meeting.



## **17. Budget**

This item was tabled to a future meeting.

## **18. Date of next meeting**

The date of the next meeting is to be determined.

## **19. Adjournment**

### **Motion 12**

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

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**

Montréal, April 12, 2009

TO: Members of the Association of Employees of Northern Québec  
Members of the Executive Committee

**RE: Dissidence**

Dear members of the Association and of the Executive Committee:

Expressing one's dissidence is never an easy decision. For me, it is the ultimate expression of a profound disagreement, an irreconcilable disagreement regarding a decision on a matter and a person's own views.

The decision in this case was not to grant a leave for union activities to François Beauchemin for the school-year 2009-2010. I feel that this is an unfortunate decision that will have far more negative impact on the Association than any budgetary responsibilities it would have involved.

No one on the Executive Committee could fulfil the mandates entrusted to François Beauchemin without being liberated himself or herself, which would probably have represented an even greater expense, given that François Beauchemin is presently living in the South and the Association would not have to defray the expense of North-South transportation for him to participate on the various bodies (local, federal, provincial).

Following a conference call of March 18, 2009, the members of the Kativik teaching sector council gave their unanimous approval (of those voting) to François Beauchemin. The communities were therefore prepared to accept that direction of the sector would be administered from the South.

The mandates he has been given have not all been completed, and some will certainly not be concluded by the end of this year. The coming year is expected to be extremely busy, with the negotiation of the new collective agreements, the Association's Congress, negotiation with our own employees.... Other mandates will, therefore, certainly be entrusted to him along with the responsibilities of Director of the Kativik teaching sector and the pursuit of his present mandates. He would have been the ideal person to serve as representative at the E4 negotiating table, since he was there at the last round and even concluded that negotiation as spokesperson. It was François Beauchemin who was mandated with me to negotiate the renewal of the collective agreement with our employees. He could have been assigned to manage the time sheets of Association staff, a responsibility that is currently inadequate. The models for our union training have not yet been reviewed, which is one of our priorities. Guides for delegates and sector directors have not been completed. Not to mention the planned revision of our By-laws.

It is said that no one is irreplaceable, whether a sector director, a president or a secretary; nevertheless, some shoes are much harder to fill than others. François

Beauchemin has skills that few other members of the Association (or, indeed, the Executive Committee) possess. I think about all the work that has to be done: the work as sector director, the E4 table negotiations, and the repercussions of this decision on the people in the communities who will be most affected. I repeat, there are so many things to be accomplished before the end of 2009-2010, that a leave for union activities or full-time liberation should have been granted to him.

I would conclude by mentioning that, in the ten years I have served on the Executive Committee of the Association, this is the most difficult decision I have had to make.

Yours,

Larry Imbeault  
Member of the AENQ Executive Committee



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

### **Motion 2**

It was moved by Alain Lajoie and seconded by Christine Coonishish

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

**CARRIED UNANIMOUSLY**

## **3. Budget**

Alain Lajoie introduced the item.

## **4. Leaves 2009-2010**

Patrick D'Astous introduced the item.

- François Beauchemin requested the floor. He asked that the members of the Executive Committee not reconsider the decisions regarding him that were taken at the last meeting. .

### **Motion 3**

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

THAT for the 2009-2010 school year, the Executive Committee grant a 33% part-time union leave to teaching sector directors, a 20% part-time union leave to school support sector directors, as well as a bank of days for ad hoc union leave equivalent to 13% of the annual workload for school support sector directors,

AND

THAT sector directors be responsible for publicising to their members their availability as a result of these union leaves.

**CARRIED UNANIMOUSLY**

**5. AENQ Congress 2010 - Location**

Patrick D'Astous introduced the item.

**6. Date of next meeting**

The date of the next meeting to be determined at a later date.

**7. Adjournment**

**Motion 4**

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

THAT the meeting be adjourned.

**CARRIED UNANIMOUSLY**



- 3.5 Cree childcare centres
  - 3.5.1 Recommendation—sector director
  - 3.5.2 Complaints—pay equity and discrimination
  - 3.5.3 Negotiation and unionisation 2009-2010 (FIPEQ action plan)
- 4. Approval of minutes of previous meetings
- 5. Reports from other bodies
- 6. Business arising from the minutes
- 7. CSQ Congrès 2009
  - 7.1 Delegation
  - 7.2 Preparation
- 8. AENQ Congress 2010
  - 8.1 Organisational procedures
  - 8.2 Themes
  - 8.3 Minutes of 2007 Congress and 2008 special Congress
- 9. Member harassment case
- 10. BGS: 2008-2009 experience
- 11. CSB educational review and CLIP
- 12. Status of F. Beauchemin for 2009-2010
- 13. Human resources at AENQ
- 14. Taxation of housing
- 15. Fondation Monique Fitz-Back
- 16. Request under *Policy on the Defence of Members*
- 17. Financial Services Cooperative
- 18. Status of AENQ in the Centrale
  - 18.1 Northern Québec Task Force: mandates (including “loser pays”)
- 19. Negotiations 2010
  - 19.1 Consultation
  - 19.2 Context SISP action-mobilisation
  - 19.3 Retention bonus
- 20. *Policy on Participation in Union Activities*—application of Executive Committee member
- 21. Budget
- 22. Web site
- 23. Date of next meeting
- 24. Adjournment

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

#### **Motion 2**

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

THAT Patrick D’Astous be appointed chair and François Beauchemin secretary for the meeting pending the arrival of Larry Imbeault.

**CARRIED UNANIMOUSLY**



### **3. Sector reports**

#### **3.1. Kativik Teaching**

François Beauchemin introduced the item :

- The last meeting of the Board Committee took place in Montréal on May 5 and 6;
- A number of problems associated with lack of consultation were noted;
- The problems experienced with standardised examinations last year were corrected this year;
- As of May 6, there were roughly 70 teacher resignations which, based on previous experience, should total almost 120 by the coming August.

#### **3.2. Kativik Support**

Mary N. Brassard introduced the item:

- There have been no problems other than with bus drivers in Inukjuak. Our advisors have been notified of the problem and are following up.

#### **3.3. Cree teaching**

Tarek Khazen introduced the item :

- Fourteen Cree teachers in Chisasibi have received reprimands and one received a suspension of two days, all for the same incident;
- The most recent meeting of the Board Committee took place in Montréal on April 26 and 27;
- Agreement has been reached to make the professional improvement policy and application form available on the Web sites of both the Cree School Board and AENQ;
- There have been serious problems with final examinations, as copies arrived from the MELS almost a week later than scheduled;
- The Khazen report on housing was presented and was very well received. The recommendations will be studied and the next meeting of the Board Committee will follow up;
- Further to that report, our representative to the FPSS negotiations committee should ensure that an item on the ratio of maintenance employees to dwellings to be maintained is added;
- Nathalie Petawabano admitted that the Policy was not being respected by all local administrations. A reminder to all delegates will be sent out at the beginning of the next school year to ensure that complaints are properly handled;
- There will be 2 surpluses and 101 open positions for next year;
- Jean Bérubé met with the President concerning meetings of the grievance committees, which are virtually dead.

### **3.4. Cree support**

Christine Coonishish introduced the item :

- resignation of the union delegate for the Voyageur Memorial School in Mistissini, Linda Coonishish:

#### **Motion 3**

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

THAT the Executive Committee appoint Kimberly Coon union delegate for support employees of the Voyageur Memorial School in Mistissini until such time as a formal election can be held.

**CARRIED UNANIMOUSLY**

### **3.5. Cree childcare centres**

Patrick D'Astous introduced the item.

#### **3.5.1 Recommendation of the Sector Director**

#### **Motion 4**

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

THAT the Executive Committee receive the recommendation of the Cree childcare centre sector and appoint Liza Wapachee, educator at the Nemaska Childcare Centre, as sector director for the Cree childcare centers and this until the next Congress of the Association.

**CARRIED UNANIMOUSLY**

#### **3.5.2 Complaints—pay equity and discrimination**

- A complaint was lodged with the CDPDJ concerning the alleged discrimination against Cree childcare workers with regard to regional disparities.
- A formal complaint has been sent to the government with regard to pay equity, since the childcare centres were excluded from application of the 2001 regulation and the new reimbursement plan that has been announced will only begin in 2007, which is not only in violation of the law but totally unfair to these people.

### **3.5.3 Negotiation and unionisation 2009-2010 (FIPEQ action plan)**

- The tabling of our demand did not produce a diligent response from the employer;
- The process has been delayed for two reasons: 1) the president clearly indicated to the CSQ that there would be no negotiations in French and the translation took too long, which resulted in a month's delay; and 2) the CSQ employees' strike also resulted in a month's delay;
- For that reason, Roselyn Cheezo could not be present on the new dates for negotiations;
- Patrick D'Astous and Liza Wapachee will together determine who will join the negotiating team for the next session scheduled for the third week of July in Oujé-Bougoumou.
- At the last Conseil fédéral of the FIPEQ, it was announced that their action plan for 2009-2010 was going to be amended to include the support offered to AENQ for the item "regional disparities" in the next provincial negotiations as well as for a new phase of unionisation;
- A professional improvement forum for all childcare centre educators will take place in Montréal this week. Patrick D'Astous will meet with our childcare centre members at a Thursday morning breakfast. As well, Réjean Parent will meet with the Deputy Minister in Québec City on Thursday;

## **4. Approval of minutes of previous meetings**

### **Motion 5**

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

THAT the minutes 0809CEPV-06, 0809CEPV-07 and 0809CEPV-08 be approved as corrected.

**CARRIED UNANIMOUSLY**

Notwithstanding the approval of the minutes 0809CEPV-07, competent authorities will be consulted with regard to the rules to be followed in the event of a dissidence.

## **5. Reports from other bodies**

Patrick D'Astous introduced the item :

- The results of our consultations were announced at the last meeting of the CGN, with the observation that delays, particularly related to translation, had probably had an influence. It was also noted that, in spite of our support for the SISP plan on regional disparities, we will continue to act in the same way in our negotiations by not touching on monetary items;

- At the last CF-FSE, it was announced that Manon Bernard has been appointed the representative to the Task Force on Northern Québec. The “loser pays” file was referred to this task force;
- At the last CG, the Task Force on Northern Québec became official. A meeting between AENQ and the SPPOM dealt with the orientation negotiations should take with regard to retention premiums. The SPPOM also indicated that they were prepared to participate in the housing dossier.

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

Patrick D’Astous introduced the item:

- requests for leaves for 2009-2010 have been sent to the school boards;
- the contract has been signed with the Hotel Noranda for our next Congress;
- the Association’s name has been officially changed with the Registre des entreprises.

## **7. CSQ Congrès 2009**

Patrick D’Astous introduced the item.

### **7.1 Delegation**

#### **Motion 6**

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

THAT the official AENQ delegation to the CSQ Congrès comprise Patrick D’Astous, François Beauchemin, Larry Imbeault, Alain Lajoie, Tarek Khazen and Christine Coonishish;

THAT Roxanne Joly, as the person responsible for BGS, be invited to the CSQ Congrès as an associate delegate and alternate;

AND

THAT Emma Dallas, Zeni Andrade and Eve-Lyne Fecteau also be invited to attend on the 26<sup>th</sup> as “day guests.”

**CARRIED UNANIMOUSLY**

### **7.2 Preparation**

- There will be a training session for first-time participants at the CSQ Congrès to familiarise them with the rules for procedure. Christine Coonishish will participate.

## **8. AENQ Congress 2010**

Patrick D'Astous introduced the item.

### **8.1 Organisation procedures**

### **8.2 Themes**

### **8.3 Minutes of 2007 Congress and 2008 special Congress**

## **9. Member harassment case**

Patrick D'Astous introduced the item.

### **Motion 7**

Whereas the case was presented to the members of the Executive Committee;

Whereas the chances of success in the case of the two grievances concerned are deemed to be nil;

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

THAT the Association desist from grievances 2004-2005-CE-12 and 2005-2006-CE-19 and that this decision be communicated in writing to the member concerned.

**CARRIED UNANIMOUSLY**

## **10. BGS: 2008-2009 experience**

Patrick D'Astous introduced the item :

- In the CSB, Mistissini, Waskaganish and Waswanipi were on the list at the beginning of the year, and at the end of the year Waswanipi and Mistissini were officially recognised;
- In the KSB, Akulivik, Kangiqsujuaq and Puvirnituq are on the list but have still not achieved official recognition.

## **11. CSB Educational Review**

Patrick D'Astous introduced the item :

- In previous years, an education review was conducted of the CSB by an independent body. This year, the CSB instituted a task force, to which a teacher has been appointed but who will not represent all teachers, as AENQ was not consulted. A letter has been sent to the CSB requesting that AENQ be consulted;

- Problems with the CLIP have been observed in Chisasibi, Waskaganish and Waswanipi.

### **Motion 8**

Whereas changes have been made to the CLIP in various communities and little information is available concerning those changes;

Given the reaction of our members in Chisasibi;

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

THAT Tarek Khazen be mandated to gather any information available concerning the CLIP program for the 2009-2010 school-year; and that this information, as detailed as possible, be communicated as widely as possible to our members, including the future prospects as defined by the CSB as well as its reasons for any changes.

**CARRIED UNANIMOUSLY**

### **12. Status of F. Beauchemin 2009-2010**

Patrick D'Astous introduced the item.

### **Motion 9**

Given the resolution previously adopted concerning leave for teaching sector directors;

Given the resolution unanimously adopted by the members of the Kativik Teaching Sector Council concerning the sector director;

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

THAT in this case only, the Association mandate the Treasurer to ensure that there be paid by the Association to François Beauchemin 33% of his salary in light of his duties as Director for the Kativik teaching sector for 2009-2010.

**CARRIED UNANIMOUSLY**

### **13. Human resources at AENQ**

Patrick D'Astous introduced the item.

## **Motion 10**

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

THAT The Executive Committee hire M<sup>e</sup> Eve-Lyne Fecteau as a full-time union advisor to replace Annie Roy effective May 5, 2009.

AND

THAT the Executive Committee hire Suzanne Morin as part-time office agent (3 days/week) effective June 1, 2009, her position to be re-evaluated during the fiscal year 2009-2010.

**CARRIED UNANIMOUSLY**

## **14. Taxation of housing**

Patrick D'Astous introduced the item.

### **Motion 11**

It was moved by Lillian Brien and seconded by Alain Lajoie :

THAT the President be mandated, in the context of the agreement in principle with the SPPOM, to submit the statement of expenses incurred in the taxation of housing file and to ensure the coordination of decisions regarding all future actions .

**CARRIED UNANIMOUSLY**

## **15. Fondation Monique-Fitz-Back**

Patrick D'Astous introduced the item.

### **Motion 12**

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

THAT the Association contribute \$100 to the capital campaign of the Fondation Monique-Fitz-Back.

**CARRIED UNANIMOUSLY**

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

Patrick D’Astous introduced the item.

**Motion 13**

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

THAT pursuant to the recommendation of our advisor, the request for assistance submitted on May 14, 2009, by a member of the Association be approved.

**CARRIED UNANIMOUSLY**

**17. Financial Services Cooperative**

Patrick D’Astous introduced the item.

**Motion 14**

Whereas the Nunavik Financial Services Cooperative has been created;

Whereas AENQ wishes to encourage that institution;

It was moved by Lillian Brien and seconded by Alain Lajoie :

THAT AENQ transfer administration of its accounts to the “Nunavik Financial Services Cooperative” as of September 1, 2009.

**CARRIED UNANIMOUSLY**

**18. Status of AENQ in the Centrale—Task Force on Northern Québec: mandates (including “loser pays”)**

Patrick D’Astous introduced the item.

**18.1 Task Force on Northern Québec: mandates (including “loser pays”)**

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

**19. Negotiations 2010**

Patrick D’Astous introduced the item.



### **19.1 Consultation**

Approximately 20% of members replied to phase 1 of the consultation;  
Approximately 20% of teacher members replied to the SISP-FSE consultation.

#### **Motion 15**

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

THAT the Association receive the results of phase 1 of the AENQ consultation and of the SISP-FSE consultation.

**CARRIED UNANIMOUSLY**

### **19.2 Context SISP action-mobilisation**

This item was tabled to a later date.

### **19.3 Retention premium**

This item was tabled to a later date.

## **20. Policy on participation in union activities—application of Executive Committee member**

Tarek Khazen introduced the item.

#### **Motion 16**

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

THAT the Association, in this case only, reimburse Tarek Khazen for telephone bills for which the deadline for reimbursement was exceeded.

**CARRIED UNANIMOUSLY**

## **21. Budget**

Alain Lajoie introduced the item.

## **22. Web site**

François Beauchemin introduced the item.

**23. Date of next meeting**

**Motion 17**

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

THAT the next meeting be held in person in Montréal on August 15, 16 and 17, 2009.

**CARRIED UNANIMOUSLY**

**24. Adjournment**

**Motion 18**

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

THAT the meeting be adjourned.

**CARRIED UNANIMOUSLY**



- 3.3 Cree teaching
- 3.4 Cree support
- 3.5 Cree childcare centres
- 4. Approval of minutes of previous meetings
- 5. Negotiations 2010
- 6. Reports from other bodies
- 7. AENQ 2010 Congress
- 8. Guide: “AENQ Handbook for Union Delegates” – adoption
- 9. Guide: “AENQ Handbook for Union Delegates” – content and application
- 10. Task force on Northern Quebec (CSQ)
- 11. Budget
- 12. Unionisation — next phase
- 13. Varia
  - 13.1 Web site
  - 13.2 Housing
- 14. AENQ human resources
- 15. AENQ-SEESOCQ negotiations
- 16. Date of next meeting
- 17. Adjournment

## **Item 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**

## **Item 3. Sector reports**

### **Item 3.1. Kativik teaching**

This item was tabled to the next meeting as there was nothing new to report.

### **Item 3.2. Kativik support**

This item was tabled to the next meeting as there was nothing new to report.

### **Item 3.3. Cree teaching**

This item was tabled to the next meeting as there was nothing new to report.

### **Item 3.4. Cree support**

This item was tabled to the next meeting as there was nothing new to report.

### **Item 3.5. Cree childcare centres**

Liza Wapachee and Patrick D'Astous introduced the item.

## **Item 4. Approval of minutes of previous meetings**

### **Motion 3**

It was moved by Larry Imbeault and seconded by Tarek Khazen:

THAT the minutes 0809CEPV-09 be approved as corrected.

**CARRIED UNANIMOUSLY**

## **Item 5. Negotiations 2010**

Patrick D'Astous introduced the item :

- Report on the composition of negotiations committees and their mandates;
- another person should be named to the each of the two teacher negotiations committees on the recommendation of the sector councils;
- consultations with teachers have taken place;
- consultations with support personnel will take place shortly;
- leaves provided by Treasury Board to be confirmed.

## **Item 6. Reports from other bodies**

As there had been no meetings since the previous Executive Committee meeting, there was nothing to report.

## **Item 7. AENQ 2010 Congress**

Patrick D'Astous introduced the item.

Brainstorming session on the Association's by-laws and policies. The items arising from the discussion on the by-laws were: the quorum for general meetings; the composition of the Executive Committee; negotiations; sector directorates; grounds for filing complaints (conflict of interest). With regard to

policy, there was discussion of the need for a policy on the remuneration of those on leave and for a policy on leaves of absence.

There was preliminary discussion on the priorities of the Executive Committee for the 2010-2013 mandate based on the three principle directions determined at the last regular Congress.

**Item 8. Handbook: “AENQ Handbook for Union Delegates” – consideration**

As the draft of the Guide has not been translated into English for financial reasons, only the Francophone members of the EC have considered it.

**Item 9. Handbook: “AENQ Handbook for Union Delegates” – content and application**

Members of the EC made suggestions for improving the Handbook. A further version will be available in the coming weeks for approval at a later meeting. The final version will be ready for delegate training in the spring of 2010.

**Item 10. Task force on Northern Québec (CSQ)**

Patrick D’Astous introduced the item:

- Comments on the creation of the task force and its mandate;
- Representatives from unions with members working in the North, from the federations concerned, and from the Centrale sit on this committee.

**Motion 4**

It was moved by François Beauchemin and seconded by Lillian Brien:

THAT the Executive Committee mandate the President to represent the Association on the CSQ Task force on Northern Quebec.

**CARRIED UNANIMOUSLY**

**Motion 5**

It was moved by Tarek Khazen and seconded by Mary N. Brassard:

THAT that the Association’s representative on this Task force request that a meeting be convened at the earliest possible opportunity;

AND

THAT the Association's representative to this Task force seek to ensure that the Task force's work be based on the following principles: that the distinctive character of the Association be recognised; that the results of its efforts not represent the status quo; that, without throwing into question existing accreditations, the members of the Committee recognise the need for a coordinating structure of Centrale affiliates and of other organisations; that all those involved in the Task force be asked to delegate certain responsibilities and contribute resources associated with this coordinating structure; and that the work of the Task force be well advanced prior to the Association's Congress.

**CARRIED UNANIMOUSLY**

**Item 11. Budget**

Alain Lajoie introduced the item.

**Motion 6**

It was moved by Alain Lajoie and seconded by Lillian Brien:

THAT the Executive Committee adopt the 2009-2010 budget as presented.

**CARRIED UNANIMOUSLY**

**Item 12. Unionisation—next phase**

Patrick D'Astous introduced the item.

Given the nature of the subject, the result of the discussions is not included in the present minutes.

**Item 13. Varia**

**Item 13.1 Web site**

François Beauchemin introduced the item.

### **Item 13.2 Housing**

Patrick D'Astous introduced the item.

### **Item 14. AENQ human resources**

#### **Motion 7**

It was moved by Liza Wapachee and seconded by Larry Imbeault:

THAT on the recommendation of the hiring committee, the Executive Committee offer a replacement contract to Geneviève Clairmont replacing Emma Dallas for the duration of her maternity leave.

**CARRIED UNANIMOUSLY**

### **Item 15. AENQ-SEESOCQ Negotiations**

Pursuant to the agreement with the SEESOCQ of March 2009, the negotiations must begin following the mediation process.

At the next in-person meeting of the members of the EC, the principles directing those negotiations will be determined.

### **Item 16. Date of next meeting**

#### **Motion 8**

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

THAT the next in-person meeting of the Executive Committee be held in Montréal on September 25, 26 and 27, 2009.

**CARRIED UNANIMOUSLY**

### **Item 17. Adjournment**

#### **Motion 9**

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

THAT the meeting be adjourned.

**CARRIED UNANIMOUSLY**