**ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)**
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**ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC**
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# Executive Committee 1011CEPV-02

# Meeting of October 22, 23 and 24, 2010

**Attending:**

| | |
|---|---|
| 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 |

**Absent:**

| | |
|---|---|
| Barbara Van-Helsdingen | Secretary |
| Jeannie McKee | Director, CSB support sector |
| Liza Wapachee | Director, CPE sector |

## 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 as presented and amended.

Agenda

1. Presentation and adoption of the agenda
2. Appointment of chair and secretary for the meeting
3. Sector reports
   3.1. KSB teaching

3.2. KSB support
3.3. CSB teaching
3.4. CSB support
3.5. CPEs
4. AENQ staff
4.1. Approval of minutes of previous meetings
4.2. Follow-up to resolutions
4.2.1. Results of consultations
4.2.2. Grievance roll
4.2.3. Congress 2010
4.2.4. Leave of absence for union activities
4.2.5. SEESOCQ negotiations
4.3. CSQ bodies
4.3.1. Delegations
4.3.2. Meetings
4.3.3. CSQ committees
4.4. Budget
4.5. AENQ committees
4.6. Other
4.6.1. AENQ policies
4.7. Date of next meeting
5. Negotiations 2010
5.1. Operations
5.2. Update
5.3. Strategy
5.3.1. Tables
5.3.2. Mobilisation
5.3.3. Communication
6. Delegate Handbook
7. Varia
8. Adjournment

**CARRIED UNANIMOUSLY**

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

**Motion 2**

It was moved by François Beauchemin and seconded by Alain Lajoie

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

**CARRIED UNANIMOUSLY**

## 3. Sector reports

### 3.1. CSK teaching

François Beauchemin introduced the item.

- All union delegates have now been elected;
- The Board Committee met on October 13, 2010;
- The *Elluminate* software was tested with members of the sector
- The KSB has encountered problems with airline capacity for holiday travel due to the long calendar; charters will be necessary to meet the demand.
- Major difficulties with the administration at 070, particularly concerning application of the code of conduct.

### 3.2. CSK support

David Chalmers introduced the item.

- On his resignation, a special education technician in Kuujjuaq reported problems he had had communicating with teachers. A letter of complaint will be sent to the Kativik School Board to condemn the absence of a policy on special education that would govern such situations.
- The time and place of the next union training sessions will be determined once all delegates have been elected.

### 3.3. CSC teaching

Tarek Khazen introduced the item.

- RSIT, October 22, 2010;
- All delegates have been elected;
- Union training and a meeting of the Sector Council will take place on October 16-17 in Val d'Or.
- The Board Committee met on October 14. Major items were housing, HIV vs the Régie de santé, and professional improvement policy.

### 3.4. CSC support

Patrick D'Astous introduced the item.

- Union training and the Sector Council will take place on October 16-17 in Val d'Or.
- Tabling of a copy of the press release of October 17, 2010, concerning the demand for Northern premiums for CPE members.

### 3.5. CPE

Patrick D'Astous introduced the item.

## 4. AENQ staff

### 4.1. Approval of minutes of previous meetings

Larry Imbeault introduced the item.

**Motion 3**

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT the minutes 0910CEPV-10, 0910CEPV-11 and 1011CEPV-01 be approved.

**CARRIED UNANIMOUSLY**

### 4.2. Follow-up to CE resolutions

Patrick D'Astous introduced the item.

#### 4.2.1 Results of consultations

- Uranium mining: 24% of members responded, of whom 70% replied that they wish AENQ to make a public statement on the issue and 85% were opposed to uranium mining;
- Intersectoral negotiations: 22% of members responded of whom 71% were in favour of the agreement.

**Motion 4**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the Association receive the results of the consultation on uranium mining and receive the results of the consultation on the sectoral negotiations and communicate those results to the CSQ.

**CARRIED UNANIMOUSLY**

**Motion 5**

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

THAT the Association make a public statement of the results of the consultation on uranium mining.

**CARRIED UNANIMOUSLY**

**Motion 6**

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

THAT the Association support the position defended by the coalition with SEUAT and the other partners and urge that the next meeting of the CG mandate the CSQ to demand that the Government of Québec amend the Mining Act.

**CARRIED UNANIMOUSLY**

### 4.2.2 Grievance roll

In the future, when the FPSS is setting the grievance roll for school support personnel, the Centrale's representative will ask that a minimum of two consecutive days be allotted for hearings.

This practice, which was accepted and employed in the past, will allow a significantly greater number of grievances to be heard and settled while reducing the cost for each.

The President tabled a letter from the FPSS confirming the intention to change the policy to the extent the Greffe de l'éducation is able to comply.

### 4.2.3 Congress 2010

<u>Special assessment</u>

Since July 1, 2010, no special assessment has been deducted from the pay of Association members working for the KSB, as the Board was not informed of the Congress's decision to deduct the assessment within the time specified in the Collective Agreements. The pay-master of the CSK has notified the Association that the KSB will renew deduction of the special assessment as of October 24, 2010. The President will take the measures necessary to ensure that the Kativik School Board respects its legal obligations to deduct assessments as required by AENQ.

Action Plan

On conclusion of an agreement in principle at each of the negotiating tables, the Executive Committee will adopt an Action Plan determined in conformity with the priorities adopted at Congress.

Complementary Pension Plan

The Executive Committee began a review of the final wording following amendment of the motion on the complementary plan. This wording will appear in the resolutions of Congress to be publicised prior to the end of the school-year.

### 4.2.4 Union leave

The matter was not discussed at this meeting.

### 4.2.5 AENQ employees

On completion of her maternity leave, Emma Dallas, union advisor, will return to work on October 25, 2010. Geneviève Clairmont, replacement union advisor, will work with her for one week to ensure an effective transition.

A system of electronic time-clocks will be installed for the Association's office employees.

Procedures for receiving calls in the Montréal office will be reviewed in order to ensure direct and rapid communication with employees.

## 4.3. CSQ bodies

Patrick D'Astous introduced the item.

### 4.3.1 Delegations

The President will continue to serve as the Association's representative at Conseils fédéraux of the FSE (and at the CGN).

**Motion 7**

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

THAT the official delegation of the Association to the Conseil fédéral of the FPSS (and to the CGN) consist of Larry Imbeault and Jeannie McKee.

AND

THAT in the absence of one or the other of these representatives, the mandates of the person absent be transferred to the one present.

**CARRIED UNANIMOUSLY**

**Motion 8**

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

THAT the FIPEQ be notified that, in conformity with the Association's By-laws, the President is the official representative of the Association at its bodies.

**CARRIED UNANIMOUSLY**

It was noted that, in conformity with the Association's By-laws, the President and the Vice-president are the official delegates to the Conseil général of the CSQ.

### 4.3.2 Meetings

Conseil fédéral of the FSE

Because the declared number of dues-paying members is only 390, which is far fewer than the reality, the number of mandates of the Association for this body has gone from 6 to 3. An operation to get members to sign cards has been instituted to correct this situation.

Representations will be made to ensure that employers fulfil their obligation to provide union membership application forms to be completed at the time of hiring.

### 4.3.3 CSQ committees

Comité des services syndicaux du Nord québécois

A meeting was held on October 5, 2010. The President noted that work was going well and, as expected, concrete actions would be announced at the CSQ Conseil général in January 2011.

## 4.4. Budget

Alain Lajoie introduced the item.

## 4.5. AENQ committees

Native Committee

The Committee met on October 14 in Montréal.

**Motion 9**

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

THAT the Executive Committee receive the recommendations of the Native Committee:

- that AENQ take action in the context of the pressure tactics announced by the CPE employers to advance the issue of Northern premiums;
- that the unionisation of CPEs continue and that Nunavik be the priority;
- that the E4 negotiating team seek to introduce the text of the JBNQA concerning the school calendar into the Collective Agreement in the event it is impossible to integrate the notion of an adapted school calendar;
- that an annual prize be granted to a person covered under the JBNQA and serving in a union office for at least three years, the prize to consist of a bursary of $500 and a plaque;
- that the prize be awarded this year to Eva Inukpuk for her involvement since 1995 as a delegate, substitute delegate, member of the Native Committee and member of the Board Committee.

**CARRIED UNANIMOUSLY**

**Motion 10**

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

THAT pursuant to the recommendation of the Native Committee on the AENQ position in the present negotiations regarding the KSB school calendar, the mandate of the teams be amended to obtain the inclusion of the wording of the Education Act for Cree, Inuit and Naskapi Native Persons to that effect, the wording to include that of the JBNQA.

**CARRIED UNANIMOUSLY**

**Motion 11**

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

THAT pursuant to the recommendation of the Native Committee, the Executive Committee create a triennial prize to be presented at Congress and consisting of a commemorative plaque honouring the quality and duration of the participation of

a member covered under the JBNQA and serving in a union office, the conditions for awarding the prize to be as follows:

- involvement of more than 3 years;
- recommendation by the Native Committee;
- a resolution of the Executive Committee;

AND

THAT the name of the prize be decided by a contest, the results of which to be publicised before Christmas. For one time only, the prize for the 2007-2010 mandate will be awarded by the Executive Committee and will be publicised through a press release.

**CARRIED UNANIMOUSLY**

**Motion 12**

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

THAT the first recipient of the said prize be Eva Inukpuk.

**CARRIED UNANIMOUSLY**

Arbitration Committee

**Motion 13**

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

THAT an *Arbitration Committee* be created. The President, the Vice-president and the union advisors will sit on this committee. The Committee will, in particular, determine the criteria for priority in setting grievances that do not have priority under law or under the Collective Agreements. This new structure has become necessary in a context where the Association has succeeded in settling all priority grievances owing to the sustained and coordinated efforts of its staff and the Executive Committee over the course of the last six years.

**CARRIED UNANIMOUSLY**

### 4.6. Other

#### 4.6.1 AENQ policies

**Motion 14**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT for this time only, the Association reimburse the expenses for union activities of Eva Inukpuk, even though the deadline in the *Policy on Participation in Union Activities* was exceeded.

**CARRIED UNANIMOUSLY**

### 4.7. Date of next meeting

**Motion 15**

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

THAT the next meeting of the Executive Committee take place in Montréal on December 16 and 17, 2010.

**CARRIED UNANIMOUSLY**

## 5. Negotiations 2010

This item was tabled to a meeting by teleconference at a time to be determined based on the results of negotiations.

### 5.1 Operations

### 5.2 Update

### 5.3 Strategy

#### 5.3.1 Tables

#### 5.3.2 Mobilisation

#### 5.3.3 Communication

### 5.4 Recommendations to members

This item was tabled to a later date.

## 6. Delegate Handbook

This item was tabled to a later date.

## 7. Varia

This item was tabled to a later date.

## 8 Adjournment

**Motion 16**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the meeting of the Executive Committee be adjourned.

**CARRIED UNANIMOUSLY**