**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-01

# Meeting of September 11 and 12, 2010

**Attending:**

| | |
|---|---|
| Patrick D'Astous | President |
| Larry Imbeault | Vice-President |
| Barbara Van-Helsdingen | 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 |

**Absent:**

| | |
|---|---|
| Liza Wapachee | Sector Director, CPE |

## 1. Presentation and adoption of the agenda

Patrick D'Astous 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. KSB Teachers

3.2. KSB Support Staff
3.3. CSB Teachers
3.4. CSB Support Staff
3.5. CPE
4. Approval of minutes of previous meetings
5. Business arising from the minutes
6. Reports from decision making bodies
7. Internal affairs
8. Negotiations 2010
8.1. Update
8.2. Strategy
8.3. Operations
9. Leave for union business
10. Labour relations
10.1. Application
10.2. Representation
11. Handbook
12. Budget
13. Comité des services syndicaux dans le Nord québécois (CSQ)
14. Varia
14.1. Mistissini – Uranium
14.2. Policy on participation in union activities
14.3. Designation of sectors
15. Date of next meeting
16. 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. KSB Teachers

François Beauchemin introduced the item.

- Most of the delegates have been elected;
- There have been some problems with workload and housing;
- In order to save money, union training will be provided by through several evening online sessions using a program called *Eluminatie*.

### 3.2. KSB Support Staff

David Chalmers introduced the item.

- Last year's delegates will be contacted shortly to begin the process of electing new union delegates;
- It seems there are some problems concerning the classification of special education personnel in Kuujjuaq.

### 3.3. CSB Teachers

Tarek Khazen introduced the item.

- Most delegates have now been elected;
- Union training will take place in Val d'Or on October 15-17, 2010;
- A presentation on the *RSIT* was presented;
- The CSB has created school leadership teams.

### 3.4. CSB Support Staff

Jeannie McKee introduced the item.

- Last year's union delegates have been contacted to ask them to hold elections for new delegates. Some elections have already taken place.

### 3.5. CPE

In the absence of the director for this sector, the item was tabled to the next meeting.

## 4. Approval of minutes of previous meetings

The item was tabled to the next meeting.

## 5. Business arising from the minutes

Patrick D'Astous noted the decision of Congress concerning a possible complementary pension plan. There was discussion. Discussion will continue at the next meeting.

## 6. Reports from decision making bodies

The item was tabled to the next meeting.

## 7. Internal affairs

François Beauchemin introduced the item. Patrick D'Astous, President, left the meeting for the duration of discussion and decision on this issue.

**Motion 3**

Whereas the situation of the Association is unique with regard to the geographical distribution of its members and the distance separating them from the head office in Montreal;

Whereas the frequent presence of the President is essential to ensure the effective management of resources and the best possible representation for members;

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT beginning this year, a transition allowance equivalent to 10% of his or her annual salary be paid in the name of the president of the Association to a dedicated fund, for example the *Fonds de solidarité – FTQ*, and this for the duration of the present mandate;

AND

THAT a committee be struck to study the question of the remuneration of the president and to report with recommendations to Congress in 2013.

**CARRIED UNANIMOUSLY**

**Motion 4**

It was moved by François Beauchemin and seconded by David Chalmers

THAT Barbara Van-Helsdingen, Alain Lajoie and Larry Imbeault be appointed the members of that committee.

**CARRIED UNANIMOUSLY**

## 8. Negotiations 2010

### 8.1 Update

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

- E3 :
  - The employer will table a global proposal for settlement on September 14;
  - Next meetings: September 14, 23, 29 and 30.
- E4 :
  - September 8, the employer tabled an offer on housing and on students with special needs;
  - The employer proposal was far from meeting the demands of our members;
  - Next meetings: September 15, 22, 24 and 28.
- S8 :
  - We tabled a global proposal for settlement on September 3;
  - Next meetings: September 15, 24 and 28.
- S9 :
  - We tabled a global offer for settlement on September 2;
  - The employer made the following observation: our positions are far apart and the employer offers, described as "necessary" and "essential," were in no way reflected in our global proposal for settlement;
  - Next meeting: September 17.
- E3/S8 :
  - A meeting will be held on September 16 to deal exclusively with the housing issue.
- P3 / P4 :
  - The professionals of the CSB concluded an agreement in principle in June;
  - The professionals of the KSB tabled a global offer for settlement in June.
- Coordination :
  - Copies of the employer and union deposits will be sent to the Executive Committee.

### 8.2 Strategy

Patrick D'Astous introduced the item.

- In contrast to the tables in the South, we have not requested mediation.

**Motion 5**

It was moved by Barbara Van-Helsdingen and seconded by Jeannie McKee

THAT The members of the Executive Committee on leave for negotiations be mandated to submit to the President of the Association their recommendation regarding the appropriateness of requesting mediation, and this no later than September 20, 2010.

**CARRIED UNANIMOUSLY**

**8.3 Operations**

Patrick D'Astous introduced the item.

- New members of the Executive Committee were informed that 1.5 members of the Executive Committee are provided leave for negotiations by the Treasury Board.

## 9 Leave for union business

Larry Imbeault introduced the item.

**Motion 6**

Whereas support sector members recently elected as directors and committee members require support in their new responsibilities;

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

THAT At the conclusion of his leave under the negotiations protocol and for the duration of the rest of the school-year 2010-2011, Larry Imbeault be granted a leave of 20% for union business.

**CARRIED UNANIMOUSLY**

**Motion 7**

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

THAT A bank of leave equivalent to 20% of their assignment be granted to directors of the support sectors.

**CARRIED UNANIMOUSLY**

## 10 Labour relations

### 10.1 Application

Zéni Andrade, Geneviève Clairmont and Ève-Lyne Fecteau introduced the item.

- Grievances for breach of contract and harassment are given priority for hearing;
- There are more grievances for personal of the KSB;
- There are roughly twice as many grievances for teachers than for support staff;
- At the KSB, there are many grievances for disability;
- Members are more inclined to share with advisors when they have met them in person. It would therefore be useful for advisory staff to visit the members of certain schools and centres;
- Advisory staff strongly recommend that the timelines for grievances not be changed in negotiations;
- The burden of proof with regard to “knowledge of the event” is far too heavy.

**Motion 8**

Whereas the number of grievances that the Association can have set on the rolls each year for the support staff sector is limited by the FPSS, which alone determines the mandates it gives to the CSQ representative to the Greffe for the education sector;

Whereas our support staff sectors have their own collective agreement in which the lists of arbitrators and the venues for hearings differ from those of other unions represented by the FPSS;

Whereas the annual number of days of hearings obtained for our support staff sectors is substantially fewer than that for our teaching sectors;

Whereas the Kativik and Cree school boards do not share their legal services with other employers;

Whereas AENQ pleads its own cases and has an agreement with external services in the event of possible or anticipated exceptional demand;

It was moved by Larry Imbeault and seconded by Jeannie McKee

THAT The President be mandated to formally ask the FPSS vice-president responsible for the dossier to test the limits of the Greffe for the next two or three periods for setting the rolls by mandating the CSQ representative to attempt to set an increased number of AENQ grievances.

**CARRIED UNANIMOUSLY**

### 10.2 Representation

Ève-Lyne Fecteau introduced the item.

- The Association provides its own legal representation services.

## 11 Handbook

Patrick D'Astous introduced the item.

- Delegates have expressed their appreciation for the handbook;
- Delegates for the Cree sectors have said that it is not necessary to translate the handbook into Cree;
- A handbook will be developed for the CPE sector;
- A handbook will be prepared for sector directors;
- The delegates for the Kativik sectors will work with their handbooks in English and French, and at the conclusion of this school-year an evaluation will be made on the need to translate the handbooks into Inuktitut, once a final version has been prepared.

## 12 Budget

Alain Lajoie introduced the item.

**Motion 9**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT The 2010-2011 budget be approved.

**CARRIED UNANIMOUSLY**

## 13 Comité des services syndicaux dans le Nord québécois (CSQ)

This item was tabled to the next meeting.

## 14 Varia

### 14.1 Mistissini – Uranium

**Motion 10**

Given the Strateco mining development project to extract uranium ore in the Cree trapping territories in the Otish Mountains sector;

Given the major environmental risks cited by the “Meilleure mine” coalition in its recent demand to the Government of Québec for a moratorium on this type of project;

Given our amended by-laws that provide, among other things, that one of the objectives of the Association is “the defence of the professional, economic, social and moral interests of its members”;

Whereas Mabel Wapachee, a support staff delegate from Mistissini, has requested that the Association take an official position opposing this project based on the same environmental arguments presented by the “Meilleure Mine” coalition;

Whereas both the Cree political authorities and the Government of Québec have undertaken a consultation process:

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

THAT All members of the Association be formally consulted on the suitability of AENQ’s taking a public and official position in this matter;

AND

THAT In that event, members of the Association clearly express their support or opposition to this project.

This consultation will be concluded before October 15 and the results will be publicised.

**CARRIED UNANIMOUSLY**

### 14.2 Policy on participation in union activities

**Motion 11**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the *Policy on Participation in Union Activities* be amended as follows:

12.2 The rate for lodging with an individual: ~~$40~~ $50 per night.

…

12.5 Hotel and motel outside native communities: the cost actually incurred up to a maximum of ~~$120~~ $175 per night including taxes. In exceptional circumstances, the Executive Committee may authorise stays in establishments where the rate is higher than ~~$120~~ $175 per night including taxes if no other establishment has a rate that falls within the limits set by the present article.

**CARRIED UNANIMOUSLY**

### 14.3 Designation of sectors

It was agreed that the sectors be designated as follows:

- CPE;
- CSB Teachers;
- KSB Teachers;
- CSB Support Staff;
- KSB Support Staff.

## 15 Date of next meeting

To be determined.

## 16 Adjournment

**Motion 12**

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**