**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-06

# Meeting by teleconference of February 10, 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.

**Proposition 1**

It was moved by Georges Mensink and seconded by par Tarek Khazen

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. Voting results of Sector KSB Teachers
4. Action plan of the negotiation KSB Teachers
5. Strike fund
   5.1 Budget

6. Request under the Policy on the Defense of Rights of Employees Represented by AENQ
7. Next meeting
8. Adjournment

**CARRIED UNANIMOUSLY**

**2. Nomination of Chair and Secretary for the meeting**

**Motion 2**

It was moved by Alain Lajoie and seconded by David Chalmers

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

**CARRIED UNANIMOUSLY**

**3. Voting results of Sector CSK Teachers**

François Beauchemin introduces the item.

**Motion 3**

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

THAT The Executive Committee receive the vote results of February 8, 2011: the rate of participation of the sector was 96%, the final employer offer was rejected by 88% of members who voted and 85% of them voted for more intensive pressure tactics which could go as far as an unlimited strike.

**CARRIED UNANIMOUSLY**

**4. Action plan of the negotiation KSB Teachers**

Patrick D'Astous introduces the item.

**Motion 4**

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

THAT The Executive Committee adopts ANEQ's Plan of Action, Mobilisation and Communication.

**CARRIED UNANIMOUSLY**

**5. Strike fund**

Patrick D'Astous introduced the item.

**Motion 5**

WHEREAS negotiations of the renewal of the last collective agreement between teachers and the Kativik School Board have failed;

WHEREAS a plan of action has been adopted by AENQ in order to send a message to the Kativik School Board;

WHEREAS a strike mandate has been obtained from the members;

WHEREAS AENQ wishes to provide itself with a strike fund to compensate members who participate in pressure tactics during a strike, according to a policy in this regard which will be adopted;

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

THAT A strike fund be created in order to compensate members who participate in union activities as required and according to a policy in this regard which will be adopted;

THAT The strike fund be made up of a sum of one hundred thousand dollars ($ 100,000) in total;

THAT The sum of fifty thousand dollars ($ 50,000) or more be transferred into ANEQ'S current account for this new strike fund;

THAT A maximum amount of fifty thousand dollars ($ 50,000) be borrowed from the Fund for Defense of the Rights of AENQ Members, and deposited in the new strike fund; and that the amount represent a maximum of 50% of the total balance of the Defense Fund;

THAT The Compensation Policy for AENQ members for union activities during the strike be adopted, in order to organize in advance the conditions and modalities of compensation to members who actively participate in union activities as required by AENQ.

**CARRIED UNANIMOUSLY**

**Motion 6**

Patrick D'Astous introduced the item.

WHEREAS negotiations with the Kativik School Board have reached the present outcome;

WHEREAS AENQ has been accorded a strike vote;

WHEREAS AENQ has created a strike fund;

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

THAT The following policy be adopted.

## COMPENSATION POLICY FOR AENQ MEMBERS PARTICIPATING IN UNION ACTIVITIES DURING THE STRIKE

### 1- GENERAL PRINCIPLES

The goal of this policy is to compensate members who participate actively in union activities during the strike, as required by AENQ.

### 2- ELIGIBILITY CRITERIA

To become eligible for compensation by AENQ, a teacher must fulfill the following two (2) conditions:

a) be a member in good standing of AENQ;
b) participate actively in <u>all</u>[1] mobilisation activities as required by AENQ.

### 3- COMPENSATION

AENQ will compensate each member at the rate of one (1) day's salary (non-taxable amount) for each set of three (3) days of mobilisation.

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[1] The obligation to participate in all mobilisation activities may be evaluated by AENQ, at its discretion, should a case arise where a member is unable to participate. .

**CARRIED UNANIMOUSLY**

**5.1. Budget**

Alain Lajoie introduced the item.

**Motion 7**

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

THAT The amount in the 2010-2011 budget for negotiations be increased to $ 70,000.

**CARRIED UNANIMOUSLY**

**6. Request under the Policy on the Defense of Rights of Employees Represented by AENQ**

Patrick D'Astous introduced the item.

**Motion 8**

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

THAT The Executive Committee accepts a member's request under the Policy on the Defense of Rights of Employees Represented by AENQ.

**CARRIED UNANIMOUSLY**

**7. Next meeting**

**Motion 9**

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

THAT The next meeting take place by teleconference on March 8, 2011.

**CARRIED UNANIMOUSLY**

**8. Adjournment**

**Motion 10**

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT The meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**