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-11

# Meeting of June 3 and 4, 2011

**Attending:**

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|---|---|
| Patrick D'Astous | President |
| Larry Imbeault | Vice-President |
| Georges Mensink | Secretary |
| Alain Lajoie | Treasurer |
| 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 |

**Absent :**

| | |
|---|---|
| François Beauchemin | Directeur de secteur – Enseignants CSK |

## 1. Presentation et adoption of the agenda

Georges Mensink introduced the item.

**Motion 1**

It was moved by Georges Mensink and seconded by Alain Lajoie

THAT The agenda be adopted.

Agenda

1. Presentation and adoption of the agenda
2. Nomination of the President and Secretary of the meeting
3. Sector reports

3.1 KSB Teachers
3.2 KSB Support Staff
3.3 CSB Teachers
3.4 CSB Support Staff
3.5 CPE

4. CSQ Decision making bodies report
5. Union leave for Larry Imbeault
6. KSB Teachers Sector Director interim 2010-2011
7. Negociations follow-up
   7.1 Final version of agreements and retroactive pay
   7.2 Assessment
8. Disability of a EC member
9. 2010-2013 Action Plan
10. Union training 2011-2012
11. Budget
12. New union memberships
13. Minutes adoption of previous meetings
14. The Association's representative to CF-FPSS 2011-2012
15. The Association's representative to CF-FIPEQ 2011-2012
16. Varia
    16.1 CCPNIMT
    16.2 Executive Committee's Norms
    16.3 KSB housing taxation
17. Next meeting
18. Adjournment

**ADOPTED UNANIMOUSLY**

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

**Motion 2**

It was moved by Georges Mensink and seconded by Alain Lajoie

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

**ADOPTED UNANIMOUSLY**

## 3. Sector reports

### 3.1 KSB Teachers

Patrick D'Astous introduced the item.

- Terra Shillington is no longer the Union Delegate for Quaqtaq. She has been replaced by her substitute, Mari-Josée Trudel until the end of the 2010-2011 school year;
- The Regional Pedagogical Days has been included in the 2011-2012 school calendar and should take place this Fall;
- The provisions in Annexe 11 will be applied to these regional pedagogical days;
- With regards to choosing new school principals, the Commission has no obligation to consult local education committees. In addition, teachers do not have a role to play in their selection;
- The increase in teaching minutes in science and mathematics expected this fall will result in an unequal number of teaching minutes for second language teachers at the secondary level.

### 3.2 KSB Support Staff

David Chalmers introduced the item.

- A tool kit needs to be sent to a union delegate;
- Maintenance personnel have been hired for the villages of Kuujjuaq, Aupaluk and Kangirsuk.

### 3.3 CSB Teachers

Tarek Khazen introduced the item.

- There is no longer any French sector in the schools of Eastmain, Weminji and this will soon be the case in Oujé-Bougoumou;
- Local Education Plans should be also dealing with problems related to violence, absenteeism and special needs children. The LEP is included in the CSB Strategic Action Plan.

### 3.4 CSB Support Staff

Jeannie McKee introduced the point.

- A primary school will open this Fall in Chisasibi;
- The CEA (Community Education Administrator) should be taking care of questions that deal with the budget and disciplinary measures.

### 3.5 CPE

Liza Wapachee introduced the point.

- Documents sent by Fax should be done in a safe and confidential manner;
- Future communications between the Association and Liza Wapachee will be done by email.

## 5. Union Leave for Larry Imbeault

**Motion 3**

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

THAT The Executive Committee lift the suspension of Larry Imbeault's leave beginning the week of July 4, 2011 until June 30, 2012.

**ADOPTED UNANIMOUSLY**

## 6. KSB Teachers Sector Director Interim 2010-2011

**Motion 4**

It was moved by Alain Lajoie and seconded by David Chalmers

THAT The Executive Committee name Georges Mensink to the position of KSB Teachers Sector Director Interim effective immediately, until the return of François Beauchemin or, in the case of a recommendation of the Sector Council – KSB Teachers, until a new Director is named.

**ADOPTED UNANIMOUSLY**

## 7. Negotiations Follow-up 2010

### 7.1 Final version of agreements and retroactive pay for the teaching personnel

Alain Lajoie introduced the item.

- All the documents have been sent to KSB;
- Both the Union and the CPN are adamant to having the collective agreement signed before June 30, 2011;
- The retroactive pay should be paid following the signing of the collective agreement.

### 7.2 Assessment

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

- We would like to have a more efficient approach in the negotiation process;
- There's a need to modify the relationship with the Federations and the Central concerning negotiations;

- As a result of being part of the Common Front we had the negotiations assessment before we were finished in the North;
- We were asked to share our comments on the different aspects of the negotiations and we indicated in writing that are negotiations would never be finished at the same time as in the South;
- In the South the MELS controls the negotiations, whereas in the North it's the School Boards, working within the framework of the Northern Québec and James Bay Agreement (NQJBA);
- The acknowledgment that our negotiations are different is the first step toward a coordinated effort and a strategic plan that will respond better to our needs.

**8. Disability of an Executive Committee member**

Patrick D'Astous introduced the item.

**Motion 5**

It was moved by Patrick D'Astous and seconded by David Chalmers

THAT The Association will compensate François Beauchemin with sick leave pay equivalent to that which would have been paid by the KSB in the same circumstances and which the Association would have had to reimburse anyway, conditional on the submission of relevant medical reports by François Beauchemin.

Also,

An independent legal firm will be mandated to produce a legal advice and recommendations to ensure the proper management of funds of the Association as regards elected members who are considered to on leave without pay, and who, instead of being released by the Association, are compensated monetarily at the rate which their release would have cost.

**ADOPTED UNANIMOUSLY**

**11. Budget**

Alain Lajoie introduced the item.

The financial statements of May 2011 are revised.

**12. New Union Memberships**

**Motion 6**

It was introduced by Georges Mensink and seconded by Alain Lajoie

THAT The Executive committee accept new members for the period from March 24, 2010 to May 26, 2011.

**ADOPTED UNANIMOUSLY**

## 13. Minutes adoption of previous meetings

**Motion 7**

It was introduced by Larry Imbeault and seconded by David Chalmers

THAT The Executive Committee adopt the following minutes: 1011CEPV-03, 1011CEPV-04, 1011CEPV-5, 1011CEPV-06, 1011CEPV-07, 1011CEPV-08, 1011CEPV-09 and 1011CEPV-10 as introduced and amended.

**ADOPTED UNANIMOUSLY**

## 15. AENQ representative to CF-FIPEQ 2011-2012

**Motion 8**

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

THAT Liza Wapachee and/or Patrick D'Astous are mandated to represent the Association at the Federal Council of the FIPEQ for the year 2011-2012.

**ADOPTED UNANIMOUSLY**

## 16. Varia

**Motion 9**

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

THAT Items 4, 9, 10, 14 and 16 on the agenda be tabled to the next meeting.

**ADOPTED UNANIMOUSLY**

## 17. Next meeting

The date of the next meeting is still to be determined.

## 18. Adjournment

**Motion 10**

It was moved by Patrick D’Astous and seconded by Jeannie McKee

THAT The meeting of the Executive Committee be adjourned.

**ADOPTED UNANIMOUSLY**