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 1112CEPV-11

Meeting of June 11, 12 and 13, 2012

Attending:

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

Absent:

Jeannie McKee	Sector Director, CSB Support Staff
Alain Lajoie	Treasurer

Guest: (for point 10)

David Schulze	Lawyer

1. Presentation and adoption of the agenda

Georges Mensink introduced the item.

Motion 1

It was moved by Georges Mensink and seconded by Larry Imbeault

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 life
   - 3.1. KSB Teachers
   - 3.2. CSB Teachers
   - 3.3. KSB Support Staff
   - 3.4. CSC Support Staff
   - 3.5. CPE
4. Decisions follow-up
5. Minutes adoption of the EC
6. AENQ Congress
   - 6.1. Hotel choice
   - 6.2. Recommended By-Law amendment targets
7. Request - Policy on the defence of rights of employees represented by AENQ
8. Negotiation and Communications Coordinator Position
9. AENQ Office space - CSQ proposal
10. EC-CSQ meeting preparation
11. EC-CSQ meeting
12. CSQ Congress
    - 12.1. GC-CSQ decisions
    - 12.2. Equalization payment file follow-up
    - 12.3 AENQ negotiation follow-up
13. Next meeting
14. Adjournment

ADOPTED UNANIMOUSLY

2. Nomination of Chair and Secretary for the meeting

Motion 2

It was moved by Larry Imbeault and seconded by David Chalmers

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

ADOPTED UNANIMOUSLY

3. Sector life

3.1. KSB Teachers

François Beauchemin introduced the item.

- The request has been made to attend the Commissioners Meeting in Montreal on June 20 to voice our demands for an adapted calendar;
    - A timeline of events since 2005 will be presented focusing on major arguments such as Inuit Teacher Training and the high level of student absenteeism toward the end of the school year;
- The Association decided to withdraw the two days of union holidays from next year's school calendar normally foreseen in light of the AENQ Congress in order to avoid postponing unduly the beginning of the 2013-2014 school year;
- The Association is still waiting for news from the national coordination in order to amend the collective agreements (E4 and S9) to reflect the new regime in the food transportation file.

3.2. CSB Teachers

- The results of the teacher consultation regarding the Strategic Action Plan (SAP) 2011-2015 were presented to the School Board Committee;
- Teachers must be consulted in accordance with the Collective Agreement;
- There will be a meeting in Gatineau June 20 that will be attended by the Sector Director and the President.
    - Among other subjects, they will talk about the role played by Elephant Thought;
- A Sector Council meeting will take place on June 12 in order to amend the Teachers' Professional Improvement Fund and the Housing Policy;
- The Special Education Committee has been formed and will begin its work at the start of the next school year.

3.3. KSB Support Staff

David Chalmers introduced the item.

- In Kuujjuaq the Support Staff are being asked to return to work one week earlier for Orientation Week;
- Computer technicians from Kuujjuaq are asking to be reclassified as analysts;
- The maintenance personnel will be asking for four hours of remuneration for emergency calls at the next round of negotiations.

3.4. CSB Support Staff

The Sector Director is absent; consequently, there is no report from this sector.

3.5. CPE

Liza Wapachee introduced the item.

- There is a recurring problem concerning personnel allocation in the two CPE;

- François Beauchemin will be completing in the near future the draft version of the CPE tool kit with the perspective of a final version before the Congress.

4. Decisions follow-up

Patrick D'Astous introduced the item.

5. Minutes adoption of the EC

Georges Mensink introduced the item.

Motion 3

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT The Executive Committee adopt the following minutes: 1112CEPV-01, 1112CEPV-02, 1112CEPV-03, 1112CEPV04, 1112CEPV-05, 1112CEPV-06, 1112CEPV-07, 1112CEPV-08, 1112CEPV-09 and 1112CEPV-10 as presented and amended.

ADOPTED UNANIMOUSLY

6. AENQ Congress

6.1 Hotel choice

Larry Imbeault introduced the item.

Motion 4

It was moved by David Chalmers and seconded by Tarek Khazen

THAT The Executive Committee settle its choice on the Delta Montréal, 475 President-Kennedy Avenue for the holding of the AENQ Congress in 2013.

ADOPTED UNANIMOUSLY

6.2 Recommended By-Law amendment targets

Larry Imbeault introduced the item.

Motion 5

It was introduced by Larry Imbeault and seconded by François Beauchemin

THAT The Executive Committee recommend to the Congress By-Law amendment targets limited by the following guidelines :

1) Ensure fairness in the representation of members by union delegates;

2) Review the structure of the Executive Committee and the mandates of its members;

3) Review the powers of the Sector Councils;

4) Propose technical amendments.

ADOPTED UNANIMOUSLY

6.3 Timetable

François Beauchemin introduced the item.

Motion 6

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT The Executive Committee accepts the timetable of important dates from now to the AENQ 2013 Congress as presented.

ADOPTED UNANIMOUSLY

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

The file concerning the member is covered by the Collective Agreement and consequently, cannot constitute an applicable request under the Policy on the Defense of Rights of Employees Represented by AENQ.

8. Negotiation and Communications Coordinator Position

Patrick D'Astous introduced the item.

Motion 7

It was moved by Larry Imbeault and seconded by David Chalmers

THAT The Executive Committee create and post a General Manager part-time position (40%) as presented. The deadline for applications is June 22, 2012 at 5:00 pm.

9. AENQ Office Space - CSQ proposal

Patrick D'Astous introduced the item.

The Association will need new office space in the eventuality of the hiring of a new employee.

Motion 8

It was moved by Larry Imbeault and seconded by David Chalmers

THAT Should the CSQ offer to relocate the offices of the Association, the acceptance of the offer will be conditional, among other considerations, to three additional office spaces compared to the current situation.

ADOPTED UNANIMOUSLY

10. EC-CSQ meeting preparation

Patrick D'Astous and David Schulze introduced the item.

- Patrick D'Astous will present the position of the Association especially regarding regional disparities;
- The majority of our members are beneficiaries of the JBNQA;
- There is an acknowledgment that our two negotiations will never finish at the same time;
- Bill 37 applies to our negotiations in as much that it doesn't contradict the JBNQA.

11. EC-CSQ meeting

- The EC-CSQ recognizes that there are problems and that the status quo is not a solution;
- The EC-CSQ and the EC-AENQ express the common will to promote mutual confidence and to work together to find solutions.

12. CSQ Congress

12.1 GC-CSQ Decisions

Larry Imbeault introduced the item.

12.2 Equalization Payment File follow-up

Motion 9

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

THAT A summary document be presented on equalization received by AENQ at one of the first General Councils of next year, as well, at one of the first Federal Councils of the concerned Federations. This document will include recommendations to solve the recognized equity problem.

ADOPTED UNANIMOUSLY

12.3 AENQ Negotiation follow-up

Motion 10

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee mandate François Beauchemin as negotiator on behalf of AENQ to negotiate a new negotiation protocol with the CSQ on the basis of agreements between the MELS and the School Boards. The negotiator shall report to the president and the Executive Committee will follow through.

ADOPTED UNANIMOUSLY

13. Next meeting

The next meeting will take place during the CSQ Congress.

14. Adjournment

Motion 11

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

THAT The Executive Committee meeting be adjourned.

ADOPTED UNANIMOUSLY