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-06

Meeting of January 27, 28 and 29, 2012

Attending:

Patrick D'Astous	President
Larry Imbeault	Vice-President
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

Absent:

Georges Mensink	Secretary

1. Presentation and adoption of the agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Tarek Khazen

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. Reports from other bodies
5. Decisions follow-up
6. KSB School Calendar
7. Budget
8. Strategic Plan CSB 2010-2015
9. Negotiation Report 2009-2010 : follow-up
10. Participation in meetings of the Executive Committee and of the Native Committee - former practice
11. Transportation of food - KSB
12. Action plan AENQ 2010-2013
13. Provincial negotiation CPE
14. Miscellaneous
    14.1 Internet site
    14.2 AENQ Congress - Hotels
15. Next meeting
16. Adjournment

ADOPTED UNANIMOUSLY

2. Nomination 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.

ADOPTED UNANIMOUSLY

3. Sector life

3.1. KSB Teachers

François Beauchemin introduced the item.

- Finally, a new delegate has been elected at Pitakallak School in Kuujjuaq, Dallacy Suppa;
- Following the resignation of Marc-André Smith, Barbara Van Helsdingen was elected as the new delegate at Sautjuit School in Kangirsuk;
- Major water and septic tank problems in Ivujivik before the Christmas holidays forced the early departure of several teachers. After the holidays the problem was

worse as no maintenance had been done, several septic tanks were frozen. Despite these serious problems, KSB did what was necessary this time;
- Élyse Bienvenue of Kuujjuaq et Carol Chassé of Salluit were elected as teacher representatives on the Special Education Committee.

3.2. CSB Teachers

- Sector Council on January 25, 2012
    - Recommends the nomination of Ms. Tara Laroque de Waskaganish as the AENQ representative on the Special Education Committee of the Cree School Board.
- Observation in the classrooms : according to us, only the school principal and the vice-principal can do observations in the classrooms and not McREL representatives, unless it is ordered by the school principal or the vice-principal. In this case, the teacher cannot refuse the presence of a McREL representative but may file a grievance;
- Youth Fusion, an organization financed by the private sector, suggests extracurricular activities for teachers to create links between schools and communities and provides tutoring after school at the request of teachers. The request must come from the parents.

3.3. KSB Support Staff

David Chalmers introduced the item.

3.4. CSC Support Staff

Jeannie McKee introduced the point.

- Following an evaluation by the CSST of a building rented by the CSB in Chisasibi, the presence of mold was confirmed, the personnel used its right of refusal;
- A member of the support staff had a disciplinary action;
- A support staff member was told by an administrator to quit following his/her request for a study leave without pay, which he/she refused to do. The unpaid leave for studies was finally granted;
- Maintenance personnel rotation;
- We have received two applications for the Special Education Committee, will be chosen at the next sector council;
- Before February 10, 2012 the next Sector Council will be held;
- Nathalie Petawabano was informed of the names of the members of the LRC. A date for a meeting of the LRC was asked of her but as yet there has been no response.

3.5. CPE

Liza Wapachee introduced the item.

- There will be a Federal Council of the FIPEQ next week;

- It has been clearly expressed to the FIPEQ that since we cannot expect any services from them, nor from the CSQ, we believe, therefore, that we shouldn't pay them any contributions;
- We agreed to defend together this position before the CSQ;
- There are problems with the union leave for Liza Wapachee : the leave bank is not sufficient to guarantee a presence at the Federal Council of the FIPEQ :
    - the same problem exists throughout the province;
    - this will be an issue at the next round of negotiations.
- Communications between AENQ and the members could be improved :
    - create a Facebook page
    - put weekly information bulletins on this page.
- When an employee quits a CPE without resigning officially, the CPE cannot post the position as long as the two weeks provided for in the labour laws have not elapsed. The collective agreements are not sufficiently clear concerning this. A resignation form will be created in order to remediate the situation.

4. Reports from other bodies

This item was tabled to the next meeting in person.

5. Decisions follow-up

This item was tabled to the next meeting in person.

6. KSB school calendar

Patrick D'Astous and François Beauchemin introduced the item.

- A reminder of the history of the issue : since 2004 the Kativik School Board established school calendars similar to those in the South; toward the end of the school year the level of absenteeism increased; school results were adversely affected; during the last commissioners election, the AENQ asked parents to ask commissioners to speak on this issue;
- The Native Committee recommends to the Council of Commissioners to add this item to the agenda of their next meeting that will take place in Quaqtaq from March 13 to 15, 2012;
- The Native Committee also recommends that the Council of Commissioners meet with the members of the Native Committee (Inuit members and the President) so that they may make representations during this meeting;

Motion 3

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT The Executive Committee receive the recommendations of the Native Committee and support them.

ADOPTED UNANIMOUSLY

7. Budget

Alain Lajoie introduced the item.

- Presentation of the Financial Statements 2010-2011.

Motion 4

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT The Executive Committee adopt the Financial Statements of August 31,2011, as presented.

ADOPTED UNANIMOUSLY

- Reminder of the budget 2011-2012.

Motion 5

It was introduced by Alain Lajoie and seconded by Larry Imbeault

THAT The Executive Committee approve the reserve sum ($130 000) in 2011-2012 for the March Congress of the Association.

ADOPTED UNANIMOUSLY

Motion 6

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT The Executive Committee receive the Income Statement of December 31, 2011 as presented.

ADOPTED UNANIMOUSLY

- Expense claims for Union Activities of a member submitted after the deadlines.

Motion 7

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

THAT The Executive Committee agree to waive the deadlines laid out in the Policy on Participation in Union Activities in the case of two claims submitted after a deadline by a member.

ADOPTED UNANIMOUSLY

8. Strategic Plan CSB 2010-2015

Patrick D'Astous and Tarek Khazen introduced the item.

Motion 8

It was moved by Tarek Khazen and seconded by Jeannie McKee

THAT The Executive Committee mandate the President to make public the Association's position on the implementation of the SAP as presented;

AND

THAT The Executive Committee mandate the President to officially ask the CSB to invite the Association to take part in the next training/consultation session which will take place in February, 2012 in Gatineau, and to allow him to address parents and commissioners in order to familiarize them with the position of the Association.

ADOPTED UNANIMOUSLY

9. Negotiation Report 2009-2010 : follow-up

Patrick D'Astous and Larry Imbeault introduced the point.

- Reminder of the history concerning the requests concerning Regional Disparities;
- The Association obtained, by virtue of the Act respecting access to documents held by public bodies and the protection of personal information, the protocol of understanding that created and governs the CPNCSC;
- Mandates - overriding or equal voices, in compliance with the JBNQA;
- Applicable for the employer side, the situation is not the same for the union side;
- A brief will be written and presented at the CSQ committee working on the process of negotiation for collective agreements in the North;
- Amendments to the bylaws of the CSQ seem to us to be necessary at the next CSQ Congress.

Motion 9

Whereas The recommendation of the Native Committee is to change the negotiation structure of the CSQ during Cree and Kativik negotiations because,

according to members of the Native Committee, in its present form it is prejudicial to native members of the Association. Changes should integrate the principles of the JBNQA, or at least respect its spirit;

Whereas Legal advice confirms that the six northern negotiation tables for the CSB and the KSB do not fall under the same rules as other tables governed by Law 37;

Whereas The employer side has already defined the terms of the JBNQA with regard to distribution between the two levels : at the national level and at the level of the School Board;

Whereas The Executive Committee has decided to present a brief within the context of committees of the SCQ working on negotiation in the North;

Whereas The Executive Council of the FPSS and the negotiating team of tables S8 and S9 recognize the failure to coordinate negotiation in the North;

Whereas The President of the FPSS has committed herself to support the Association as indicated in decision no. 1 of the decisions 1112CED-05;

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

THAT The following essential demands will be included in the brief :

- Amendments to the Statutes of the CSQ and Federations in order to :
  - Limit the power of the CIN, the CGN and the Executive Council of the CSQ, of the Executive Council of the federations and of other coordinating bodies in order to respect the spirit of the JBNQA;
  - Create another coordinating body for the six Northern tables, which should include a coordinator from the CSQ, and representatives of affiliates representing employees of the CSB and the KSB. The primary mandates of this committee should be to coordinate common demands, to establish a plan of communication and mobilization, and/or a strategic framework, given that the decisions are made by a majority of represented unions and that each union exercises a number of votes established according to the number of its members. The committee exercises all the powers of the CGN, and the CSQ coordinator coordinates with all the other bodies of the CSQ which are under law 37.
- The Union chooses the spokesperson;
- The federations must offer technical support to these tables;
- The duties of the CSQ Committee on Negotiation in the North, and of the CSQ Committee on Regional Disparities should be to :
  - Reach an agreement on the distribution between categories 1 (national) and 2 (non-national) on regional disparities;
  - To evaluate monetary compensation linked to the transfer of responsibilities caused by this new structure.

ADOPTED UNANIMOUSLY

10. Participation in meetings of the Executive Committee and of the Native Committee - former practice

Patrick D'Astous introduced the item.

Motion 10

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

THAT The Executive Committee amend the Policy on Participation in Union Activities in order to add to it the existing practice of taking a rest day after a weekend Executive Committee meeting, and stipulates that the following principles must be respected :

- The rest day must be foreseen when the logistical form is sent out;
- The meeting must take place on Saturday and Sunday;
- There will be no additional claim caused by the rest day for :
    - meals;
    - unreal costs;
    - transportation;
    - car rental;
    - room charges;
    - costs of a hotel room.

AND

THAT The Executive Committee integrates the logistical form with the Policy on Participation in Union Activities and applies this practice also to meetings of the Native Committee.

ADOPTED UNANIMOUSLY

11. Transportation of food - KSB

François Beauchemin introduced the item.

- Since our last meeting, union representatives (François Beauchemin for KSB Teachers, Larry Imbeault for KSB Support Staff, and Parfait Cemé for KSB Professional Staff) met Annie Popert, Lana Desmarchais and Patrice Beaumelle regarding this issue;
- The School Board expressed their position at this meeting that 100% of the food transport allocation be redeemable for cash;

- A resolution of the commissioners states that food transport allocation be 100% by cargo as a temporary measure and that the DG be mandated to negotiate acceptable conditions for their employees;
- On December 13, 2011, the KSB informed its personnel par memo of the situation and the steps that had been taken;
- The Association sent a letter to the DG to express its support of the KSB and its efforts.

Motion 11

Whereas The commissioners took a decision on December 8, 2011;

Whereas The KSB sent out a memo on December 13, 2013;

Whereas The Native Committee has recommended that the Association take the necessary measures to ensure that transportation allowances for food be 100% by air freight and that amendments to the Collective Agreements be negotiated so that the allowances are reimbursed at 100% of the real cost (updated annually) by community;

It was moved by François Beauchemin and seconded by David Chalmers

THAT The Executive Committee make the necessary representations to the appropriate bodies so that amendments to the collective agreements are negotiated, to the effect that allowances for the transportation of food be 100% reimbursed according to the real cost (updated annually) by community.

ADOPTED UNANIMOUSLY

12. Action plan AENQ 2010-2013

Patrick D'Astous introduced the item.

- Updating of the Action Plan 2010-2013 to take in account the referendum results on Nunavik Regional Government.

13. Provincial negotiation CPE

Patrick D'Astous introduced the item.

14. Miscellaneous

14.1 Internet site

François Beauchemin introduced the item.

- The delegates area is now active and has two sections :
    - Delegates Guide
        - Each section of each guide with the date of the last update;
    - Other documents.

14.2 AENQ Congress - hotels

François Beauchemin introduced the item.

- The Tourism Association of Montreal will be contacted to obtain submissions from area hotels.

15. Next meeting

The next meeting in person will take place March 17 to 19, 2012 in Montreal.

16. Adjournment

Motion 12

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT The meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY