**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-09

# Meeting of April 15 and 16, 2011

**Attending:**

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|---|---|
| Patrick D'Astous | President |
| Larry Imbeault | Vice-President |
| Georges Mensink | Secretary |
| Alain Lajoie | Treasurer |
| François Beauchemin | Sector Director, KSB Teachers |
| Tarek Khazen | Sector Director, CSB Teachers |
| David Chalmers | Sector Director, KSB Support Staff |
| Jeannie McKee | Sector Director, CSB Support Staff |
| Liza Wapachee | Sector Director, CPE |

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

Georges Mensink introduced the item.

**Motion 1**

It was moved by Georges Mensink and seconded by Tarek Khazen

THAT The agenda be adopted.

Agenda

1. Presentation and adoption of agenda
2. Appointment of Chair and Secretary for the meeting
3. Sector reports
   3.1 KSB Teachers
   3.2 KSB Support Staff
   3.3 CSB Support Staff
   3.4 CSB Teachers
   3.5 CPE

4. Follow-up on decisions
5. Action Plan 2010 to 2013
6. Budget
7. Union responsibilities and compensation
8. Varia
   8.1 CSQ Congress
9. Next meeting
10. Adjournment

**ADOPTED UNANIMOUSLY**

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

**Motion 2**

It was moved by par Alain Lajoie and seconded by François Beauchemin

THAT Patrick D'Astous be appointed Chair and Georges Mensink Secretary for the meeting.

**ADOPTED UNANIMOUSLY**

## 3. Sector reports

### 3.1 KSB Teachers

François Beauchemin introduced the item.

- François Beauchemin will return to work and to the tasks of director of Kativik teachers on April 27, 2011.
- He thanked the union delegates and union counsellors for having taken over for him during his absence which began on March 6, 2011.
- The professional improvement fund policy was recently reaffirmed in its mandate.
- The adapted school calendar will once again be an issue this autumn during the election of the school commissioners.

### 3.2 KSB Support Staff

David Chalmers introduced the item.

- Two villages have no maintenance personnel: Aupaluk and Kangirsuk. One of these two vacant posts has been advertised but there are serious problems with local recruitment.

- There will be a meeting of the Work Relations Committee the last week of April, 2011.
- A training session will take place in Inukjuak this summer. Allocation of places will be shared by KRG and KSB.

**3.3 CSB Support Staff**

Jeannie McKee introduced the item.

- Support personnel in Chisasibi received notice that they will be laid off during the Goose Break.
- During the closing of the school from July 25 to 29, there will be no loss of salary.
- Two union delegates have quit and we are looking to fill the position of an office agent in Gatineau.
- From May 2 to 13 Jeannie McKee will not be available.

**3.4 CSB Teachers**

Tarek Khazen introduced the item.

- The situation in Chisasibi is intolerable. It seems the administration has resorted to intimidation and is demonstrating a lack of respect toward the teaching personnel. It has been noted that several non legally qualified teachers have been hired.
- There seems to be a lack of will to hire legally qualified teachers. Local school administrations end up doing recruiting because of significant problems with centralized recruiting at the CSB.
- Following the last Board Committee meeting, the CSB has accepted to open bilateral negotiations on chapter 13 as has been agreed upon in the Agreement in Principle.
- The situation at Ouje-Bougoumou has been made difficult by the bad relationship between the personnel and the local administration.

**3.5 CPE**

Liza Wapachee introduced the item.

- It seems there are problems with the collective agreement.
- Employees are hired to work for 35 hours and should be paid for these 35 hours even if there is staffing shortages.
- Some documents are only available in French. The Association will take action to ensure that these documents are translated into English.

**4. Follow-up on decisions**

Follow-up on decisions is tabled until the next meeting of the Executive Committee.

**5. Action plan 2010-2013**

Patrick D'Astous addressed this item.

The Action Plan as amended will be adopted at the next in-person meeting of the Executive Committee.

**6. Budget**

Alain Lajoie introduced the item.

**Motion 3**

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT The AENQ donate $ 250 to the Monique Fitz-Back foundation.

**ADOPTED UNANIMOUSLY**

**Motion 4**

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT The AENQ pay for the baby-sitting costs incurred by a member during the training session of autumn 2010.

**ADOPTED UNANIMOUSLY**

**Motion 5**

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT The 2011-2012 budget be amended as presented.

**ADOPTED UNANIMOUSLY**

**7. Union responsibilities and compensation**

Patrick D'Astous introduced the item.

- François Beauchemin will maintain his mandate as sector director of Kativik teachers, and will fulfill the rest of his union responsibilities according to the needs of the Association.
- Tarek Khazen will fulfill his mandate as sector director of Cree teachers at 33% and will complete his mandate up to 50% with new responsibilities related to the adoption of the McRel program and his participation on several committees.

**8. Varia**

**8.1 CSQ Congress**

**Motion 6**

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

THAT All members of the Executive Committee participate in the next CSQ Congress.

**ADOPTED UNANIMOUSLY**

**9. Next meeting**

**Motion 7**

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

THAT The next meeting takes place April 28, 2011 by conference call.

**ADOPTED UNANIMOUSLY**

**10. Adjournment**

**Motion 8**

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT The meeting of the Executive Committee be adjourned.

**ADOPTED UNANIMOUSLY**