ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)
ᑯᐯᒃ ᑕᕐᕋᒐᓂᒥᐅᑦ ᐱᓇᓱᑦᑎᑦ ᑲᑐᑦᔨᕐᑲᑎᒋᓐᓂᖓ
ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC
ᑳ ᒫᒧᐱᒡ ᐋᐱᑎᓲᓯᐅᒡ ᐊᑎᒫᐱᓯᒪ ᑯᐯᒃ

Minutes of the Executive Committee 1112CEPV-07

Meeting of March 17, 18 and 19, 2012

Attending:

Patrick D'Astous	President
Larry Imbeault	Vice-President
Georges Mensink	Secretary
Alain Lajoie	Treasurer
Tarek Khazen	Sector Director, CSB Teachers
Jeannie McKee	Sector Director, CSB Support Staff
François Beauchemin	Sector Director, KSB Teachers
David Chalmers	Sector Director, KSB 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 Georges Mensink and seconded by David Chalmers

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. CPE
   - 3.2. CSB Teachers
   - 3.3. CSB Support Staff
   - 3.4. KSB Support Staff
   - 3.5. KSB Teachers
4. Adoption of Previous Minutes

5. CSQ Decision making bodies report - follow-up
6. GTSMA - CSQ
7. CSQ Congress
8. AENQ Congress
9. Committee on the President's Remuneration
10. New Union Memberships
11. Policy on participation in union activities
12. Daycare Centers Facebook Page
13. Requests under the Policy on the Defence of Rights of Employees Represented by AENQ (2)
14. Decisions' and Minutes' Publication
15. Action Plan 2010 – 2013
16. Budget
17. CPE Unionisation (Kuujjuaq)
18. SAP – CSB Action Plan
19. Uranium - Mistissini
20. Food Transportation – KSB
21. School Calendar – KSB
22. FSE Perequation
23. CSQ Committee on Negotiation in the North
24. Work Relations
25. AENQ Reflexion in the long term - GM position
26. Miscellaneous
    - 26.1. Union Leave Expectations 2012-2013
    - 26.2. Maternity Leave Replacement for Emma Dallas
    - 26.3. The Plan North
27. Next meeting
28. Adjournment

ADOPTED UNANIMOUSLY

2. Nomination 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. Sector life

3.1. CPE

Patrick D'Astous and Liza Wapachee introduced the item.

- A follow-up will be done for the resignation form;
- The CPE in Nemaska was flooded as a result of frozen pipes;
- The CPEs' are often short of staff, but in some rooms of the CPE there is a surplus of staff; as a consequence there is an inadequate redistribution of the educators in respecting the needs of the CPE;
- In negotiations in the South, the government recognizes the need for parity between the Private and Public Sectors. In the eventuality of such parity we could negotiate Northern Premiums for our members.

3.2. CSC Teachers

Tarek Khazen introduced the item.

- The Board Committee will meet at the end of March 2012;
- Mr. Kyle Smith is the new union delegate in Mistissini;
- Retirement Information Sessions will be given in Waskaganish May 27 and 28 and in Waswanipi May 30 and 31, 2012;
- We are waiting for the CSB to choose its' members before the first meeting of the Special Education Committee.

3.3. CSB Support Staff

Jeannie McKee introduced the item.

Motion 3

It was introduced by Jeannie McKee and seconded by Alain Lajoie

QUE The Executive Committee name Betsy Matches, Special Education Technician, as the Support Staff's representative to the Special Education Committee of the Cree School Board.

ADOPTED UNANIMOUSLY

3.4. KSB Support Staff

David Chalmers introduced the point.

3.5. KSB Teachers

François Beauchemin introduced the item.

- There will be a Board Committee meeting April 12 and 13, 2012;
- There are presently 30 cases of TB patients in the village of Kangirsuluajuaq.

4. Adoption of Previous Minutes

This item is rescheduled to the next EC meeting.

5. CSQ Decision making bodies report - follow-up

This item is rescheduled to a future undetermined date.

6. GTSMA-CSQ

Patrick D'Astous introduced the item.

7. CSQ Congress

Patrick D'Astous introduced the item.

- The CSQ Congress will take place June 26, 27, 28 and 29, 2012 at the Congress Centre situated next to the Hilton Hotel in Quebec City;
- The members of the Native Committee, who are in the South, will be invited to attend as well.

8. AENQ Congress

This item is rescheduled to a later date.

9. Committee on the President's Remuneration

Francois Beauchemin and Alain Lajoie introduced the item.

- This item should be brought up at the AENQ Congress next year;
- FPSS has an existing policy that gives some information about remuneration of liberated Union officers.

Motion 4

It was moved by Francois Beauchemin and seconded by Georges Mensink

THAT Decisions 3 and 4 of the 1011CEPV-01 minutes are rescinded, and Alain Lajoie and Larry Imbeault are mandated to propose a recommendation of a remuneration policy covering all officers on union leave at the very latest by the first Executive Committee meeting of the 2012 – 2013 school year.

ADOPTED UNANIMOUSLY

10. New Union Memberships

Motion 5

It was moved by Francois Beauchemin and seconded by David Chalmers

THAT The Executive Committee accepts new members for the period dated from September 22, 2011 to March 15, 2012.

ADOPTED UNANIMOUSLY

11. Policy on participation in union activities

Patrick D'Astous introduced the item.

Motion 6

It was moved by Alain Lajoie and seconded by Francois Beauchemin

THAT In the event that a member of the EC or the AC wants to take a recovery day, the only costs borne by the Association be the union leave.

ADOPTED UNANIMOUSLY

12. Daycare Centres Facebook Page

Francois Beauchemin introduced the item.

- The Facebook page is up and running but information in terms of its future content has yet to be provided;
- The administrator will be Liza Wapachee, Sector Director, CPE;
- Initially, the page will only be open to union members of the CPE in Nemaska, then host other CPE workers at a later date.

13. Requests under the Policy on the Defence of Rights of Employees Represented by AENQ (2)

Patrick D'Astous introduced the item.

Motion 7

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

THAT The Executive Committee accept the first member's request under the terms of the Policy on the defence of Rights of Employees Represented by AENQ.

ADOPTED UNANIMOUSLY

Motion 8

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

THAT The Executive Committee accept, following the recommendation of our staff, to finance at 100% of the costs, the request of the second member under the terms of the Policy on the defence of Rights of Employees Represented by AENQ.

ADOPTÉE À MAJORITÉ (2 ABSTENTIONS)

14. Decisions' and Minutes' Publication

Patrick D'Astous introduced the point.

- The decisions and minutes are documents that reflect the living memory of the Association and they must be available to members as soon as possible;
- Currently, decisions are translated into the four languages of the Association while the minutes are translated into English and French;
- The EC - AENQ may make recommendations to the Congress of the Association regarding the Translation Policy of decisions and minutes.

15. Action Plan 2010 - 2013

Patrick D'Astous introduced the item.

Corrections were made to the Action Plan 2010 - 2013 of the Association and it was distributed in the communities.

16. Budget

Alain Lajoie introduced the item.

Motion 9

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT An amount of 60,000 $ be added to the item Grievances and Arbitration, and the amount of 20,000 $ be added to the item Encounters and Training Sector Inuit - Teachers, and 25,000 $ be subtracted from the item Encounters and Training Sector Inuit - Support Staff.

ADOPTED UNANIMOUSLY

17. CPE Unionization (Kuujjuaq)

Patrick D'Astous introduced the item.

- 80 employees of two CPE's in Kuujjuaq would be interested in having a union;
- Discussions and meetings will be scheduled in due course.

18. SAP - CSB Action Plan

Patrick D'Astous and Tarek Khazen introduced the item.

- For two and a half years the file SAP (Strategic Action Plan 2011 - 2015) aims to improve educational outcomes for students of the CSB;
- The implementation of the Plan began this year.

Motion 10

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

THAT A consultation of teachers in the Cree teaching sector be held in general assemblies on April 3, 2012. This consultation will focus on the findings, the claims and the Plan of Action as presented. The members will also be called upon to voice their agreement or disagreement concerning the documents presented and will be invited to make any comments as necessary.

ADOPTED UNANIMOUSLY

19. Uranium Mistissini

Patrick D'Astous introduced the item.

Motion 11

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

THAT The Cree Sector Directors organise a walk with the delegates and members of Mistissini to claim to be properly informed of the risks of uranium mining in Cree territory.

Also,

THAT The Association take part in local public events that would aim to support the position of its members concerning the exploitation of uranium.

ADOPTED UNANIMOUSLY

20. Food Transportation - KSB

François Beauchemin introduced the item.

Motion 12

It was moved by François Beauchemin and seconded by David Chalmers

THAT Considering a modification of the collective agreements E4 and S9 on the basis of the text presented by the Treasury board to eliminate the mode of food transportation by mail, our negotiators be mandated to proceed while ensuring that the Kativik School Board assumes transportation costs.

ADOPTED UNANIMOUSLY

21. School Calendar - KSB

Patrick D'Astous introduced the item.

Motion 13

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

THAT The Executive Committee send a delegation to the next meeting of the Commissioners Council of the Kativik School Board.

ADOPTED UNANIMOUSLY

22. FSE - Perequation

Patrick D'Astous introduced the item.

Motion 14

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT The FSE be notified in an official manner that it is the Association's view that section 6.05 of the perequation fund rules of the FSE can not apply and that section 6.06 of the same rules must apply because it is in the equity of the distribution of the perequation funds among all eligible unions.

ADOPTED UNANIMOUSLY

23. CSQ Committee on Negotiation in the North

Patrick D'Astous introduced the item.

Motion 15

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

THAT Alain Lajoie and Larry Imbeault represent the Association on the CSQ committee on Negotiation in the North on Tuesday March 20, 2012.

ADOPTED UNANIMOUSLY

24. Work Relations

25. AENQ Reflection in the long term - GM position

François Beauchemin introduced the item.

26. Miscellaneous

26.1. Union Leave Expectations 2012 - 2013

Motion 16

It was introduced by François Beauchemin and seconded by Alain Lajoie

THAT Union leaves for 2012 - 2013 not be changed from 2011 - 2012 and no letter be sent to our school boards.

ADOPTED UNANIMOUSLY

26.2 Maternity Leave replacement for Emma Dallas

Motion 17

It was moved by François Beauchemin and seconded by Jeannie McKee

THAT Emma Dallas' replacement contract be offered to Émilie Lefebvre.

ADOPTED UNANIMOUSLY

26.3 Le Plan North

27. Next meeting

The next meeting will take place April 12, 2012 at 7 p.m. by telephone.

28. Adjournment

Motion 18

It was moved by Patrick D'Astous and seconded by Jeannie McKee

THAT The meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY