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-02

Meeting by teleconference of October 5, 2012

Attending:

Patrick D'Astous	President
Larry Imbeault	Vice-President
Alain Lajoie	Treasurer
Georges Mensink	Secretary
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

1. Presentation and adoption of the agenda

Georges Mensink introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The point 6 be a decision item.

CARRIED BY MAJORITY (7 VOTES)
ABSTENTION (1 VOTE)
CONTRE (1 VOTE)

Motion 2

It was moved by Alain Lajoie 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. Perequation of the FSE and of the FPSS
4. Minutes adoption of the June 3 and 4, 2011 meeting
5. Teacher Hiring problems at KSB
6. AENQ Representation at Federation Decision Making Bodies
7. Request under the Policy on the Defense of Rights of Employees Represented by AENQ
8. Next meeting
9. Adjournement

CARRIED UNANIMOUSLY

2. Nomination of Chair and Secretary for the meeting

Motion 3

It was moved by François Beauchemin and seconded by Alain Lajoie

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

CARRIED UNANIMOUSLY

3. Perequation of the FSE and of the FPSS

Patrick D'Astous introduced the item.

Motion 4

Whereas the follow-up to do on priorities for 2010-2013 and on past EC-AENQ decisions related to the issue of equalization payment in particular at the federal level decision-making bodies of the FPSS and the FSE;

Whereas the attempts already done at various others decision-making bodies to push forward those demands;

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

THAT The following proposals, with adaptations if necessary, will be presented at the FSE and FPSS Federal Councils with the objective to obtain a fairer and more

adapted way to calculate equalization payment to fit the reality and the need of our members.

Also,

Whereas there has been a significant growth (+ or – 40%) in the number of teachers affected by FSE equalization payments since its inauguration in 1993 and its relative stabilization for about the last seven years;

Whereas AENQ is the only union to receive a fixed percentage of FSE equalization payments;

Whereas the amounts allocated to AENQ each year under the equalization arrangements of the FSE are not modified in relation to the increase in the number of teachers or schools which are served by the union;

THAT The Federal Council mandates the Finance and Equalization Committee of the FSE to study the possibility of raising the percentage paid to AENQ to reflect the evolution of its membership. Also, in the event that the Committee makes a positive recommendation on this issue, that the Committee also propose the percentage increase which would be fair in these circumstances. These recommendations would then be presented to the Executive Committee meeting of the FSE at the latest by January 2012, for presentation to the Federal Council of the FSE at the beginning of February 2012.

Also,

Whereas the equalization funds directed mainly to our members by the FPSS do not correspond to their needs;

Whereas a large proportion of our members in the support sector of the Kativik School Board were recently unionized (2001-2002);

THAT The Federal Council mandates the Executive Committee of the FPSS to negotiate with AENQ a modification of its equalization formula which will permit AENQ to benefit from direct transfers for its union work in this milieu. The results of this negotiation would be recommended by the Executive Committee of the FPSS for adoption at the FPSS Congress of June 2013.

CARRIED UNANIMOUSLY

4. Minutes Adoption of the June 3 and 4, 2011 meeting

Georges Mensink introduced the item.

Motion 5

Minutes adoption of the June 3 and 4, 2011 meeting is tabled to the meeting by teleconference of October 16, 2011.

CARRIED UNANIMOUSLY

5. Teacher Hiring Problems at the Kativik School Board

Motion 6

AENQ recognizes the specific problems facing the Kativik School Board, year after year, in order to fill all vacant teacher positions;

AENQ points out the link existing between those problems and the change in the school calendar since 2004;

AENQ receives the request from the Kativik school board to negotiate an agreement that would permit the school board to temporarily fill some of those positions still vacant during the school year;

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

THAT **AENQ** will start to negotiate with KSB an agreement regarding this issue with the sole objective to assure the school board of its will in helping to reduce the numbers of class days lost by the Nunavik students because of those still temporary vacant teacher positions;

Also,

THAT If such agreement goes beyond the terms of the collective agreement in force, it will be subject to the consultation of all KSB teachers. In that case, it will be necessary for KSB to provide us with a statistical picture depicting this reality over the past few years.

CARRIED UNANIMOUSLY

6. AENQ Representation at Federation Decision making Bodies

Patrick D'Astous introduced the item.

- There are three federal bodies: the FSE, the FPSS and the FIPEQ;
- The Association's président can attend Federal Councils of the three federations to which AENQ is affiliated.

Motion 7

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

THAT Larry Imbeault and Jeannie McKee, Executive Committee members, are mandated to attend the Federal Council of the FPSS and David Chalmers is designated as substitute in case one or the two of them cannot attend.

CARRIED UNANIMOUSLY

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

Motion 8

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

THAT The Executive Committee, following the recommendation of its advisors, apply the Policy on the Defence of Rights of Employees Represented by AENQ to one of its members.

CARRIED UNANIMOUSLY

8. Next meeting

The next meeting of the Executive Committee will be by conference call on October 16, 2011 at 7 pm.

9. Adjournment

Motion 9

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

THAT The meeting of the Executive Committee be adjourned.

CARRIED UNANIMOUSLY