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-01

Meeting of September 24 and 25, 2011

Attending:

Patrick D'Astous	President
Larry Imbeault	Vice-President
Georges Mensink	Secretary and Replacement Sector Director, KSB Teachers
Alain Lajoie	Treasurer
Tarek Khazen	Sector Director, CSB Teachers
David Chalmers	Sector Director, KSB Support Staff
Liza Wapachee	Sector Director, CPE

Absences:

Jeannie McKee	Sector Director, CSB Support Staff

Invited:

François Beauchemin	Sector Director, KSB Teachers

1. Presentation and adoption of the agenda

Georges Mensink introduced the item.

Proposition 1

It was moved by Georges Mensink and seconded by Alain Lajoie

THAT The agenda be adopted as presented.

Agenda

1. Presentation et adoption of the agenda
2. Appointment of Chair and Secretary for the meeting

3. Sector reports
    - 3.1 CSB Teachers
    - 3.2 CSB Support Staff
    - 3.3 KSB Teachers
    - 3.4 KSB Support Staff
    - 3.5 CPE
4. Decision-making bodies report CSQ
5. 2010 - 2013 Action Plan
    - 5.1 Final Version
    - 5.2 Action Plan 2011
6. Budget
    - 6.1 Budget provisions
    - 6.2 Reimboursement policy and taxation
7. Negociation overview
    - 7.1 CGN follow-up
    - 7.2 Reports
8. Disability of an EC member – follow-up
9. Housing Taxation KSB
10. Perequation of the FSE and of the FPSS
11. New Union Memberships
12. Minutes adoption of the last meeting
13. Varia
    - 13.1 Website
    - 13.2 CCPNIMT
    - 13.3 Advisor Internship
    - 13.4 Union liberations
    - 13.5 AENQ Short term insurance responsibility
    - 13.6 Minutes and decisions translation
14. Next Meeting
15. Closing of the meeting

ADOPTED UNANIMOUSLY

2. Appointment 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 and Georges Mensink Secretary for the meeting.

ADOPTED UNANIMOUSLY

3. Vie de secteur

3.1 CSB Teachers

Tarek Khazen introduced the item.

The elections of Union Delegates and members of School Councils went smoothly in each of the schools of the CSB.

3.2 CSB Support Staff

Larry Imbeault introduced the item.

3.3 KSB Teachers

Georges Mensink introduced the item.

- The contact with the union delegates old and new is well underway;
- Several communities, especially Umiujaq, Inukjuak and Akulivik are having issues with teaching tasks that are far superieur to the school board averages;
- Local administrations can ask teachers to remain at school for 32 hours per week;
- The new Special Education Committee has of yet to determine its members. There is, however, a rough draft that has been produced;
- The five regional pedalogical days took place in Inukjuak. Some problems were experienced and absences were reported resulting principally from a lack of appropriate accomodation in the village;
- François Beauchemin, Sector Director, KSB Teachers, talked to us at our Executive Committee Meeting.

3.4 KSB Support Staff

David Chalmers introduced the item.

- Union delegates would prefer travelling to Montreal instead of between the communities in the North for their training session;
- Three delegates are still missing: in Akulivik, Ivujivik and Quaqtaq;
- The annual training will take place November 4, 5 and 6 2011;
- The sector Director with the collaboration of the union advisors will take of the logistics of the training;
- The maintenance team is now complete in Kangirsuk.

3.5 CPE

Liza Wapachee introduced the item.

- In Nemaska there's a problem of allocating personnel in different capacities within the CPE: as an exemple, educators are being asked to replace the cook;
- There's a plan to increase the opening hours of the CPE to 10 hours a day to permit a flexible schedule for parents;
- Workforce personnel is difficult to come by at the CPE;
- It is still a priority for the Association to unionize CPE's in the North;
- Occasional replacement educators have all the guarantees that are found in the collective agreement;
- At the AGA meeting it was decided to ask the Band Council for an income supplement to attract more workers at the CPE.

4. Decision–making bodies report

This item is tabled to the next meeting in person.

5. Action Plan 2010-2013

5.1 Final Version

Patrick D'Astous introduced the point.

- The final version of the Action Plan 2010-2013 has been sent out to the communities.

5.2 Action plan 2011

This item is tabled to the next meeting in person.

6. Budget

6.1 Budget provisions

Alain Lajoie introduced the item.

Motion 3

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

THAT The budget for 2011-2012 be accepted as introduced and modified.

ADOPTED UNANIMOUSLY

6.2 Reimbursement policy and taxation

Alain Lajoie introduced the item.

7. Negociation overview

7.1 CGN follow-up

Patrick D'Astous introduced the item.

7.2 Reports

This item is tabled to the next meeting.

8. Disability of an EC member – follow-up

Patrick D'Astous introduced the item.

- François Beauchemin will return to his functions as Sector Director, KSB Teachers on October 11, 2011.

9. Housing Taxation KSB

Patrick D'Astous introduced the item.

- The documentation to be looked at at the next Sector Coucil Meeting, KSB Teachers.
- An update will be given at the next CE in person.

10. Perequation of the FSE and of the FPSS

This item is tabled to the next meeting.

11. New Union Memberships

Georges Mensink présente le point.

Motion 4

It was moved by Georges Mensink and seconded by Alain Lajoie

THAT The executive Committee accept new members for the period from May 27, 2011 to September 21, 2011.

ADOPTED UNANIMOUSLY

12. Minutes adoption of the last meeting

This item is tabled to the next conference call.

13. Varia

13.1 Web site

- Since mid September Larry Imbeault and a member of the staff have received training for the Association's Website.

13.2 CCPNIMT

Patrick D'Astous introduced the item.

- One percent of the employer's salary wage mass has to be put aside for ongoing training for First Nations people or Inuit;
- A consultative committee has been formed: the CCPNIMT.

Motion 5

It was moved by Larry Imbeault and seconded by David Chalmers

THAT The Executive Committee authorize Patrick D'Astous to participate as an active member of the CCPNIMT.

ADOPTED UNANIMOUSLY

13.3 Advisor Internship

Motion 6

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT The Association prepares an offer to welcome a Union Advisor Internship starting next January 5, 2012 at a fixed salary of 360.00 $ per week.

ADOPTED UNANIMOUSLY

13.4 Union liberations

This item is tabled to the next meeting in person.

13.5 AENQ Short term insurance responsibility

Patrick D'Astous introduced the item.

- We need to gather all the necessary information in order to establish proper coverage for all part and full time members liberated for union activities in order to decide and implement as soon as possible such short term coverage;
- It must be feasible financially.

13.6 Decisions and minutes translation

Georges Mensink introduced the item.

- Minutes translations of Executive Committee meetings may be done by the Secretary;
- All translations must be done on personal time outside of Union liberations.
- A part from the aforementioned precisions, the Policy on the translation of written documents is applicable.

14. Next meeting

The next meeting will take place by teleconference on October 5, 2011 and the next in person meeting will take place November 19, 20 and 21, 2011.

15. Adjournment

Motion 7

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

THAT The meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY