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-04

Meeting of November 7 and 8, 2011

Attending:

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

Absent:

Jeannie McKee	Sector Director, CSB Support Staff

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. KSB Support Staff
   - 3.2. KSB Teachers

3.3. CSB Teachers
3.4. CSC Support Staff
3.5. CPE
4. Decisions follow-up
5. KSB School Calendar
6. Budget
7. Requests under the Policy on the Defense of Rights of Employees Represented by AENQ
8. Salary Insurance and Union Leaves – Policy
9. François Beauchemin's Responsibilities 2011 – 2012
9.1. François Beauchemin's Responsibilities in accordance with the priorities
9.2. AENQ Website
10. Policy on Participation to Union Activities
11. Negotiations 2010
11.1. Assessment of 2010 Negotiations – AENQ
11.2. Signatures S8 – S9
12. Congress AENQ 2013
13. Mandate for the FSE Federal Council
14. Food Transport – KSB
15. Student with Special Needs Committee
16. FSE and Adult Education
17. Next meeting
18. 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. KSB Support Staff

David Chalmers and Larry Imbeault introduced the item.

- The Sector Council meeting for Kativik Support Staff took place November 4 and 5, 2011 in Montreal;

- The delegates fully participated in the discussions and made suggestions;
- Among other things, they suggested writing a infobulletin to be distributed to support staff once a month;
- In addition, they expressed the desire to hold telephone conferences three times a year;
- The Labour Relations Committee is composed of the following three people: David Chalmers and Vincent Renaud both from Kuujjuaq and Siasi Kimarluk from Inukjuak;
- Despite several invitations made to Mme Diane Cinq-Mars, the President of the FPSS was not present at the KSB Sector Council meeting for support staff.

Motion 3

It was moved by Larry Imbeault and seconded by David Chalmers

THAT The Association's Executive Committee regrets the absence of Ms. Diane Cinq-Mars at the Kativik Support Staff Council Meeting which took place on November 4 and 5, 2011 in Montreal despite repeated invitations, and also regrets the lack of answers from her to our other various recent requests.

ADOPTED UNANIMOUSLY

3.2. KSB Teachers

François Beauchemin introduced the item.

- The Sector Council took place October 29 and 30 in Puvirnituq with the participation of the Union Advisors and the President of AENQ;
- Delays in the organisation resulted in a situation where the delegates were unable to go home the same day;
- Kuujjuaq has two housing parks which causes a certain degree of incomprehension in the allocation of housing;
- KSB encourages the use of charter planes for social trips and thereby requires that teachers make a firm commitment to respect one's signature;
- KSB requires that teachers respect the directive on social travel especially items 2.10 and 4.10. More precisely, cancelling one's participation for travel by charter without a valid reason will result in consequences for the teacher and his dependants;
- The Board Committee will hold its' first meeting November 22 and 23, 2011;
- Participating teachers that chose not to attend the Regional Pedalogical days should have been informed of their lodging situation before their departure;
- A private Facebook page is up and running for the Sector Council;
- Exploring the possibility of Union Training sessions on Youtube.

3.3. CSB Teachers

Tarek Khazen introduced the item.

- There will be a union training session October 1 and 2 in Val d'Or;
- The new composition of the Board Committee: Tarek Khazen, Sector Director Cree; Dennis Yabsley, youth sector member newly elected; Phiip Kropveld, member of the Adult Education Sector and Jocelyn Myre, Professional Sector member;
- The Sector Director strongly denounces the teachers' schedules at the school and this, without prior consultation with the School Council;
- CSC should ensure the presence of school administrators when school principals participate in Leadership Team meetings;
- The CSC is not respecting the replacement teaching system stipulated in the collective agreement in requiring certain teachers to do supply teaching outside of their teaching schedule and this, without being paid;
- Consultation should be done with the School Council allowing teachers to rely on a system of replacement teaching that would done on a volontary basis and be paid;
- Several schools have been subjected to acts of vandalism: broken windows and broken doors. Violence, intimidation and even stolen cars are some of the random misdeeds in several communities;
- There is a need for retirement training for teachers;
- The introduction of Elephant thoughts and Youth Fusion in the schools suggests that the Cree School Board foreshadows a desire to replace qualified unionized teachers ;
- AENQ deplores the major renovations occurring during the school year;
- School Principals must ensure the security of their personnel and of the school.

3.4. CSC Support Staff

Patrick D'Astous introduced the point.

The preparation for the union training session at Val d'Or next week is well under way.

3.5. CPE

Liza Wapachee introduced the item.

- The Collective Agreement was received. The salary scale is in french in the english version;
- Recently at a personnel meeting in Nemaska they expressed the will to ensure 10 working hours instead of nine and a half hours;
- The employer would like the CPE to be open at Christmas, however the CPE is supposed to respect the holidays as stipulated in the School Calendar;

- Since the CPE is often missing staff the employer asks educators to perform tasks that are normally done by the janitors;
- The Sector Director appears to be a victim of harassment in the work place by the employer;
- The President of the Association will be travelling soon to Nemaska to better understand the situation.

4. Decisions follow-up

Patrick D'Astous introduced the item.

- The tool box for support staff delegates will be translated in Inuktitut;
- The Housing - Taxation file will soon be heard in the Court of Appeal.

5. KSB School Calendar

François Beauchemin introduced the item.

- A publicity campaign is well underway in light of the Commissioners' election, November 16;
- An annonce has appeared in the Nunatsiaq News to inform people of the importance to vote and to be aware of the issues especially the need of an adapted calendar;
- In the communauties in Nunavik people are asked to distribute the announcement in post office boxes.

6. Budget

Alain Lajoie introduced the item.

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

Motion 4

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 Defense of Rights of Employees Represented by AENQ to three of its members.

ADOPTED UNANIMOUSLY

8. Salary Insurance and Union Leaves – Policy

Patrick D'Astous introduced the item.

Motion 5

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

THAT The Executive Committee appoint the Union Counsellors to develop a draft policy on short term disability insurance coverage for full-time or part-time officers of the Association on Union leave or the equivalent before the next EC meeting in person to be held on January 27, 28 and 29, 2012.

ADOPTED UNANIMOUSLY

9. François Beauchemin's Responsibilities 2011 – 2012

9.1. François Beauchemin's Responsibilities in accordance with the priorities

Patrick D'Astous introduced the item.

Motion 6

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

THAT François Beauchemin is liberated at 50% to fulfill his responsibilities as Sector Director – KSB Teachers.

Also,

François Beauchemin is mandated to perform various tasks as outlined in the 2010-2013 Action Plan under *Clarify the role of union delegates*.

ADOPTED UNANIMOUSLY

9.2. AENQ Website

Patrick D'Astous introduced the item.

Motion 7

It was moved by Alain Lajoie and seconded by Liza Wapachee

THAT The Webmaster contract is awarded to François Beauchemin and begins November 8, 2011 with the same conditions as those of the 2009-2010 school year.

ADOPTED UNANIMOUSLY

10. Policy on Participation to Union Activities

Motion 8

It was moved by François Beauchemin and seconded by David Chalmers

THAT Article 11.5 of the Policy on Participation to Union Activities be repealed.

ADOPTED UNANIMOUSLY

Motion 9

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

THAT Article 13.5 of the Policy on Participation to Union Activities be amended as follows and will be applied as of January 1, 2012 :

Previous text :

13.5 Attach to the claim supporting documents

New text :

13.5 Attach to the claim, Appendix 4, duly completed and signed.

Also, a new Appendix 4 be added containing a claim form to fill in babysitting costs.

ADOPTED UNANIMOUSLY

11. Negotiations 2010

Patrick D'Astous and Larry Imbeault introduced the item.

11.1. Assessment of 2010 Negotiations – AENQ

- The Cree and Kativik School Boards are the only employers in Québec that are covered by the CBJNQ.

Motion 10

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

THAT The Executive Committee receives and adopts the 2010 negotiation assessment as presented. Also, the Executive Committee authorizes and mandates its representatives to defend it at the CGN on November 16, 2011.

ADOPTED UNANIMOUSLY

11.2. Signatures S8 – S9

Motion 11

Considering the mandate given by the Executive Committee of the Association in March 2009 to Larry Imbeault for the purpose of acting as the representative of the AENQ to the S8 and S9 collective bargaining team (see Decision no. 5, 0809CED-06);

Considering the decision of the Federal Council of the FPSS-CSQ and release protocols for the national negotiating;

Considering the Association's uneasiness with Larry Imbeault's attribution as a FPSS-CSQ negotiator on the signature signing pages agreed upon by the Management Negotiating Committees and the FPSS-CSQ for the collective agreements S8 and S9;

Considering the November 8 meeting between the President of the Association and the President of the FPSS-CSQ in order to resolve this impasse;

Considering the finding of the FPSS-CSQ, shared by the AENQ, to the effect that the negotiation process which is ending has demonstrated the need to reform the structure of the negotiations before the next round of negotiations;

Considering the commitment of the FPSS-CSQ, in the event of common positions identified by our work, for the purpose of supporting the proposals, statutory or otherwise, of the AENQ to achieve this reform, particularly within the framework of the next Congress of the CSQ and the FPSS-CSQ;

Considering the wish expressed by the FPSS-CSQ to work with the Association to identify and formulate these proposals, statutory or otherwise, whose intended effect is:

1. To adapt the CSQ negotiation structure to the unique negotiation regime deriving from the JBNQA especially for the Association's Support Staff members (KSB and CSB);

2. To work at establishing a division of powers and responsibilities between the three union levels that is fair, clear and consistent with the reality of the unique negotiation regime of our support staff members and their issues of concern;

3. To agree on an appropriate and effective coordination, including representatives of all members affected by this particular process of negotiation.

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

THAT The Executive Committee authorize and appoint the Vice-President and negotiator, Larry Imbeault, to sign the collective agreements S8 and S9.

ADOPTED UNANIMOUSLY

12. Congress AENQ 2013

Motion 12

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

THAT The Congress of the Association will be held in Montreal on March 22, 23 and 24, 2013.

ADOPTED UNANIMOUSLY

13. Mandate for the FSE Federal Council

Motion 13

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

THAT The President of the Association be mandated to represent the Association at the FSE Federal Council and the Sector Directors will attend as required.

ADOPTED UNANIMOUSLY

14. Food Transport – KSB

François Beauchemin introduced the item.

- Nutrition North Canada, the new federal food subsidy program has replaced the previous mail subsidy on transport;
- The memo sent by KSB last October 25 suggests to members that the clause in the collective agreement relating to transportation of food by mail would be applied as stated;
- The current situation is by no means satisfactory; therefore, AENQ challenges the present situation and steps will be taken to find a solution with the Kativik School Board.

Motion 14

It was moved by François Beauchemin and seconded by David Chalmers

THAT The Executive Committee review the recommendations of the Sector Council – KSB Teachers and take the necessary steps to enforce them. The Executive Committee will present the implementation of the preparation and adoption of a mobilisation plan at a special conference call of the EC in early December 2011, if the situation is not resolved by then.

ADOPTED UNANIMOUSLY

15. Student with Special Needs Committee

François Beauchemin, Tared Khazen and Patrick D'Astous introduced the item.

Motion 15

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT Posting of a support staff position on the Students with Special Needs Committees will be sent to all communities before the November 15, 2011.

ADOPTED UNANIMOUSLY

16. FSE and Adult Education

François Beauchemin introduced the item.

Motion 16

Whereas the reform is not implemented in the same way in our school boards of the North than in the rest of the province, especially in regard to Adult Education;

Whereas the Association would organize activities for the members of the Adult Education Sector;

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT The Executive Committee inform the FSE that the Association needs a budget to organize its own activities tailored to our Adult Education Sector members.

ADOPTED UNANIMOUSLY

17. Next meeting

Motion 17

It was moved par Alain Lajoie and seconded by François Beauchemin

THAT The next meeting will take place in Montréal January 27, 28 and 29, 2012.

ADOPTED UNANIMOUSLY

18. Adjournment

Motion 18

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

THAT The meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY