



- 5.1. Kativik teaching
- 5.2. Kativik support
- 5.3. Cree teaching
- 5.4. Cree support
- 5.5. Childcare centres
- 6. Reports from other bodies
- 7. Negotiations 2010
  - 7.1. Report of the coordinator
  - 7.2. Reports from those released for negotiations
  - 7.3. Local content for the 4 tables
  - 7.4. Consultation Phase 2 (local issues)
  - 7.5. Strategic context
  - 7.6. Coordination of Northern CSQ tables
  - 7.7. Alliances
- 8. AENQ Congress
  - 8.1. Recommendations for amendments to by-laws
  - 8.2. Priorities 2010-2013
  - 8.3. Congress-training schedule
  - 8.4. Update and preparatory planning
  - 8.5. Agenda
- 9. Nunavik Self-government Coordinator
- 10. Native Committee
- 11. Budget
- 12. BGS 2009-2010
- 13. Web site
  - 13.1. Follow-up
  - 13.2. Service agreement
- 14. Varia
  - 14.1. A/H1N1 influenza
  - 14.2. Cree School Board symposium
- 15. Date of next meeting
- 16. 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. Approval of minutes of the previous meeting**

Larry Imbeault introduced the item.

#### **Motion3**

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

THAT the Executive Committee approve the minutes 0809CEPV-10.

**CARRIED UNANIMOUSLY**

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

Patrick D'Astous introduced the item.

- The President submitted his nomination to the Task Force on the North;
- The President of the Centrale was made responsible for the political aspects of this dossier;
- With his candidacy he also communicated the mandates for the committee as decided in the Executive Committee;
- Administrative staff of the Association distributed responsibilities among themselves;
- There has been an increase in the cost of arbitrators;
- The Association will send out membership cards to members prior to the Congress;
- The President met with the Second Vice-president of the CSQ to discuss the new region covered by the Association for the communications and action-mobilisation aspects of the negotiations.

#### **Motion 4**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the President be mandated to make the representations necessary to postpone the revision of the list of arbitrators to a time deemed opportune by the Association.

**CARRIED UNANIMOUSLY**

## **5. Sector reports**

### **5.1 Kativik teaching**

François Beauchemin introduced the item.

- Almost all of the delegates have now been elected, with the exception of the delegate for Kuujjuaraapik;
- In that community, there are problems with the constitution of the School Council, as all the teachers wish to participate. In the end, five teachers will comprise the Council;
- The President of the Association will visit Kuujjuaraapik in the company of the President of the Centrale. Among other things, they will discuss the importance of having a union delegate and the possible consequences of not having one;
- Four teachers in Kangiqsujuaq are on preventive leave;
- A meeting of the Sector Council was held on September 21, 2009. One of the items on the agenda was the election of representatives to the Board Committee. There were only two candidates, who were appointed by unanimous vote. As the School Board has raised problems with regard to the application of the collective agreement and the Executive Committee has raised problems regarding the established practice, the Sector Director will request the Sector Council to reconsider its decision.

### **5.2 Kativik support**

Mary N. Brassard introduced the item.

- Delegates have been elected in all but four communities.

### **5.3 Cree teaching**

Tarek Khazen introduced the item.

- All delegates have been elected;
- The Board Committee will meet on September 28, 2009, in Mistissini;
- Union training sessions will be held on October 3, 4 and 5, 2009, in Montréal and are expected to cost more than the \$10,000 allocated in the budget;
- The CSB symposium will take place from October 5 to 9, 2009, in Montreal;
- There are problems with mould in certain CSB housing units;
- There have been charges of harassment against certain administrators;
- There are serious problems with the allocation of housing in one community where the CEA refuses to apply the policy;
- A vice-principal is teaching in a school;

- The Sector Director provided the periods when he is to be released;
- There are problems with the collection of recyclable materials in one community where a firm to collect recyclable materials is being sought;
- A teleconference of adult education teachers will be held to discuss the Congress.

#### **5.4 Cree support**

In the absence of Christine Coonishish, this item was tabled to the next meeting.

#### **Motion 5**

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

THAT the President be mandated to terminate the part-time leave of absence of the Sector Director if, by October 2, she has not indicated her intention to retain her position;

AND

THAT in the event of a negative response or of no response on her part, the Executive Committee deem she is no longer able to perform her duties and post the position as available as quickly as possible.

**CARRIED UNANIMOUSLY**

#### **5.5 Childcare centres**

Liza Wapachee and Patrick D'Astous introduced the item.

- In the negotiations, an additional week of vacation was negotiated for employees with five and more years of seniority;
- The President will meet today with lawyers to discuss regional disparities;
- Following a letter of complaint, sent by the Sector Director and signed by the workers concerned, against the manager of the Nemaska Childcare Centre, the latter has been relieved of his duties.
- The next meeting of the negotiating table is scheduled for next week.

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

Patrick D'Astous introduced the item.

## 7. Negotiations 2010

### 7.1 Report of the coordinator

Patrick D'Astous introduced the item.

- It was noted that our negotiation is truly unique in the context of the Centrale and its federations;
- For the teacher negotiations, in addition to the FSE resource who serves as the spokesperson at the two tables, the Association is entitled to 1.5 release time; Alain Lajoie is released at 100%, François Beauchemin at 50% and Larry Imbeault at 100%.
- For purposes of coordinating negotiation of the teacher agreements, Alain Lajoie and François Beauchemin will be the negotiators for the E3 and E4 tables;
- For negotiating the support staff agreements, the Association is entitled to a full-time release;
- The Association conducted a pre-consultation in the spring of 2009;
- In that pre-consultation, a number of mandates were identified for intersectoral issues as well as certain local issues, such as the complementary retirement plan;
- It will be necessary to ensure coordination on certain issues that affect several different employee groups;
- The CGN voted to create distinct regions for the information/communication and action/mobilisation aspects;
- The President presented members of the EC with a table of information on differences between provincial, sectoral and local negotiations as well as the various steps to the deposit of the demands.

### Motion 6

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

THAT the composition of the Negotiations Committees provided in resolution #6 of the document 0809CED-06 be amended as follows:

CNE3 :

Patrick D'Astous, President and coordinator

Nathaly Castonguay, spokesperson and CSQ advisor

Tarek Khazen, Sector Director

Alain Lajoie, negotiator

One other person recommended by the sector

As required: one representative from adult education, and  
one representative from vocational training

CNE4 :

Patrick D'Astous, President and coordinator  
Nathaly Castonguay, spokesperson and CSQ advisor  
François Beauchemin, Sector Director and negotiator  
One other person recommended by the sector  
As required: one representative from adult education, and  
one representative from vocational training

CNS8 :

Patrick D'Astous, President 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 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

THAT meetings of these committees take place at the time of meetings of the Association's Executive Committee.

**CARRIED UNANIMOUSLY**

## **7.2 Reports from those released for negotiations**

Larry Imbeault, François Beauchemin and Alain Lajoie introduced the item.

- Larry Imbeault is working part-time from the offices of the FPSS;
- The Northern negotiating team worked on the sectoral consultation documents;
- Responses from the consultation are expected for mid-October;
- The collation of the results is scheduled for October 13;
- François Beauchemin and Nataly Castonguay met to work on the deposit of the local demands;
- Alain Lajoie will be moving this week from Waskaganish to Montréal;
- He will be working on local demands;
- He will consult the Director of his sector on certain elements.

### **7.3 Local content for the 4 tables**

Patrick D'Astous introduced the item.

#### **Motion 7**

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

THAT the Executive Committee approve the items as presented to be included in the union demand to be deposited at tables E3, E4, S8 and S9, subject to coordination and verification.

**CARRIED UNANIMOUSLY**

### **7.4 Consultation Phase 2 (local issues)**

Patrick D'Astous introduced the item.

- The President will use the opportunity of two visits to the North with members of the Executive Committees of the FSE and the Centrale to meet with members of the Association and to consult them on local issues .

### **7.5 Strategic context**

Patrick D'Astous introduced the item.

#### **Motion 8**

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT the Executive Committee mandate the president to clarify with the FPSS the division of responsibilities for the negotiation of working conditions of its members.

**CARRIED UNANIMOUSLY**

#### **Motion 9**

WHEREAS our negotiations involve both local and provincial aspects; and

WHEREAS our mobilisation region consists solely of the territories of the Cree and Kativik school boards;

It was moved by François Beauchemin and seconded by Alain Lajoie



THAT for the support staff negotiations, Larry Imbeault be appointed action/mobilisation chief and information/communications officer;

AND

THAT for the teacher negotiations, Patrick D'Astous be appointed action/mobilisation chief and information/communications officer.

**CARRIED UNANIMOUSLY**

### **Motion 10**

WHEREAS the strategic context of negotiations for the Association is unique; and

WHEREAS the deposit of union demands constitutes the official beginning of the strategic context:

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Executive Committee recommend that demands for all sectoral groups be deposited in the last week of November 2009.

**CARRIED UNANIMOUSLY**

### **Motion 11**

WHEREAS issues other than those at the provincial level are important in our negotiations;

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

THAT subject to coordination, the union demand be drafted in clause form.

**CARRIED UNANIMOUSLY**

## **7.6 Coordination of Northern CSQ tables**

Patrick D'Astous introduced the item.

### **Motion 12**

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

THAT the Executive Committee mandate the President, as coordinator of local negotiations, to ask that the CSQ arrange for coordination among the unions in the North on the following matters: the complementary retirement plan; attraction

and retention premiums; National Aboriginal Day; the *goose break*; special needs students; the number of sick-leave days; housing; Acts of God; regional disparities; occasional union leave; the list of arbitrators; and the possibilities of forming alliances with Northern unions in the Common Front.

**CARRIED UNANIMOUSLY**

## **7.7 Alliances**

Patrick D'Astous introduced the item.

### **Motion 13**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the Executive Committee mandate the President to contact representatives of Northern unions in the Common Front to explore the possibility of forming alliances on subjects for local negotiation.

**CARRIED UNANIMOUSLY**

## **8. AENQ Congress**

### **8.1 Recommendations for amendments to by-laws**

This item was tabled to the next meeting.

### **8.2 Priorities 2009-2010**

This item was tabled to the next meeting.

### **8.3 Congress-training schedule**

Union training sessions and sector council meetings will take place on the Wednesday and Thursday preceding the Congress.

### **8.4 Update and preparatory planning**

This item was tabled to the next meeting.

### **8.5 Agenda**

This item was tabled to the next meeting.

## **9. Nunavik Self-government Coordinator**

Patrick D'Astous introduced the item.

### **Motion 14**

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

THAT the Executive Committee appoint Georges Mensink as Nunavik Self-government Coordinator.

**CARRIED UNANIMOUSLY**

## **10. Native Committee**

Patrick D'Astous introduced the item.

### **Motion 15**

It was moved by Patrick D'Astous and seconded by Liza Wapachee

THAT the Executive Committee reappoint Eva Inukpuk to the Native Committee

**CARRIED UNANIMOUSLY**

### **Motion 16**

It was moved by Patrick D'Astous and seconded by Liza Wapachee

THAT the Executive Committee mandate the President to have a letter sent to Charlie Etok and to Lillian Wapachee to determine their willingness to continue serving on the Native Committee;

AND

THAT absent response within a reasonable time or in the event of a negative response, they be deemed to have resigned and the positions be posted as soon as possible and in conformity with established procedure.

**CARRIED UNANIMOUSLY**

## **11. Budget**

This item was tabled to the next meeting.

## **12. BGS 2009-2010**

Patrick D'Astous introduced the item.

- Catherine Bédard, a teacher in Mistissini, is the new person responsible for this dossier in the CSB;
- A province-wide session will be held in Wendake on November 12 and 13, 2009.

## **13. Web site**

### **13.1 Follow-up**

François Beauchemin introduced the item.

- We had a contract with Beesum to devise a tool for upgrading our Web site. All work was to be completed by April. While the tool was apparently ready, the meeting provided in the contract for the Beesum programmer to instruct François Beauchemin in its operation never took place. If François Beauchemin hears nothing in the near future, Beesum will have to designate another programmer to deal with the situation.
- Our former site remains on the Centrale's server. The documents of the new and the former sites are linked. An update will have to be conducted in order for our new site to be entirely independent.

### **13.2 Service agreement**

Patrick D'Astous introduced the item.

### **Motion 17**

GIVEN                      the problems experienced with the present information technology service provider to the Association;

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

THAT The Executive Committee desist from its decision to proceed with a call for tenders for updating and upgrading of the Association's Web site;

AND

THAT the Association grant a contract to François Beauchemin to effect updates and upgrades to the Association's Web site for the current school-year.

**CARRIED UNANIMOUSLY**

## **14. Varia**

### **14.1 A/H1N1 influenza**

Patrick D'Astous introduced the item.

- Québec public security officials have requested school boards to prepare a contingency plan;
- Since August, public security officials have asked school boards to put the first phase of their plan into effect;
- School boards have announced their prevention plans;
- When necessary, the last phase of all contingency plans will ultimately involve the closing of establishments. It is recommended that any such closing be for a minimum period of 10 days;
- School boards will follow the recommendations of Public Health with regard to preventive leave;
- Pregnant workers in childcare centres have not yet been advised to go on preventive leave. They should consult their physicians and go on preventive leave;
- The President will ask airlines about their contingency plans;
- A memo will be sent out to members informing them of: the prevention plans of school boards, childcare centres and Public Security; the right to preventive leave for those at risk, including pregnant women; and the contingency plans of the airlines.

### **14.2 Cree School Board symposium**

Patrick D'Astous introduced the item.

- The Association will be represented at the symposium by Patrick D'Astous on Monday, October 5, by Geneviève Clairmont on Wednesday, October 7, and by Zéni Andrade on Thursday, October 8.

## **15. Date of next meeting**

### **Motion 18**

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT the next meeting of the Executive Committee take place in Montréal on November 19, 20 and 21, 2009.

**CARRIED UNANIMOUSLY**

## **16. Adjournment**

### **Motion 19**

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



**ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)**  
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**ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC**  
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## **Minutes of the Executive Committee**

**0910CEPV-02**

### **Meeting of November 19, 20 and 21, 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
Liza Wapachee	Director, childcare centre sector

#### **For item 11–Labour relations:**

Zéni Andrade	Union advisor
Geneviève Clairmont	Union advisor

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

Larry Imbeault introduced the item.

##### **Motion 1**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the agenda be adopted.

##### **Agenda**

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting

3. Sector reports
  - 3.1. Kativik teaching
  - 3.2. Kativik support
  - 3.3. Cree teaching
  - 3.4. Cree support
  - 3.5. Childcare centres
4. Approval of minutes of the previous meeting
5. Business arising from the minutes
6. Reports from other bodies
7. Negotiations 2010
  - 7.1. Coordinator's report
  - 7.2. Report of those released for negotiations
8. Task Force on Unionism in Native Communities (CSQ)
9. Delegate kit
10. Congress 2010
  - 10.1. Recommendations for amendments to the By-laws
  - 10.2. Priorities 2010-2013
  - 10.3. Agenda
  - 10.4. Social evening
  - 10.5. Post-Congress leaves
  - 10.6. Minutes 2007
  - 10.7. Minutes 2008
11. Labour relations
12. Budget
13. Housing
14. Date of next meeting
15. Adjournment

**CARRIED UNANIMOUSLY**

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

### **Motion 2**

It was moved by Alain Lajoie and seconded by François Beauchemin

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

**CARRIED UNANIMOUSLY**



### **3. Sector reports**

#### **3.1 Kativik teaching**

François Beauchemin introduced the item.

- New delegates have been elected;
- The parties are not in agreement on the dates for the next meeting of the Board Committee;
- Ms Judith Côté has been appointed Director of Adult Education and Vocational Training .

#### **3.2 Kativik support**

Mary N. Brassard introduced the item.

- Three union delegates are yet to be named: Akulivik, Ivujvik and Quaqtq;
- New delegates have been elected in Umiujaq and Kangiqsualujjuaq;
- A Sector Council was held by teleconference on November 12. The main item was the merger of the three union certifications. The merger was approved by unanimous vote. Patrick D'Astous and Réjean Parent participated in this teleconference;
- Patrick D'Astous and Réjean Parent visited the school and vocational training centre in Inukjuak.

#### **3.3 Cree teaching**

Tarek Khazen introduced the item.

- In Eastmain, the delegate has been appointed responsible of the school. The alternate delegate will replace him as union delegate;
- The Board Committee of November 25 and 26 has been postponed until after the holidays.

#### **3.4 Cree support**

Lillian Brien and Patrick D'Astous introduced the item.

- There are problems with representation in some communities;
- A workshop was given under the professional improvement policy and a portion of participants' travel and living expense claims for the Saturday was rejected;
- Following an initial posting, there are no candidates for the position of Sector Director.

### **Motion 3**

WHEREAS no one has submitted candidacy for the position of Sector Director following posting of the position;

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

THAT the Association proceed with a second posting in conformity with established procedure;

AND

THAT the Executive Committee mandate Lillian Brien, Vice-president, to assume the sector directorship on an interim basis.

**CARRIED UNANIMOUSLY**

### **3.5 Childcare centres**

Liza Wapachee and Patrick D'Astous introduced the item.

- The CSQ and the FIPEQ are preparing the negotiation of monetary issues for the childcare centres in the South. There will be a negotiating committee which will include representatives of affiliates;
- Following an agreement in principle, a consultation was held to ratify the agreement. Meetings were organised in the communities with members, the President of the Association, and Ève-Lyne Fecteau, union advisor.
- There is a new director of the Nemaska Childcare Centre;
- In Nemaska, Olivia Tanoush was elected as union delegate to replace Liza Wapachee, who is Sector Director.

### **Motion 4**

It was moved by Liza Wapachee and seconded by Lillian Brien

THAT the Executive Committee mandate the President to represent the Association at the Negotiating Committee of the FIPEQ.

**CARRIED UNANIMOUSLY**

### **Motion 5**

It was moved by Liza Wapachee and seconded by Patrick D'Astous

THAT the Executive Committee note the positive result of the vote to ratify the agreement in principle in the Nemaska and Oujé-Bougoumou childcare centres,

as well as the negative result in the Waswanipi and Eastmain childcare centres; and, in that context, that the Executive Committee mandate its negotiators to resume negotiations on the basis of a consultation to be held in the near future.

**CARRIED UNANIMOUSLY**

#### **Motion 6**

WHEREAS the CSQ is responsible for the negotiation of a first collective agreement and is also responsible for any costs involved in such negotiation;

It was moved by Liza Wapachee and seconded by Patrick D'Astous

THAT the Executive Committee mandate Éve-Lyne Fecteau, union advisor, to act as spokesperson for the Association at the childcare centre negotiating table, subject to discussions to be held with the CSQ.

**CARRIED UNANIMOUSLY**

#### **Motion 7**

It was moved by Liza Wapachee and seconded by Lillian Brien

THAT the Executive Committee recommend that the result of the votes to be taken in the event of an agreement in principle be interpreted in conformity with the principle of a double majority, that is, approval would require that a majority of childcare centres representing a majority of members must have voted in favour of the agreement.

**CARRIED UNANIMOUSLY**

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

Larry Imbeault introduced the item.

#### **Motion 8**

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT the Executive Committee approve the minutes 0910CEPV-01.

**CARRIED UNANIMOUSLY**

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

Patrick D'Astous introduced the item.

## **6. Report from other bodies**

Larry Imbeault and François Beauchemin introduced the item.

They inform the other Executive Committee members of the discussions that were held during those meetings.

- CF of the FPSS Of October 7 and 8, 2009;
- CF of the FPSS of October 21 and 22, 2009;
- CF of the FSE of October 21 to 23, 2009;
- CG of October 28 to 30, 2009.

### **Motion 9**

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT the Executive Committee appoint Larry Imbeault as alternate delegate to the CF of the FPSS and that all mandates of the Association be transferred to him, as required.

**CARRIED UNANIMOUSLY**

## **7. Negotiations 2010**

### **7.1 Coordinator's report**

Patrick D'Astous introduced the item.

### **7.2 Report of those released for negotiations**

Larry Imbeault, François Beauchemin and Alain Lajoie introduced the item.

- Those released reported on the state of preparatory work for the negotiations at the four school system tables. There seems to be some resistance in the federations' policies concerning the items to be included in the deposit. Coordinated discussions continue;
- The Cree teaching sector deposit will be tabled on the morning of November 27, 2009, and that for the Kativik teaching sector on the morning of November 30, 2009;
- Deposits for Cree and Kativik support staff were deferred till December.

## **8. Task Force on Unionism in Native Communities (CSQ)**

Patrick D'Astous introduced the item.

- The CSQ sent a letter to the President informing him that the research requested by the Task Force has been completed and asking him if he wishes to rejoin the Task Force or if the Association wishes to be represented there.

### **Motion 10**

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

THAT for the 2009-2010 school-year, the Executive Committee appoint Rachel Bush and Eva Inukpuk as the Association's representatives to the Task force on Unionism in Native Communities (CSQ) if: 1) the question of language is resolved; 2) coordination is established between the Association and the Centrale regarding the time of meetings; and 3) their additional travel expenses are assumed by the CSQ;

AND

THAT in the event Rachel Bush is unable to participate, she be replaced by Lillian Brien; and, in the event Eva Inukpuk is unable to participate, she be replaced by Mary N. Brassard.

**CARRIED UNANIMOUSLY**

## **9. Delegate kit**

François Beauchemin introduced the item.

- Presentation of the guide for KSB teacher delegates;
- The guide will be adapted for the other sectors;
- The Association will assume the costs of translation and distribution, and the CSQ will assume the costs of producing the guides to be distributed to union delegates;
- The President will coordinate the adaptation of the guide for the four education sectors.

## **10. Congress 2010**

### **10.1 Recommendations for amendments to the By-laws**

Patrick D'Astous introduced the item.

## **Motion 11**

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT the Executive Committee recommend to Congress the adoption of the proposed amendments to the By-laws contained in the document *Proposed amendments to the By-laws 2008*.

**CARRIED UNANIMOUSLY**

## **10.2 Priorities 2010-2013**

Patrick D'Astous introduced the item.

## **Motion 12**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the Executive Committee recommend to Congress the adoption of the priorities for the 2010-2013 mandate contained in the document *Priorities 2010-2013*.

**CARRIED UNANIMOUSLY**

## **10.3 Agenda**

- A draft agenda has been prepared.

## **10.4 Social evening**

François Beauchemin introduced the item.

- An artist's agent has been contacted and the artist appears to be interested. Discussions continue.

## **10.5 Post-Congress leaves**

François Beauchemin introduced the item.

## **10.6 Minutes 2007**

Patrick D'Astous introduced the item.

## **10.7 Minutes 2008**

Patrick D'Astous introduced the item.

## **11. Labour relations**

Geneviève Clairmont and Zéni Andrade introduced the item. Given the confidential nature of these matters, details are not included in these minutes.

## **12. Budget**

Alain Lajoie introduced the item.

### **Motion 13**

It was moved by Alain Lajoie and seconded by Tarek Khazen

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

**CARRIED UNANIMOUSLY**

## **13. Housing**

Patrick D'Astous introduced the item.

## **14. Date of next meeting**

### **Motion 14**

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

THAT the next meeting of the Executive Committee take place in Montréal on December 14, 15 and 16, 2009.

**CARRIED UNANIMOUSLY**

## **15. Adjournment**

### **Motion 15**

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**





3. Sector reports
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11. Date of next meeting
12. 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.

- A list of answers has been prepared in response to questions addressed by members in Inukjuak to the President of the Association on the occasion of the visit by the President of the Centrale;
- Those involved are preparing for the next meeting of the Board Committee.

### **3.2 Kativik support**

Mary N. Brassard introduced the item.

- There are still no delegates for Akulivik, Ivujivik and Quaqaq. We have contacted people in an attempt to fill the positions;
- We have received from the Commission des relations du travail written confirmation of the merger of the three bargaining units.

### **3.3 Cree teaching**

Tarek Khazen introduced the item.

- Certain problems among members have arisen in Eastmain. The Sector Director went to meet with them. Everything worked out well;
- There will be a meeting of the Board Committee on January 28 and 29, 2010;
- There has been a request that an information document be prepared to inform supply teachers of their rights.

### **3.4 Cree support**

Lillian Brien and Patrick D'Astous introduced the item.

- There has been a dismissal at the administrative offices in Mistissini;
- There is still no alternate delegate for the Mistissini school;
- We still do not have a delegate or an alternate for the administrative offices in Mistissini;
- The former Sector Director has indicated the desire to return to her position on the Executive Committee.

### **Motion 3**

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

THAT the Executive Committee reinstate Christine Coonishish to the position of Sector Director.

**CARRIED UNANIMOUSLY**

### **3.5 Childcare centres**

Liza Wapachee, Ève-Lyne Fecteau and Patrick D'Astous introduced the item.

- Ève-Lyne Fecteau will go to Eastmain in January 2010 to clarify the situation with members.

### **Motion 4**

It was moved by Liza Wapachee and seconded by Alain Lajoie

THAT the Executive Committee mandate the President to request conciliation under the Labour Code in the context of the negotiation of a first collective agreement for childcare centres, and this at a time deemed opportune.

**CARRIED UNANIMOUSLY**

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

Larry Imbeault introduced the item.

##### **Motion 5**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the Executive Committee approve the minutes 0910CEPV-02.

**CARRIED UNANIMOUSLY**

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

Patrick D'Astous introduced the item.

- A hearing was held on the taxable housing benefit file in the KSB.

##### **Motion 6**

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT the Association censure the bad faith of the KSB in the taxable housing benefit file.

**CARRIED UNANIMOUSLY**

##### **Motion 7**

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

THAT the Association express its solidarity with Eva Inukpuk following the recent suicide of her son. Eva Inukpuk teaches with the KSB and serves as a member of the

Native Committee and the Board Committee as well as alternate delegate for the Innalik School of Inukjuak  
The Association would also like to commend Ms Inukpuk's extraordinary commitment.

**CARRIED UNANIMOUSLY**

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

Patrick D'Astous and Larry Imbeault introduced the item.

- CAN-FIPEQ (Conseil d'action et de négociation of the FIPEQ) of October 19 and December 14, 2009, dealing with negotiations. The President was appointed to the provincial negotiating team;
- CF of the FSE of December 2 and 3, 2009, dealing with negotiations and, in particular, the Mobilisation and Strategic Context Plan and the policy of loser pays;
- CF of the FPSS of December 2 and 3, 2009, dealing primarily with negotiations and, in particular, with the current situation, the Action-Mobilisation Plan and the Communications Plan, as well as finances (financial statements, audit, budgetary forecasts) and the Congrès of the Fédération;
- CGN of December 4, 2009, dealing with salary relativity, the management offer, pensions, the Communications Plan, and Action/Mobilisation;
- CG of December 9, 10 and 11, 2009, dealing with, among other things, the role of the union delegate.

## **7. Negotiations 2010**

### **7.1 Coordinator's report**

Patrick D'Astous introduced the item.

- An agreement has finally been reached with the federations and the Centrale on the items to be included in the deposit for the four sectors in the school system;
- Given the unique character of the Association, a specially adapted Mobilisation Plan should be established.

### **Motion 8**

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

THAT the agreement between the CSQ and the MELS on arbitration costs not be integrated into agreements E3, E4, S8 and S9 until it has been adapted satisfactorily;

AND

THAT adaptation of the text of the agreement be referred to the Task Force on Unionism in the North.

**CARRIED UNANIMOUSLY**

## **7.2 Report of those released for negotiations**

Larry Imbeault, François Beauchemin and Alain Lajoie introduced the item.

Support staff:

- The two deposits were tabled on December 10, 2009;
- We have requested that we have the same amount of time to negotiate as those in the South, i.e., a period of twelve weeks following the tabling of management offers;
- The spokesperson for the KSB asked that the deposit be translated into English. He insisted that, for management, March 31, 2010, remains the target for reaching agreement.

Teachers:

- Cree deposit: November 27, 2009; Kativik deposit: November 30, 2009;
- The English translation of the demands has been completed.

The union and management spokespersons at the Northern school tables will meet on December 16, 2009, to establish a timeline for negotiations.

Delegates will be informed about the demands, action/mobilisation and the negotiations timeline.

The coordinator of negotiations and those sitting at the tables will prepare a Mobilisation Plan based on the FSE and the FPSS mobilisation plan. The draft of the Mobilisation Plan will be submitted to the members of the Executive Committee for approval at their next meeting.

## **8. Congress 2010**

Patrick D'Astous introduced the item.

- Richard Desjardins has been invited to perform. His participation in the social evening has been confirmed;
- A reminder has been sent out for the submission of reports by January 15, 2010;
- Delegates have been reminded to post in their workplaces the notice to members that any motions to amend the Association's By-laws must be received by January 15, 2010;

- Delegations must be determined as soon as possible in order to confirm names with hotels and airlines;
- We have received three sponsorships to this time.

## **9. Budget**

Alain Lajoie introduced the item.

- The Association will be receiving more money than expected from the equalisation fund of the FSE;
- In the past few years, accounting practices have changed dramatically and are now much more complicated. This requires that auditors spend more time studying our books. Our costs have consequently increased.

### **Motion 9**

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT the resolution authorising the following membership agreement be adopted:

THAT the member subscribe to the AccèsD Affaires service as well as the subsidiary services defined in the form “AccèsD Affaires – Dossier entreprise” offered by the Caisse CE Solidaire Desjardins;

THAT the membership agreement and all other documents necessary or useful to the AccèsD Affaires service apply notwithstanding any agreement regarding the operation of folios and accounts, any resolution regarding operations, signatures or any like document in the possession of the caisse where the account or accounts are held;

THAT Monique Nepveu be appointed principal administrator for purposes of using the AccèsD Affaires service and that she be granted all powers necessary to that end;

THAT Patrick D’Astous, President of AENQ, and Alain Lajoie, Treasurer of AENQ, be authorised to sign, on behalf of or in the name of the member, any membership agreement or any other document necessary or useful to this end;

AND

THAT the aforementioned persons be authorised, on behalf of the member, to, at any time, make changes to the membership agreement or any other document regarding the AccèsD Affaires service.

**CARRIED UNANIMOUSLY**

## **Motion 10**

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT the following resolution authorising the integration of folios be adopted:

THAT the holder agree that the folio or folios it held in the Caisse CE Solidaire Desjardins be integrated into the AccèsD Affaires service of the Association of Employees of Northern Québec;

THAT the operating procedures described in the form “AccèsD Affaires – Dossier Entreprise” of the Association of Employees of Northern Québec apply notwithstanding any agreement regarding the operation of folios and accounts referred to in the form “AccèsD Affaires – Dossier Entreprise”, nor any resolution regarding operations, signatures or any like document in the possession of the caisse where the folios and accounts are held ;

THAT Monique Nepveu be appointed principal administrator for purposes of using the AccèsD Affaires service and that she be granted all powers necessary to that end;

THAT the Association of Employees of Northern Québec and its duly authorised representatives be authorised to perform operations to the folio or folios by means of the AccèsD Affaires service, notwithstanding any agreement regarding the operation of the folio or folios, nor any resolution regarding operations, signatures or any like document in the possession of the caisse or caisses where the folios and accounts are held;

AND

THAT Patrick D’Astous, President of AENQ, and Alain Lajoie, Treasurer of AENQ, be authorised to sign, on behalf of or in the name of the member, any membership agreement or any other document necessary or useful to this end.

**CARRIED UNANIMOUSLY**

## **Motion 11**

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

THAT the President be mandated to ensure with the FSE that a mandate for inspection of our books is sufficient for purposes of equalisation;

AND

THAT in the event of a positive response from the FSE, the Treasurer be mandated to take the measures necessary to make the appropriate recommendations to the Congress.

**CARRIED UNANIMOUSLY**

## **10. Labour relations**

Ève-Lyne Fecteau introduced the item. Given the confidential nature of the matter, no details regarding specific member files will be included in the present minutes.

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

### **Motion 12**

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT the next meeting of the Executive Committee be held on January 18, 2010 from 13h30 to 15h30 by teleconference.

**CARRIED UNANIMOUSLY**

## **12. Adjournment**

### **Motion 13**

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

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**





6. Date of next meeting
7. 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. Congress 2010: Agenda**

Larry Imbeault and Patrick D'Astous introduced the item.

### **Motion 3**

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

THAT the draft agenda for Congress 2010 be approved as amended.

**CARRIED UNANIMOUSLY**

## **4. Application under the *Policy on the Defence of Rights of Employees Represented by AENQ***

Larry Imbeault and Patrick D'Astous introduced the item.

### **Motion 4**

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

THAT the recommendation of our advisor concerning the application made by a member under the *Policy on the Defence of Rights of Employees Represented by AENQ* be accepted, and that priority in the selection of legal representation be given to an attorney of the Association.

**CARRIED UNANIMOUSLY**

## **5. Negotiations 2010: Mobilisation plan**

Alain Lajoie introduced the item.

### **Motion 5**

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT the Mobilisation Plan for the 2010 negotiations be adopted as presented.

**CARRIED UNANIMOUSLY**

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

### **Motion 6**

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

THAT the next meeting of the Executive Committee take place in Montréal on February 20 and 21, 2010

**CARRIED UNANIMOUSLY**

## **7. Adjournment**

### **Motion 15**

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

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



3. Sector reports
  - 3.1. Kativik teaching
  - 3.2. Kativik support
  - 3.3. Cree teaching
  - 3.4. Cree support
  - 3.5. Childcare centres
4. Approval of minutes of previous meetings
5. Business arising from the minutes (*tabled to next meeting*)
6. Reports from other bodies (*tabled to next meeting*)
7. Negotiations 2010
  - 7.1. Coordinator's report
  - 7.2. Report of those on leave for negotiations
  - 7.3. Mobilisation Phase 1
  - 7.4. Mobilisation Phase 2
8. Congress 2010
  - 8.1. Appointment of honorary members
  - 8.2. Pension plan
  - 8.3. Delegations
9. Comité des services syndicaux dans le Nord québécois (*tabled to next meeting*)
10. Native Forum
11. Native Committee
  - 11.1. Resignation
  - 11.2. GTSMA
12. Childcare centres
13. FIPEQ
14. FPSS Congress
15. Union training
16. SEESOCQ negotiations
17. Budget (*tabled to next meeting*)
18. Date of next meeting
19. Adjournment

**CARRIED UNANIMOUSLY**

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

### **Motion 2**

It was moved by François Beauchemin and seconded by Alain Lajoie

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

**CARRIED UNANIMOUSLY**

### **3. Sector reports**

#### **3.1 Kativik teaching**

François Beauchemin introduced the item.

- Members have had problems with the administration in Puvirnituq.

#### **3.2 Kativik support**

Mary N. Brassard introduced the item.

- No union delegates have been designated in Ivujivik and Quaqtaq.

#### **3.3 Cree teaching**

Tarek Khazen introduced the item.

#### **3.4 Cree support**

Christine Coonishish introduced the item.

#### **3.5 Childcare centres**

Liza Wapachee and Patrick D'Astous introduced the item.

- There are serious problems with mould at the Nemaska childcare centre. Services are being provided in the school gymnasium, with all the inconveniences that that entails. The renovations will be completed in March;
- Like the members in Waswanipi and Eastmain, the members in Waskaganish have resigned from the union.

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

Larry Imbeault introduced the item.

#### **Motion 3**

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT the Executive Committee approve the minutes 0910CEPV-03 and 0910CEPV-04 subject to any corrections to be made.

**CARRIED UNANIMOUSLY**

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

This item was tabled to the next meeting.

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

This item was tabled to the next meeting.

## **7. Negotiations 2010**

### **7.1 Coordinator's report**

Patrick D'Astous introduced the item.

- The new demand regarding the taxable housing benefit to be presented at the E4 table should also be included with the deposit of the demand at the S9 table;
- The protocols have been signed by the union party and are in the process of being signed by the management party..

### **7.2 Report of those on leave for negotiations**

Larry Imbeault, François Beauchemin and Alain Lajoie introduced the item.

- For support staff of the Cree School Board, management deposited their offer on January 26, 2010. On February 15, discussions centred on the problems of housing and on the schedule for negotiations. On February 17, we submitted our detailed demand to management. The next meeting is scheduled for February 24, when management will present its offer and we will have the opportunity to ask questions about the offer;
- For support staff of the Kativik School Board, on February 9, 2010, management tabled its offer. On February 19, 2010, we began presenting our demands in detail and will continue doing so at the next meeting scheduled for March 9. On March 10 we will be asking management questions about their offer;
- For support staff at both tables we have reiterated our demand to have the same amount of time for negotiations as tables in the South. Management replied again that they do not have a mandate extending beyond March 31, 2010..
- For teaching staff with the Cree School Board, the most recent discussions dealt with housing and chapter 5-0.00. The next meeting is scheduled for February 25, when discussions will centre on the union demands regarding special needs students and regional disparities;
- For teaching staff with the Kativik School Board, management deferred deposit of its offer until February 16, 2010. There have been no meetings since. The next meeting is scheduled for February 22, when the union will present its detailed demands to management.

### **7.3 Mobilisation Phase 1**

Alain Lajoie introduced the item.

- Presentation of the mobilisation items distributed or to be distributed to members. Mobilisation days for support staff of the two school boards are Wednesday of each week, and for teaching staff, Friday of each week;
- The consultation with teaching staff has been conducted, and we are awaiting the results;
- The Mobilisation Plan adopted on January 18, 2010, is proceeding as planned, although we have not yet received all materials from the federations.

### **7.4 Mobilisation Phase 2**

Patrick D'Astous introduced the item.

- The FSE has prepared its Mobilisation Plan for the period after March 31, 2010;
- Members of the EC involved in the negotiations will also be meeting to prepare a Mobilisation Plan for the period after March 31, 2010.

## **8. Congress 2010**

### **8.1 Appointment of honorary members**

Patrick D'Astous introduced the item.

#### **Motion 4**

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

THAT to underline their contributions to the cultural aspect of the Congress and the importance placed on culture by our organisation which seeks to bring together Northern peoples, the Executive Committee appoint Elisapie Isaac and Richard Desjardins honorary members of AENQ.

**CARRIED UNANIMOUSLY**

#### **Motion 5**

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

THAT in recognition of his exceptional contribution to unionism in Northern Québec, the Executive Committee appoint Brent Tweddell an honorary member of the Association.



**CARRIED UNANIMOUSLY**

## **8.2 Pension plan**

Patrick D'Astous introduced the item.

### **Motion 6**

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

THAT the Executive Committee recommend to Congress the recommendations contained in the document *Comparison between the provisions of various types of pension plan*.

**CARRIED UNANIMOUSLY**

## **8.3 Delegations**

Larry Imbeault introduced the item.

### **Motion 7**

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

THAT under article 13.01 of the Association's By-laws, the Executive Committee fill the vacancies in incomplete delegations.

**CARRIED UNANIMOUSLY**

### **Motion 8**

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

THAT the Executive Committee appoint the following persons to complete the delegations to Congress:

- Kativik teaching sector: Lizzie Gordon, Luc Dionne;
- Cree teaching sector: Louis Branchaud, Patricia Richard
- Cree support sector: Ruby Atsynia, Glen Polson

**CARRIED UNANIMOUSLY**

## **9. Comité des services syndicaux dans le Nord québécois (CSQ)**

This item was tabled to the next meeting.

## **10. Native Forum**

Patrick D'Astous introduced the item.

### **Motion 9**

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

THAT the Executive Committee appoint Ève-Lyne Fecteau to participate in the Native Forum on March 21 and 22 in Québec City and to report back to the meeting following the Forum.

**CARRIED UNANIMOUSLY**

## **11. Native Committee**

### **11.1 Resignation**

Patrick D'Astous introduced the item.

### **Motion 10**

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

THAT the Executive Committee accept the resignation of Rachel Bush as member of the Native Committee.

**CARRIED UNANIMOUSLY**

### **11.2 GTSMA (CSQ)**

Patrick D'Astous introduced the item.

- The research report was presented.

## **12. CPE**

Ève-Lyne Fecteau introduced the item.

- Members of the childcare centres in Nemaska and Oujé-Bougoumou approved the agreements in principle; the collective agreements will be signed;
- The Association feels that misinformation was provided to the childcare centre members who resigned from the Association.

### **13. FIPEQ**

Patrick D'Astous introduced the item.

- The FIPEQ intends to make our members one of their priorities;
- The FIPEQ will begin provincial negotiations in the near future;
- Regional disparities will be one of their concerns in the negotiations.

### **14. FPSS Congress**

Larry Imbeault introduced the item.

#### **Motion 11**

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT the Executive Committee mandate Lillian Brien, Larry Imbeault and Christine Coonishish to participate in the FPSS Congress in June 2010.

**CARRIED UNANIMOUSLY**

### **15. Union training**

François Beauchemin introduced the item.

### **16. SEESOCQ Negotiations**

Patrick D'Astous introduced the item.

### **17. Budget**

This item was tabled to the next meeting.

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

### **Motion 12**

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT the next meeting of the Executive Committee take place in Montréal on March 20 and 21, 2010.

**CARRIED UNANIMOUSLY**

## **19. Adjournment**

### **Motion 12**

It was moved by Tarek Khazen and seconded by François Beauchemin

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



- 3.3. Cree teaching
- 3.4. Cree support
- 3.5. Childcare centres
4. Business arising from the minutes
5. Reports from other bodies
6. New memberships
7. Negotiations 2010
  - 7.1. Coordinator's report
  - 7.2. Report of those on leave for negotiations
8. Congress 2010
  - 8.1. Transportation for members of CE
  - 8.2. Documents
  - 8.3. Delegations
  - 8.4. Transportation of materials
9. Comité des services syndicaux dans le Nord québécois (*tabled to the next meeting*)
10. Budget
11. Date of next meeting
12. Adjournment

**CARRIED UNANIMOUSLY**

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

### **Motion 2**

It was moved by Alain Lajoie and seconded by François Beauchemin

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

**CARRIED UNANIMOUSLY**

## **3. Sector reports**

### **3.1 Kativik teaching**

François Beauchemin introduced the item.

- There have been allegations of physical contact between teachers and students;
- The principal of the Ivujivik school has been dismissed.

### **3.2 Kativik support**

Mary N. Brassard introduced the item.

- Prior to the sending of requests for leaves for Congress, Human Resources notified certain employees that their salary would be cut for the duration of the Congress.

### **3.3 Cree teaching**

Tarek Khazen introduced the item.

- Two teachers have resigned as union delegates;
- Assignments for next school-year have been received;
- The Sector Director was invited to sit on the Regional School Improvement Team;
- There will be no teaching in French in Oujé-Bougoumou and Eastmain in 2010-2011.

### **3.4 Cree support**

Christine Coonishish introduced the item.

### **3.5 Childcare centres**

Liza Wapachee introduced the item.

- The first collective agreement has finally been signed;
- The renovations at the Nemaska childcare centre have still not been completed;
- The employees of the Waskaganish childcare centre are no longer officially members of the Association.

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

Patrick D'Astous introduced the item.

- The President will negotiate with J. G. Baril (CSQ) the monetary aspects related to the negotiation of a first collective agreement for childcare centre employees. The costs incurred for the negotiations of a first collective agreement are assumed by the Centrale;
- Negotiations with the employees of the Association will take place following the Congress;
- At the last CGN, a commemorative plaque was presented to the spokesperson for the Common Front and former president of the Association, Brent Tweddell, to welcome him as an honorary member of the Association.

## **5. Report from other bodies**

Patrick D'Astous and Larry Imbeault presented the item.

## **6. New memberships**

Larry Imbeault introduced the item.

### **Motion 3**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the members whose names appear on the list of March 1, 2008, to March 19, 2010, be officially accepted as members of the Association.

**CARRIED UNANIMOUSLY**

## **7. Negotiations 2010**

### **7.1 Coordinator's report**

Patrick D'Astous introduced the item.

- A plan to restart the provincial negotiations was adopted at the CGN;
- We have received confirmation that the period to negotiate the renewal of our collective agreements will be extended beyond March 31, 2010;
- Eight of the nine members of the Executive Committee participated in the Common Front demonstration in Montreal on Saturday, March 20, 2010.

### **7.2 Report from those on leave for negotiations**

Larry Imbeault, François Beauchemin and Alain Lajoie introduced the item.

- S8 : There have been 8 meetings;
- At the last meeting, the union indicated the management issues on which it believed agreement was possible, and management did likewise for union issues;
- Management supposedly has the welfare of students as a priority, but nothing in their offer demonstrates that;
- The next meeting is scheduled for March 31, 2010.
  
- S9 : There have been 6 meetings;
- At the last meeting, the union negotiators indicated the management issues on which they felt an agreement was possible; at the next meeting, management will submit a list of union issues on which they believe agreement is possible;
- Management supposedly has the welfare of students as a priority, but nothing in their offer demonstrates that;
- The next meeting is scheduled for March 30, 2010.
  
- E4 : There have been 6 meetings, of which 3 were to explain union the union demand and the management offer;



- Management maintains that their priority is attraction and retention, but nothing in their offer demonstrates this;
  - A major issue is housing; management wants to introduce incentives for the sharing of housing units;
  - The next meeting is scheduled for March 31, 2010.
- 
- E3 : There have been 8 meetings;
  - Union demands regarding special needs were presented at the last meeting;
  - Management cancelled a meeting ostensibly in order to seek mandates;
  - The next meeting is scheduled for March 30, 2010.

## **8. Congress 2010**

### **8.1 Transportation for members of the Executive Committee**

Patrick D'Astous introduced the item.

### **8.2 Documents**

Patrick D'Astous introduced the item.

### **8.3 Delegations**

Patrick D'Astous introduced the item.

### **Motion 4**

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

THAT the Executive Committee appoint the following persons to complete delegations to Congress :

- Kativik teaching sector: Daisy Arnatuq;
- Kativik support sector: Dave Chalmers, Minnie Akpahatak, Alacie Kasudluak and Kumarluk Kumarluk;
- Cree support : Annie Bearskin, Terrence Duff and Sally Wapachee.

**CARRIED UNANIMOUSLY**

### **8.4 Transportation of materials**

Patrick D'Astous introduced the item.

## **9. Comité des services syndicaux dans le Nord québécois (CSQ)**

Patrick D'Astous introduced the item.

- Participating in the Committee are the President of the Association, the President of the Centrale, an advisor from the Centrale, the presidents of the professionals' unions and the presidents of the four federations concerned;
- Meetings take place prior to each CG;
- The recommendations of the Committee are to be presented to the CG of January 2011.

## **10. Budget**

Alain Lajoie introduced the item.

### **Motion 5**

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

THAT an allocation of \$500 be added to the budget item *Gifts, participation, other bodies* in support of the *Youth Council* to be held in Val d'Or in April 2010.

**CARRIED UNANIMOUSLY**

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

### **Motion 6**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the next meeting of the Executive Committee take place in Rouyn on March 28, 2010, at the conclusion of the Congress.

**CARRIED UNANIMOUSLY**

## **12. Adjournment**

### **Motion 7**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the meeting of the Executive Committee be adjourned.

**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. Payment of expenses for union activities**

Patrick D'Astous introduced the item.

### **Motion 3**

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

THAT the President of the Association immediately defray half the expenses submitted by Christine Coonishish for her participation in the Sector Council and union training session of March 24 and 25, 2010.

**CARRIED UNANIMOUSLY**

## **4. Congress 2010 - Delegations**

Larry Imbeault introduced the item.

### **Motion 4**

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT the Executive Committee appoint the following persons to complete delegations to Congress:

- Cree support sector: Hattie Wapachee, Sally Wapachee and Norman Ottereyes;
- Cree teaching sector: Tammy Reeves.

**CARRIED UNANIMOUSLY**

## **5. New memberships**

Larry Imbeault introduced the item.

### **Motion 5**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the members whose names appear on the list of March 20 to 23, 2010, be accepted as members of the Association.

**CARRIED UNANIMOUSLY**

## **6. Adjournment**

### **Motion 7**

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



**ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)**  
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**ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC**  
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## **Minutes of the Executive Committee      0910CEPV-08**

### **Special Meeting of March 26, 2010 (Rouyn-Noranda)**

#### **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
Liza Wapachee	Director, childcare centre sector

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

Larry Imbeault introduced the item.

#### **Motion 1**

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

THAT the agenda be adopted.

#### Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Position of Director for the Cree support sector
4. Adjournment

**CARRIED UNANIMOUSLY**

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

### **Motion 2**

It was moved by François Beauchemin and seconded by Alain Lajoie

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

**CARRIED UNANIMOUSLY**

## **3. Position of Director for the Cree support sector**

Patrick D'Astous introduced the item.

### **Motion 3**

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

THAT in conformity with article 12.08 of the Association's By-laws, Christine Coonishish be relieved of her duties as Director for the support sector of the Cree School Board, effective immediately.

**CARRIED UNANIMOUSLY**

## **4. Adjournment**

### **Motion 7**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



**ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)**  
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## **Minutes of the Executive Committee                      0910CEPV-09**

### **Meeting of March 28, 2010 (Rouyn-Noranda)**

#### **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
Liza Wapachee	Director, childcare centre 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. Leaves of absence for union activities
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. Leaves of absence for union activities**

Patrick D'Astous introduced the item.

### **Motion 3**

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

THAT for the school-year 2010-2011, the sector directors for teaching personnel of the two school boards be granted leave of 50% in order to perform their duties of sector director; and a further 50% leave be granted to the Sector Director for teaching personnel of the Kativik School Board to discharge duties to be assigned under a Work Plan to be agreed to with the President.

**CARRIED UNANIMOUSLY**

## **4. Adjournment**

### **Motion 7**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



**ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)**  
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## Minutes of the Executive Committee

0910CEPV-10

### Meeting of April 24, 2010

#### 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
Liza Wapachee	Director, childcare centres

#### 1. Presentation and adoption of the agenda

Larry Imbeault introduced the item.

#### Motion 1

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT The agenda be adopted.

#### Agenda

1. Presentation and adoption of the agenda
2. Appointment of Chair and Secretary for the meeting
3. Sector reports
  - 3.1. Kativik Teachers
  - 3.2. Kativik Support Staff
  - 3.3. Cree Teachers
  - 3.4. Cree Support Staff
  - 3.5. Childcare Centres

4. Approval of the minutes of previous meetings
5. Business arising from the minutes
6. Reports from other bodies
7. Negotiations 2010
  - 7.1. Coordinator's report
  - 7.2. Report from those on leave for negotiations
  - 7.3. Follow-up
8. AENQ Congress 2010 – follow-up
9. Leave of absence for union activities
10. AENQ-SEESOCQ negotiations
11. Budget
12. Comité des services syndicaux dans le Nord québécois (CSQ)
13. Varia
14. Date of next meeting
15. 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 Alain Lajoie (pending the arrival of Patrick D'Astous) and Patrick D'Astous be appointed Chair and Larry Imbeault Secretary for the meeting.

**CARRIED UNANIMOUSLY**

## **3. Sector reports**

### **3.1. Kativik Teachers**

François Beauchemin introduced the item.

- The next meeting of the Board Committee will take place on May 18 and 19, 2010.

### **3.2. Kativik support**

Mary N. Brassard introduced the item.

### 3.3. Cree Teachers

Tarek Khazen introduced the item.

- Wemindji and Whapmagoostui will be on *Goose Break* this week; the other communities will take it the following week; for these two communities, the movable week was advanced by two weeks (without consultation in Wemindji);
- In Waswanipi, a petition has been circulated demanding that the Cree School Board increase the number of hours for physical education and hire an educational advisor;
- *The Regional School Improvement Team* is recommending instruction exclusively in Cree at the pre-kindergarten and kindergarten levels with a gradual introduction of instruction in a second language beginning in grade 1 and intensification of instruction in a second language as of grade 3.

#### Motion 3

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

THAT Tarek Khazen be mandated to participate in meetings of the *Regional School Improvement Team* (RSIT), with the understanding that any expenses be partially defrayed by the Association.

**CARRIED UNANIMOUSLY**

### 3.4. Cree Support Staff

Lillian Brien introduced the item.

- As the position of Sector Director is currently vacant, the Director-elect designated by the last Congress was invited to join the Executive Committee prior to July 1. However, she declined the invitation.

#### Motion 4

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT the Vice-president be mandated to assume, on an interim basis, the responsibilities of the Director for the Cree support sector for the duration of the current mandate.

**CARRIED UNANIMOUSLY**

### **3.5. Childcare centres**

Liza Wapachee introduced the item.

- The renovations at the Nemaska childcare centre have been completed and the children and staff have returned;
- A new chair has been elected to the Board of Directors of the Nemaska childcare centre;
- The manager of the Oujé-Bougoumou centre has been replaced for a period of three months.

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

Larry Imbeault introduced the item.

#### **Motion 5**

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT The Executive Committee approve the minutes 0910CEPV-05, 0910CEPV-06, 0910CEPV-07, 0910CEPV-08 and 0910CEPV-09 subject to any corrections to be made.

**CARRIED UNANIMOUSLY**

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

Patrick D'Astous introduced the item.

- The meeting of the Cree Nation Youth Council was postponed to June 22, 23 and 24, 2010. The President will represent the Association.

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

Larry Imbeault, Alain Lajoie and Patrick D'Astous introduced the item.

- CGN of March 18 and 19, 2010: report on coordination, the state of sectoral negotiations and the central table (retirement and parental rights), maintenance of pay equity and salary relativity;
- CF-FPSS of March 24, 2010: deposit by the Association's representative of notices of motion regarding regulation #4 concerning the Cree-Kativik negotiations;
- CGN of March 31 and April 1, 2010: Québec government budget; state of the negotiations at the sectoral tables and the Central Table;
- CF-FPSS and CF-FSE: April 7 and 8, 2010: sectoral negotiations;

- CGN of April 8 and 9, 2010: SISP-N coordination report on the Common Front and sectoral negotiations, mobilisation;
- CF-FSE of April 13 and 14, 2010: state of sectoral negotiations;
- CF-FSE of April 21, 2010: sectoral negotiations;
- CF-FPSS of April 23, 2010: state of the negotiations at the sectoral tables for school support staff.

## **7. Negotiations 2010**

### **7.1. Coordinator's report**

Patrick D'Astous introduced the item.

- The rhythm of the negotiations for the North is not the same as that in the South;
- Negotiations in the South are at a dead-end; those in the North are not going much better;
- The CGN voted to request mediation for April 20, 2010, on the understanding that the request would be made later for our tables;
- Affiliates in the South will be holding their general meetings simultaneous with the mediation in order to highlight the state of the negotiations and to persuade their members to support the principle of a legal strike mandate to be exercised in conjunction with the Common Front in the fall when schools reopen.

### **7.2. Report from those on leave for negotiations**

Larry Imbeault, Alain Lajoie and François Beauchemin introduced the item.

- S8: the last meeting occurred on March 31, 2010;
- We advised management of the management offers we are prepared to consider; management did likewise with union demands;
- At the moment, there is no date set for another meeting;
- S9 : the last meeting took place on March 30, 2010;
- We advised management of the management offers we are prepared to consider; management did likewise with union demands;
- The next meeting is scheduled for April 27;
- The Fédération du personnel de soutien scolaire tabled a request for mediation for the S3 table on April 22, 2010;
- E3 : The last meeting took place on March 30, 2010;
- The next meeting is scheduled for April 30, 2010;
- E4 : There were two meetings last week: April 20 and 23, 2010;
- The next meeting is scheduled for April 29, 2010;

- A negotiations bulletin dealing with mediation will be sent out to members in the near future.

### **7.3. Follow-up**

Patrick D'Astous introduced the item.

#### **Motion 6**

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

THAT The action chief, Alain Lajoie, be mandated to prepare a visibility plan, to include, as much as possible, the elements of the visibility plans of our federations, for all the sectors and covering the period from the present to September 2010;

AND

THAT Following Sector Councils, general meetings be held beginning in September 2010 in each school, centre or establishment to consult members on their support for the principle of a mandate for a legal strike.

**CARRIED UNANIMOUSLY**

### **8. AENQ Congress 2010 – follow-up**

Larry Imbeault and Patrick D'Astous introduced the item.

- Most of the comments received following the Congress were extremely positive. However, a number of people questioned the Executive Committee's decision to hold the Congress in Rouyn;
- A thank-you letter has been sent to the sponsors;
- A summary of the decisions taken at Congress has been distributed to members;
- Members and the School Boards will be notified of the members elected to the Executive Committee and the Native Committee.

### **9. Leaves of absence for union activities**

#### **Motion 7**

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

THAT Notwithstanding the decision of March 28, 2010, a full-time leave for union activities for the 2010-2011 school-year be requested for François Beauchemin with the Association to defray his salary for this period on the same conditions as at the present time. It is understood that 50% of his time will be spent on his

responsibilities as Sector Director, the rest to be determined according to the needs of the Association. It is also understood that this shall not have the effect of creating an employment tie between him and the Association

**CARRIED UNANIMOUSLY**

## **10. AENQ-SEESOCQ negotiations**

François Beauchemin and Larry Imbeault introduced the item.

- Negotiations took place over 4 meetings;
- The Association's representatives were François Beauchemin and Larry Imbeault;
- The representatives of SEESOCQ were Jocelyn Morin and Zéni Andrade;
- With regard to the union demand, the employees of the Association obtained parity with Centrale employees in terms of vacation time;
- The car allowance for advisors of \$153/month is converted into a retention premium of \$175/month to be deposited into an RRSP;
- The agreement provides the possibility of progressive retirement;
- The agreement provides minimum advisory and administrative service levels ;
- The agreement provide for different management of compensation banks with review after a certain period;
- A general meeting of the employees of the Association will be held on April 27, 2010.

### **Motion 8**

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT The Executive Committee receive the agreement in principle and, subject to the drafting of text, mandate the President of the Association and its representatives at the negotiating table, François Beauchemin and Larry Imbeault, to sign the agreement concluded with the Association's employees.

**CARRIED UNANIMOUSLY**

## **11. Budget**

Alain Lajoie introduced the item.

- We will soon have the final total cost of our last regular Congress, and the budget will be adjusted accordingly.



## **12. Comité des services syndicaux dans le Nord québécois (CSQ)**

Patrick D'Astous introduced the item.

The next meeting of the Committee will be held on May 25, 2010.

## **13. Varia**

Patrick D'Astous introduced the item.

### **13.1. Sponsorship request – Ride to Conquer Cancer**

#### **Motion 9**

Considering the quality of the involvement of the union delegate;

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

THAT A donation of \$250 be sent to Mario Boisselle for the Ride to Conquer Cancer.

**CARRIED UNANIMOUSLY**

### **13.2. Pessamit (Betsiamites)**

- The teachers (approximately 50) of this Innu community have been asking for pay equity with the other teachers in Quebec;
- They have created a task force for on the remuneration of teaching staff;
- On April 16, 2010, they refused to present themselves for work, and since then they have decided every day not to return to work;
- They have contacted the President of the Association to ask for advisory support;
- On the conclusion of an agreement with their employer that there would be no consequences to their work stoppages, they decided to return to work;
- Since that time, they have concluded an agreement that will increase their salaries by 20%.

#### **Motion 10**

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

THAT Subsequent to the events in Pessamit, in the event of a request for support or of a service agreement, the President of the Association show all possible solidarity.

**CARRIED UNANIMOUSLY**

### **13.3. New members elected to the Executive Committee for the 2010-2013 mandate**

Those elected for the 2010-2013 mandate will be invited to come a day before the first meeting of 2010-2011 to familiarise themselves with the union.

### **13.4. Web site**

- The contract with Beesum for maintenance of our Web site was terminated and we have received a reimbursement.
- The FSE will host our Web site and we will have access to new technologies.
- We will be able to perform upgrades and updates ourselves.
- The entire arrangement will be much less costly for the Association.

### **14. Date of next meeting**

#### **Motion 11**

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT The next meeting of the Executive Committee take place in Montréal on June 5 and 6, 2010.

**CARRIED UNANIMOUSLY**

### **15. Adjournment**

#### **Motion 12**

It was moved by Larry Imbeault and seconded by Lillian Brien

THAT The meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**



4. Reports from decision making bodies
5. Business arising from the minutes
6. Negotiations 2010
  - 6.1. Coordinator's report
  - 6.2. Report of those on leave for negotiations
  - 6.3. Coordination and mobilisation
7. Budget
8. Web site
9. Negotiations AENQ-SEESOCQ
10. Policy on leaves for union business
11. Internal Management
12. Varia
  - 12.1. Business arising from the Congress 2010 AENQ
  - 12.2. Native Committee
  - 12.3. Contributions to AENQ
13. Date of next meeting
14. 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 Alain Lajoie Secretary for the meeting

**CARRIED UNANIMOUSLY**

## **3. Sector reports**

### **3.1. Kativik Teachers**

François Beauchemin introduced the item.

- A special consultation on school calendar was conducted.

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

Mary N. Brassard introduced the item.

### **3.3. Cree Teachers**

Tarek Khazen introduced the item.

- The *Regional School Improvement Team* met from May 18 to 20, 2010.

### **3.4. Cree Support Staff**

Lillian Brien introduced the item.

### **3.5. CPE**

Liza Wapachee introduced the item.

## **4. Reports from decision making bodies**

Patrick D'Astous introduced the item.

- Presentation of the report of the Comité des services syndicaux au Nord québécois.

### **Motion 3**

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

THAT The following be included in every agreement in principle concluded by the CSQ or its sectoral or intersectoral federations: "The conditions of the present agreement shall apply in their entirety and with any necessary adjustments as an amendment to the collective agreements binding the employees and the MELS, as of the signature of the present."

**CARRIED UNANIMOUSLY**

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

Patrick D'Astous introduced the item.

- Violence in the Kativik School Board.

## **6. Negotiations 2010**

### **6.1. Coordinator's report**

Patrick D'Astous introduced the item.

## **6.2. Report of those on leave for negotiations**

Alain Lajoie and François Beauchemin introduced the item.

## **6.3. Coordination and mobilisation**

Alain Lajoie introduced the item.

- A modified mobilisation plan was presented, along with the objectives.

## **7. Budget**

Alain Lajoie introduced the item.

### **Motion 4**

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

THAT The amendments to the 2009-2010 budget be adopted as presented.

**CARRIED UNANIMOUSLY**

## **8. Web site**

François Beauchemin introduced the item.

## **9. Negotiations AENQ-SEESOCQ**

François Beauchemin introduced the item.

## **10. Policy on leave for union business**

Patrick D'Astous introduced the item.

## **11. Internal Management**

Patrick D'Astous introduced the item.

## **12. Varia**

Patrick D'Astous introduced the item.

## **12.1. Business arising from Congress 2010 AENQ**

### **12.2. Native Committee**

### **12.3. Contributions to AENQ**

#### **Motion 5**

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

THAT The Executive Committee recognise the ten years of exceptional service by Ms Linda Lépine, managing secretary of AENQ, and that the President be mandated to purchase a gift.

**CARRIED UNANIMOUSLY**

#### **Motion 6**

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

THAT The Executive Committee thank Ms Mary N. Brassard for her exceptional contribution as Sector Director for support staff of the Kativik School Board.

**CARRIED UNANIMOUSLY**

## **13. Date of next meeting**

#### **Motion 7**

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT The next meeting of the Executive Committee take place in Montréal on August 28 and 29, 2010.

**CARRIED UNANIMOUSLY**

## **14. Adjournment**

#### **Motion 8**

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**