**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 1011CEPV-04

# Meeting of December 15 and 16, 2010

**Attending:**

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|---|---|
| Patrick D'Astous | President |
| Larry Imbeault | Vice-president |
| Alain Lajoie | Treasurer |
| François Beauchemin | Director, KSB teaching sector |
| Tarek Khazen | Director, CSB teaching sector |
| David Chalmers | Director, KSB support sector |
| Jeannie McKee | Director, CSB support sector |
| Liza Wapachee | Director, CPE 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 as presented.

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. CPE

4. AENQ Executive
   4.1. Approval of minutes of the EC
   4.2. Business arising from the minutes
   4.3. CSQ bodies
   4.4. Position of Secretary
   4.5. Date of next meeting
5. Action Plan 2010-2013
6. Negotiations 2010
   6.1. Support staff
   6.2. Teachers
7. CSSNQ
8. Budget
9. Members' Rights: request by member
10. Adjournment

**CARRIED UNANIMOUSLY**

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

**Motion 2**

It was moved by François Beauchemin and seconded by David Chalmers

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

**CARRIED UNANIMOUSLY**

## 3. Sector reports

### 3.1. KSB teaching

François Beauchemin introduced the item.

- Problems with the administration in Kangiqsujuaq, particularly with respect to the code of conduct, have resumed;
- Elias Moukanas was designated Director of Educational Services.

### 3.2. KSB support

David Chalmers introduced the item.

- Union training took place on November 22 and 23, 2010, in Kuujjuaq;
- The Sector Council met on November 24, 2010, in Kuujjuaq, and Larry Imbeault presented the results of the negotiations;

- David Chalmers, Vincent Renaud and Larry Imbeault are the members of the Labour Relations Committee;
- David Chalmers pointed out that it would be a good idea to do a tour of Hudson Bay villages.

### 3.3. CSB teachers

Tarek Khazen introduced the item.

- Following the operation "no reports," the union delegate in Eastmain was excluded from the LT. Following a number of representations that were made, she was reinstated in her duties;
- Agreement was reached with the CSB on the issue of the floating week of the spring break: the CSB will notify staff at least 20 work-days prior to this period of any change in dates. Previously, the CSB could change the dates of this week with only five work-days notice;
- The *RSIT* will focus on the local *Leadership Teams*.

### 3.4. CSB support

Jeannie McKee introduced the item.

- Union training and the Sector Council were held on October 16 and 17 in Val d'Or. Delegates appreciated the delegate's handbook;
- There are problems regarding building maintenance in Waskaganish;
- The union delegate in Waswanipi has resigned and the substitute delegate has replaced him;
- There was a teleconference meeting of the Sector Council on December 7, 2010. Larry Imbeault presented the results of the negotiations;
- There will be a meeting of the Labour Relations Committee on January 12, 2011, in Montreal.

### 3.5. CPEs

Liza Wapachee introduced the item.

- The union delegate from Oujé-Bougoumou participated in the Conseil fédéral of the FIPEQ;
- The two CPE employers will be asked to sit at a negotiating table to discuss salary;
- There are problems with maintenance in the Oujé-Bougoumou CPE. Educators have to do cleaning tasks themselves.
- The two CPEs are short-staffed and the child/educator ratios are not being respected.

## 4. AENQ Executive

### 4.1. Approval of the minutes

Larry Imbeault introduced the item.

**Motion 3**

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

THAT the minutes 1011CEPV-02 be approved.

**CARRIED UNANIMOUSLY**

### 4.2. Business arising from the minutes

Patrick D'Astous introduced the item.

- It was noted that the Secretary of the Association has resigned and that a replacement would be designated at this meeting;
- Pursuant to our consultation on uranium mining, a press release was issued;
- Representatives of a mining company, the Mistissini band council and the Cree Regional Authority contacted the President on this matter;
- Representations will be made to the CSQ asking it to demand a moratorium on uranium mining in Quebec;
- Eva Inukpuk was informed that she is the first recipient of the award created to recognise the involvement of Native members.

### 4.3. CSQ bodies

Patrick D'Astous and Larry Imbeault introduced the item.

- CGN of the CSQ in Québec City on June 28;
- CS of the FPSS in Québec City September 21 and 22;
- CF of the FSE in Québec City from September 22 to 24;
- CG of the CSQ in Montréal from October 6 to 8;
- CGN of the CSQ in Montréal on October 6: adoption of the results of the consultation on the intersectoral;
- CF of the FPSS in Mont Saint-Sauveur on November 3 and 4;
- CF of the FSE in Laval from November 3 to 5;
- Comité d'action-mobilisation of the FIPEQ in Montréal on November 25;
- CF of the FIPEQ in Montréal on November 25 and 26;
- CG of the CSQ in Québec City on November 30, December 1 and 2;
- CF of the FPSS in Québec City from December 7 to 9;
- CF of the FSE in Québec City from December 8 to 10.

### 4.4. Position of Executive Committee Secretary

Patrick D'Astous introduced the item.

Four candidates for the position have been proposed.

**Motion 4**

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT Georges Mensink be appointed to the position of Secretary of the Association.

**CARRIED UNANIMOUSLY**

The President will notify Georges Mensink and the other candidates of the decision of the Executive Committee.

### 4.5. Date of next meeting

A "special negotiations" meeting of the Executive Committee will be held by teleconference on January 26, 2011, at 10:00 a.m.

## 5. Action plan 2010-2013

Patrick D'Astous introduced the item.

The members of the Executive Committee discussed what should be included in the Action Plan 2010-2013, referring to the priorities adopted at the 2010 Congress of the Association. A preliminary draft will be presented at the next in-person meeting of the Executive Committee.

## 6. Negotiations

### 6.1. Support staff

Larry Imbeault introduced the item.

<u>S8</u>

- An agreement in principle was concluded on November 30, 2010;
- A teleconference meeting of the Sector Council was held on December 7, 2010, where Larry Imbeault presented the agreement in principle;
- On December 14, 2010, five general meetings out of thirteen were held;
- Fifty-two members participated in the general meetings, of whom 50 voted to accept the agreement in principle and 2 voted to reject.

**Motion 5**

It was moved by Larry Imbeault and seconded by Jeannie McKee

THAT the Executive Committee receive the recommendations of the Sector Council.

*Recommendations:*

- *The Sector Council recommends that the Executive Committee accept the agreement in principle concluded to renew the S8 collective agreement;*
- *The Sector Council recommends that members vote to accept the agreement in principle;*
- *The Sector Council recommends that general meetings be held on December 14, 2010.*

**CARRIED UNANIMOUSLY**

S9

- An agreement in principle was concluded on November 22, 2010;
- A meeting of the Sector Council was held in Kuujjuaq on November 24, 2010, where Larry Imbeault presented the agreement in principle;
- On December 1, 2010, 4 general meetings out of 17 were held;
- Of the 37 members who participated in the general meetings, 31 voted to accept the agreement in principle and 6 voted to reject.

**Motion 6**

It was moved by Larry Imbeault and seconded by David Chalmers

THAT the Executive Committee receive the recommendations of the Sector Council.

*Recommendations:*

- *The Sector Council recommends that the Executive Committee accept the agreement in principle concluded to renew the S9 collective agreement;*
- *The Sector Council recommends that members vote to accept the agreement in principle;*
- *The Sector Council recommends that general meetings be held on December 1, 2010.*

**CARRIED UNANIMOUSLY**

## 6.2. Teachers

François Beauchemin introduced the item.

E3

- A consultation on the agreement in principle was conducted with members;
- All general meetings were held;

- Of the 182 members who participated in the general meetings, 166 voted to accept the agreement, 15 voted to reject, and one ballot was rejected.

**Motion 7**

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

THAT the Executive Committee receive the results of the vote as presented.

**CARRIED UNANIMOUSLY**

E4
A list of the issues that remain on the table was presented: it includes issues that are essentially settled along with those that remain in dispute;
The next meetings are scheduled for January 20, 25 and 27, 2011.

## 7. CSSNQ

Patrick D'Astous introduced the item.

- The purpose of the Committee is to optimise the services provided to Northern members;
- Work has reached the stage of finding solutions to previously identified problems;
- Discussions will take place between the President and the FSE regarding equalisation;
- Discussions will take place between the Vice-president and the FPSS regarding equalisation;
- The negotiation protocol will have to be updated, and changes that are made will have to ensure greater participation by AENQ;
- The negotiation protocol with the FSE was respected;
- The President will do an analysis of the negotiation with respect to the protocol;
- An analysis will be conducted to ensure that the division of responsibilities established following the GES was respected.

## 8. Budget

This item was tabled to a subsequent meeting.

## 9. Members' Rights: Request by member

Patrick D'Astous introduced the item.

**Motion 8**

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT in the case PDM201011-01 and as recommended by a staff advisor of the Association, the Executive Committee accepts the request submitted under the *Policy on the Defence of Rights of Employees Represented by AENQ* to a maximum amount of $10,000.

**CARRIED UNANIMOUSLY**

## 10. Adjournment

**Motion 9**

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**