



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

1213CEPV-01

Meeting of September 17,18 and 19, 2012

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
Jeannie McKee	Sector Director, CSB Support Staff
Liza Wapachee	Sector Director, CPE

1. Presentation and adoption of the agenda

Patrick D'Astous introduced the item.

Motion 1

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

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. CSB Support Staff
 - 3.2. CPE
 - 3.2. KSB Support Staff

- 3.4. KSB Teachers
- 3.5. CSB Teachers
- 4. Decision making bodies report
- 5. 2010-2013 Action Plan
- 6. Budget
- 7. CSQ workgroup concerning the negotiation for the members employed by the Kativik and Cree School Boards
 - a) JBNQA and CPNCSB-KSB agreements
 - b) Negotiation protocol between the CSQ and the Association
 - i) contents split
 - ii) SQ protocol
 - c) mandate
- 8. Regional Disparities Workgroup
- 9. AENQ Human Resources
 - a) An employee file
 - b) Posting follow-up
- 10. AENQ Congress 2013
 - a) Timeline (mailing)
 - b) Reports to present
 - c) By-law amendments
 - d) Social evening
 - e) Promotional articles
 - f) Booths
 - g) Delegations
 - h) Room sharing
 - i) Union training
 - j) Interpreter services
- 11. AENQ office space
- 12. New union members
- 13. Minutes adoption of the last meetings
- 14. Next meeting
- 15. 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 as well as Georges Mensink Secretaries for the meeting.

ADOPTED UNANIMOUSLY

3. Sector Life

3.1. CSB Support Staff

Jeannie McKee introduced the item.

- Two members of the LRB are no longer working for the Cree School Board;
- Several delegate elections have taken place, some delegates from last year have been re-elected.

3.2. CPE

Liza Wapachee introduced the item.

- There is an ongoing problem with recruitment in Nemaska.

3.3. KSB Support Staff

David Chalmers introduced the item.

- Delegates from Kuujjuaq, Akulivik and Umiujaq were elected.

3.4. KSB Teachers

François Beauchemin introduced the item.

- Almost all the union delegates have been elected (17 out of 19);
- There will be a Special Education Committee meeting on October 10 and 11, and due to Élyse Bienvenue's leave without pay, François Beauchemin will ensure the interim.

3.5. CSB Teachers

Tarek Khazen introduced the item.

- All the delegates have been elected of which 6 are new;
- There will be a Sector Council meeting September 25;
- The GVC will be implemented from the Grade 1 to Grade 6;
- The Special Education Committee will begin its work on September 25, 2012;
- The Board Committee amended the Improvement Fund Policy.

4. Decision making bodies report

Patrick D'Astous and Larry Imbeault introduced the item.

Report was made of the Association's representation at the federations (FSE, FPSS and FIPEQ) and at the Centrale.

5. 2010 - 2013 Action Plan

Patrick D'Astous introduced the item.

6. Budget

Alain Lajoie introduce the item.

Motion 3

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT The budget 2012 - 2013 be adopted as presented and amended.

ADOPTED UNANIMOUSLY

7. CSQ workgroup concerning the negotiation for the members employed by the Kativik and Cree School Boards

Patrick D'Astous, Larry Imbeault and François Beauchemin introduced the item.

a) JBNQA and CPNCSB-KSB agreements

- We have to respect the provisions provided in the JBNQA;
- Our two school boards were created from the JBNQA;
- There are agreements between the MELS and the school boards.

b) Negotiation protocol between the CSQ and the Association

i) Contents split

- The status quo is no longer acceptable;

ii) CSQ Protocol

- The Association is aiming for a new negotiation protocol before the next round of negotiations on the basis of the agreements between the MELS and the school boards.

c) Mandate

Motion 4

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

THAT The Executive Committee mandate our representative in order to continue the exploration with the CSQ to obtain a new negotiation protocol on the basis of the document presented.

ADOPTED UNANIMOUSLY

8. Regional Disparities Workgroup

Patrick D'Astous, Larry Imbeault and François Beauchemin introduced the item.

L'Association will continue the work within the Regional Disparities workgroup.

9. AENQ Human Resources

a) An employee file

Patrick D'Astous introduced the item.

b) Posting follow-up

Motion 5

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

THAT The decision to fill the new position of General Director is suspended.

ADOPTED UNANIMOUSLY
(with three abstentions)

10. AENQ Congress 2013

Patrick D'Astous introduced the item.

a) Timeline (mailing)

The sector directors will make known to their delegates the 2013 Congress Timeline who will then have it diffused to the members.

b) Reports to present

- A report of 4 to 5 pages will be written for the Executive Committee as a whole;
- Each member of the Executive Committee will submit his/her activities report of a maximum of 6 pages;
- The Native Committee's report will be dealt with at their next meeting;
- All reports must be handed in before January 11, 2013.

c) By-law amendments

The Executive Committee will deal with this file at the next teleconference.

d) Social evening

- The social evening will take place Friday evening with a supper included;
- Jeannie McKee will explore the possibility of the participation of an invited artist;
- Invitations will be sent out to our union partners.

e) Promotional articles

- Patrick D'Astous introduced the point.

f) Booths

- Invitations will be sent out to certain organizations.

g) Delegations

- The different sector delegations will be determined according to the rules in the Association's By-laws.

h) Room sharing

- Delegates wishing to have a room for single occupancy will have to pay 50% of the cost of their room.

i) Union training

- Union training will take place March 20 and 21, 2013.

j) Interpreter services

Motion 6

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT The Executive Committee mandate Monique Nepveu to take the necessary steps to sign a service contract for interpreters at the next AENQ Congress.

ADOPTED UNANIMOUSLY

11. AENQ office space

Motion 7

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

THAT The Executive Committee rejects the CSQ proposal to change the Association's office space.

ADOPTED UNANIMOUSLY

12. New union members

Motion 8

It was moved by Georges Mensink and seconded by Tarek Khazen

THAT The Executive Committee accept new members for the period from March 16 to September 13, 2012.

ADOPTED UNANIMOUSLY

13. Minutes adoption of the last meetings

This item is postponed until the next meeting.

14. Next meeting

The next meeting will take place October 1, 2012 by teleconference.

15. Adjournment

Motion 9

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

THAT The meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY



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Minutes of the Executive Committee 1213CEPV-02

Meeting by teleconference of October 1, 2012

Attending:

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

Absences:

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 Alain Lajoie

THAT The agenda be adopted as presented.

Agenda

1. Presentation and adoption of the agenda
2. Appointment of Chair and Secretary for the meeting
3. David Chalmers' resignation and the posting of the Sector Director - Kativik Support Staff position

4. Union Training Sessions 2012 - 2013
5. Executive Committee By-Law amendment proposals to Congress 2013
6. Next meeting
7. Adjournment

ADOPTED UNANIMOUSLY

2. Nomination of Chair and Secretary for the meeting

Motion 2

It was moved by Alain Lajoie and seconded by Tarek Khazen

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

ADOPTED UNANIMOUSLY

3. David Chalmers' resignation and the posting of the Sector Director - Kativik Support Staff position

Patrick D'Astous introduced the item.

Motion 3

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

THAT The Executive Committee receive and accept the resignation of David Chalmers as Sector Director - KSB Support Staff.

ADOPTED UNANIMOUSLY

Motion 4

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

THAT The Association post the position of Sector Director - KSB Support Staff, in accordance with the usual procedure, for the period running from October 1 to October 12, 2012 until 5 pm.

ADOPTED UNANIMOUSLY

4. Union Training Sessions 2012-2013

Patrick D'Astous introduced the item.

Motion 5

It was moved by Tarek Khazen and seconded by Alain Lajoie

THAT An adapted Union training session be planned to take place this Fall for new union delegates in the CSB teachers' sector.

ADOPTED UNANIMOUSLY

5. Executive Committee By-Law amendment proposals to Congress 2013

Patrick D'Astous introduced the item.

Motion 6

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT The Executive Committee recommend to Congress the adoption of the following By-law amendment proposals:

2.02 A school designates one or many buildings in a single locality where is provided regular teaching under the authority of a school administration or vocational and/or adult education under the authority of a centre administrator, adult education services or its equivalent.

2.06 Establishment designates one or more buildings of a locality where one or more support personnel are assigned, it being understood that the building or buildings intended for the administration of a school board or vocational education constitute establishments.

ADOPTED UNANIMOUSLY

Motion 7

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

THAT The Executive Committee recommend to Congress the adoption of the following By-law amendment proposals:

17.01 Composition. The Association is administered by an Executive Committee composed of a President, a Vice-president, a ~~Secretary, a Treasurer, a~~ Secretary-Treasurer and the Sector Directors.

17.07 Mandates of the Executive Committee

- a) **President.** The President of the Association is also the President of the Executive Committee and of the Congress.

He/she convenes regular and special meetings of the Executive Committee.

He/she presents to the Congress a detailed report of his/her activities performed in the context of the mandates described in this article.

He/she is the official representative of the Association.

He/she manages the Association's business and acts as general supervisor. In doing so, he/she is bound by the resolutions of the Congress and Executive Committee, to which he/she accounts for his/her actions.

The President is a voting member ex officio of all committees, with the exception of the Election Committee.

Together with the ~~Secretary and/or the Treasurer~~ **Secretary-Treasurer**, he/she signs the proceedings of all meetings of the Executive Committee and of the Congress, membership cards, checks and other business papers.

He/she presents the annual report of the Executive Committee to the Congress.

He/she sees that people mandated by the Association carry out their duties.

He/she is the official representative of the Association at decision-making bodies of the Centrale.

He/she coordinates the negotiations.

He/she attends at least one meeting of each Sector Council every year.

He/she is responsible for the organization of the employees' work and their supervision.

- e) **Secretary.** ~~The Secretary is by right Secretary of the Executive Committee and of the Congress. He/she verifies, has approved and signs the proceedings of these meetings.~~

~~He/she is in charge of the secretary's office and is the keeper of all the documents belonging to the Association.~~

~~He/she is in charge of the preparation and organization of the~~

~~Congress. He/she is in charge of organizing the meetings of the Executive Committee.~~

~~He/she is in charge of the organization, preparation and distribution of documents and information to the members and, when necessary, supervises the translation of these documents.~~

~~He/she performs any other tasks assigned by the Executive Committee or the Congress.~~

d) **Treasurer.** The Treasurer is responsible for the finances of the Association.

~~Together with the President, he/she signs checks and other business papers. He/she gives an annual report of financial statements and budget estimates to the Congress and the Executive Committee.~~

~~He/she sees to the collection of union dues from members.~~

~~He/she has the Association's account audited. He/she prepares the budget of the Association.~~

~~He/she verifies all expense claims made to the Association.~~

~~He/she represents the Association to the Perequation Committee.~~

~~He/she performs any other tasks assigned by the Executive Committee or the Congress.~~

c)

[REDACTED]

[REDACTED]

He/she is in charge of the preparation and organization of the Congress.

Together with the President, he/she signs checks and other business papers.

[REDACTED]

He/she sees to the collection of union dues from members.

He/she has the Association's account audited.

He/she prepares the budget of the Association.

He/she verifies all expense claims made to the Association.

He/she represents the Association to the Perequation Committee.

ADOPTED UNANIMOUSLY

6. Next meeting

The next meeting will take place by teleconference on October 17, 2012 at 7:30pm.

7. Adjournment

Motion 8

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

THAT The meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY



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Minutes of the Executive Committee 1213CEPV-03

Meeting by teleconference of October 17, 2012

Attending:

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

Absences:

Liza Wapachee	Sector Director, CPE
Vacant	Sector Director, KSB 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 Alain Lajoie

THAT The agenda be adopted as presented.

Agenda

1. Presentation and adoption of the agenda
2. Appointment of Chair and Secretary for the meeting
3. By-Law amendment proposals
4. Sector Director - Kativik Support Staff position
5. Minutes adoption of previous meetings

6. Next meeting
7. Adjournment

ADOPTED UNANIMOUSLY

2. Nomination of Chair and Secretary for the meeting

Motion 2

It was moved by Alain Lajoie and seconded by Tarek Khazen

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

ADOPTED UNANIMOUSLY

3. By-law amendment proposals

Patrick D'Astous introduced the item.

Motion 3

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

THAT The Executive Committee recommend to Congress the adoption of the following By-law amendment proposal:

17.02 y) [REDACTED]

ADOPTED UNANIMOUSLY

Motion 4

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT The Executive Committee recommend to Congress the adoption of the following By-law amendment proposal:

17.07 Mandates of the Executive Committee

a) President.

...

The President is a voting member ex officio of all committees, with the exception of the Election Committee, of the Native Committee and of the Sector Councils.

ADOPTED BY MAJORITY

Motion 5

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

THAT The Executive Committee recommend to Congress the adoption of the following By-law amendment proposal:

14.01 Composition

...



ADOPTED UNANIMOUSLY

Motion 6

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT The Executive Committee recommend to Congress the adoption of the following By-law amendment proposal:

14.5 Pouvoirs

- a) ~~Il planifie, organise et supervise toutes les activités syndicales du secteur. À l'occasion d'activités particulières, il peut s'associer aux autres secteurs;~~

17.07 Mandates of the Executive Committee

e)d) **Sector Director.**

...
He/she calls the meetings of the Sector council. He/she is responsible for:

- a) union life in his/her sector. More specifically, he/she plans, organizes and supervises all the union activities of the sector.;

...

ADOPTED UNANIMOUSLY

4. Sector Director - Kativik Support Staff position

As a result of a problem with the telephone line this item was postponed until the next meeting.

5. Minutes adoption of previous meetings

As a result of a problem with the telephone line this item was postponed until the next meeting.

6. Next meeting

As a result of a problem with the telephone line the next meeting will take place at a future date to be determined.

7. Adjournment

Motion 7

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

THAT The meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY



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Minutes of the Executive Committee 1213CEPV-04

Meeting by teleconference of November 6, 2012

Attending:

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

Absences:

Vacant	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 Alain Lajoie

THAT The agenda be adopted as presented.

Agenda

1. Presentation and adoption of the agenda
2. Appointment of Chair and Secretary for the meeting
3. By-law amendment proposals
4. Sector Director - Kativik Support Staff position

5. Minutes adoption of previous meetings
6. Congress - miscellaneous
7. Next meeting
8. Adjournment

ADOPTED UNANIMOUSLY

2. Nomination of Chair and Secretary for the meeting

Motion 2

It was moved by Alain Lajoie and seconded by Tarek Khazen

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

ADOPTED UNANIMOUSLY

3. By-law amendment proposals

Patrick D'Astous introduced the item.

Motion 3

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

THAT The Executive Committee recommend to Congress the adoption of the following amendment proposal :

17.07 Mandates of the Executive Committee

d) **Sector Director.**

...



ADOPTED UNANIMOUSLY

Motion 4

It was moved by Alain Lajoie and seconded by Georges Mensink

THAT The Executive Committee recommend to Congress the adoption of the following amendment proposal :

17.07 Mandates of the Executive Committee

- a) **President.** The President of the Association is also the President of the Executive Committee and of the Congress. After consulting with the members of the Executive Committee, He/she convenes regular and special meetings of the Executive Committee.

ADOPTED UNANIMOUSLY

Motion 5

It was moved by Alain Lajoie and seconded by Georges Mensink

THAT The Executive Committee recommend to Congress the adoption of the following amendment proposal :

17.07 Mandates of the Executive Committee

- d) **Sector Director.**

...

He/she is responsible for presenting and defending the recommendations of the Sector Council to the Executive Committee.

REJECTED BY MAJORITY

Motion 6

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT The Executive Committee recommend to Congress the adoption of the following amendment proposal :

13.07 Elections

...

E) Nomination of Candidates. Only an elected representative attending the Congress can be elected to the Executive Committee.

A candidate for any of the offices must be proposed by another delegate and seconded by 2 others. He or she must have accepted the candidacy. A candidate may run for more than one office.

All nominations must be received by the Chair of the Election Committee no later than 30 days prior to the date of the beginning of the Congress. No nominations shall be accepted after that time.

All nominations must be accompanied by an election statement not exceeding 400 words (based on the French version) to be available to the Congress delegates.

At the time of the opening of the Congress, the Chair of the Election Committee shall post the names of all candidates nominated at the entrance to the meeting hall.



ADOPTED UNANIMOUSLY

4. Sector Director - Kativik Support Staff position

Motion 7

Whereas, following the posting, there was two candidacies;

Whereas the election of Executive Committee members is, above all, a Congress responsibility and that the next Congress is to be held in the very near future;

Whereas the Vice-President comes from the sector in question ;

It is moved by Alain Lajoie and seconded by Patrick D'Astous:

THAT Larry Imbeault act as interim Sector Director - KSB Support Staff, on top of his responsibilities as Vice-President, until the Congress.

ADOPTED UNANIMOUSLY

5. Minutes adoption of previous meetings

Motion 8

It was moved by Georges Mensink and seconded by François Beauchemin

THAT The following minutes - 1112CEPV-11 and 1112CEPV-12 be adopted as presented and amended.

ADOPTED UNANIMOUSLY

6. Congress - miscellaneous

Patrick D'Astous introduced the item.

Motion 9

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

THAT The number, the origin and, in certain cases, the identity of the upcoming March 2013 official Congress Representatives be as presented and that every delegate be informed as soon as possible of the details of the delegation of his/her school, centre, establishment or daycare.

ADOPTED UNANIMOUSLY

Motion 10

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

THAT Me Ève-Lyne Fecteau, AENQ union advisor, be mandated as president of the Election Committee for the upcoming March 2013 Congress of the Association.

ADOPTED UNANIMOUSLY

7. Next meeting

The next meeting will take place on December 18, 19 and 20, 2012 in Montreal.

8. Adjournment

Motion 10

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

THAT The meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY



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Executive Committee Minutes

1213CEPV-05

Meeting on December 18, 19 and 20, 2012

Present:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Alain Lajoie	Treasurer
Georges Mensink	Secretary
François Beauchemin	Sector Manager – KSB Teachers
Tarek Khazen	Sector Manager– CSB Teachers

Absent:

Vacant	Sector Manager – KSB Support
Jeannie McKee	Sector Manager – CSB Support
Liza Wapachee	Sector Manager – CPE

1. Presentation and adoption of the agenda

Patrick D'Astous introduced the item.

Proposal 1

It was moved by Georges Mensink and seconded by Alain Lajoie

THAT the agenda be adopted as presented and amended.

Agenda

1. Presentation and adoption of the agenda
2. Nomination of the meeting's President and Secretary
3. Sector life
 - 3.1. KSB Teachers

- 3.2. KSB Support
- 3.3. CSB Teachers
- 3.4. CSB Support
- 3.5. CPE
- 4. Labour relations report
- 5. CPE unionization
- 6. CPE agreement negotiations
- 7. Adoption of previous minutes
- 8. Budget
- 9. Monitoring decisions
- 10. Committee report
- 11. Translation of minutes
- 12. AENQ premises
- 13. CTREQ-Native school perseverance
- 14. SISP
- 15. CSQ work groups
- 16. Housing issue
- 17. AENQ Congress 2013
 - 17.1. Agenda
 - 17.2. Official convocation
 - 17.3. Week schedule
 - 17.4. Union training
 - 17.5. Specific issues
 - 17.6. Promotional material
 - 17.7. 2013-2016 mandate priorities
 - 17.8. Delegations
 - 17.9. Social involvement
 - 17.10. Guests
 - 17.11. By-laws
- 18. Native committee
- 19. Association staff
 - 19.1. Fixation committee
 - 19.2. Office agent issue
 - 19.3. Timesheet software
- 20. Equalization (FSE and FPSS)
- 21. Remuneration policy for relieved members
- 22. CPE delegates' toolkit
- 23. PAS – Action plan (AENQ)
- 24. Varia
- 25. Next meeting
- 26. Meeting adjournment

UNANIMOUSLY ADOPTED

2. Nomination of the meeting's President and Secretary

Proposal 2

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

THAT Patrick D’Astous be named Meeting President and Georges Mensink be named Meeting Secretary.

UNANIMOUSLY ADOPTED

3. Sector life

3.1 KSB Teachers

François Beauchemin introduced the item.

- D Sarah Airo, DGA to the KSB resigned in early December;
- D Major problems with management at Ajagutak School in Tasiujaq;
- D The union has expressed concerns about compliance with the collective agreement in the EHDAA policy project. More specifically, local committees must play their role;
- D There will be an EHDAA Committee meeting in February to present the new policy to the Board of Commissioners in March.

3.3 KSB Support

Larry Imbeault introduced the item.

- D We are having difficulty finding delegates in many communities;
- D The “Coalition Avenir Québec” has asked the KSB to provide it with information on the cost of managers and commissioners;
- D For several months now, the Financial Resources Department at the KSB has seemed to favor external candidates as opposed to internal candidates to fill vacant and temporary positions.

3.4 CSB Teachers

Tarek Khazen introduced the item.

- D Union training for new delegates took place on October 24 and 25 in Chisasibi;
- D School organization problem in Chisasibi with the implementation of 5-day/week schedule (non-cyclical);
- D This issue has been the subject of interventions in the School Board Committee, without results;
- D Management has included a mandatory substitution period in teachers’ schedules at the elementary school in Chisasibi;
- D There was a School Board Committee meeting in Mistissini on November 7;

- D There has been widespread dissatisfaction among teachers in the elementary school in Chisasibi;
- D Between 15 and 20% of teachers are not legally qualified to teach in Québec and this percentage climbs to 50% in Chisasibi;
- D Following the last School Board Committee meeting, the CSB accepted the principle of financially assisting illegally qualified teachers to pass the MELS exam;
- D The first EHDAA Committee meeting was held on September 5;
- D The GVC of the strategic action plan has been implemented in all elementary schools of the school board from 1st to 6th grade;
- D A consultation has been undertaken with all teachers to improve its implementation;
- D Sector management feels bullied by school management, presumably because of its union duties.

3.5 CSB Support

With Jeannie McKee's absence, this item will be postponed until the next meeting.

3.5 CPE

Patrick D'Astous introduced the item.

- D The CPE staff shortage problem in Nemaska continues;
- D CPE collective agreements will expire on January 31, 2013.

5. Labour Relations Report

This item is postponed until our next meeting.

5. CPE Unionization

This item is postponed until our next meeting.

6. CPE agreement negotiations

This item is postponed until our next meeting.

7. Adoption of previous minutes

Georges Mensink introduced the item.

Proposal 3

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

THAT the minutes 1213CEPV-01, 1213CEPV-02, 1213CEPV-03, 1213CEPV-04 be adopted as presented and corrected. .

UNANIMOUSLY ADOPTED

8. Budget

This item will be discussed at the next Executive Council meeting.

9. Monitoring decisions

This item is postponed until the next meeting.

10. Committee Report

This item is postponed until our next meeting.

11. Translation of the minutes

This item is postponed until our next meeting.

12. AENQ premises

François Beauchemin introduced the item.

Proposal 4

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT the CSQ offer to move into the future office expansion in Montreal be accepted, by specifying once again what we need in terms of space and access to services.

UNANIMOUSLY ADOPTED

13. CTREQ – Native school perseverance

This item is postponed until our next meeting.

14. SISP

This item is postponed until our next meeting.

15. CSQ work groups

This item is postponed until our next meeting.

16. Housing taxation issue

This item is postponed until our next meeting.

17. Congress

17.1. Agenda

Patrick D'Astous introduced the item.

Proposal 5

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

THAT the Executive Committee adopt the provisional agenda.

UNANIMOUSLY ADOPTED

17.2. Official Convocation

Patrick D'Astous introduced the item.

Official convocations will be sent on January 11, 2013.

17.3. Week schedule

Patrick D'Astous introduced the item.

Union training and sector councils will be part of the week's schedule before the Congress.

17.4. Union training

Patrick D'Astous introduced the item.

The remaining union training will take place before the Congress.

17.5. Specific issues

Patrick D'Astous introduced the item.

The specific issues addressed during the Congress will be negotiations, SAP, housing and EHDA policy.

17.6. Promotional Material

Patrick D'Astous introduced the item.

17.7. 2013-2016 mandate priorities

Patrick D'Astous introduced the item.

Proposal 6

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

THAT The Executive Committee recommends the adoption of the following priorities for the 2013 – 2016 triennium at the 2013 Congress:

Axis 1: Union Life

- D Consolidate sectors, especially school support sectors;
- D Clarify the role of unionized delegates and review their union training;
- D Unionize other workers in the North.

Axis 2: Labour Relations

- D Adopt a grievance and arbitration managing policy;
- D Negotiations.

Axis 3: Environmental realities

- D ADHD students
- D School calendars;
- D Violence affecting schools and centres;
- D Strategic action plan (CSC);
- D Evaluate the Association's structure

UNANIMOUSLY ADOPTED

17.8. Delegations

Proposition 7

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

THAT the universal union membership form be used as presented for the purposes of preparing for the Congress.

UNANIMOUSLY ADOPTED

17.9. Social evening

Patrick D'Astous introduced the item.
Congress participants are invited to attend the social evening show.

17.10. Guests

Patrick D'Astous introduced the item.

To be invited to the
Congress:

Louise Chabot	CSQ
Marc Nantel	CSQ
Yves Lanctôt	CSQ
Me Marie-Claude Morin	CSQ
Brent Tweddell	CSQ
Nil Ataogul	CSQ
Daniel B. Lafrenière	
Diane Cinq-Mars	FPSS
Manon Bernard	FSE
Paul St-Hilaire	FSE V-p.
Sylvie Tonnelier	FIPEQ
Manon Dion	FIPEQ secretary
Me Denis Lavoie	
Luc Ferland	member
Michael Palumbo	FPSS advisor
Nathaly Castonguay	
Roméo Saganash	member
Éric Pronovost	

17.11. By-laws

Patrick D'Astous introduced the item.

Discussions on ideas regarding contributions and the failure to act by an acting member of the Executive Committee will be completed at the next EC meeting after receiving the recommendations from the Association's Council staff.

18. Native Committee

Patrick D'Astous introduced the item.

Proposition 8

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

THAT The Executive Committee welcomes the two recommendations issued during the meeting on November 2 and will follow up on them.

UNANIMOUSLY ADOPTED

19. Association staff

Patrick D'Astous introduced the item.

19.1. Fixation committee

Patrick D'Astous introduced the item.

The Grievance Fixation Committee will have the role of deciding which grievances are submitted for arbitration.

19.2. Office Agent Issue

Patrick D'Astous introduced the item.

D There was a meeting with office employees to evaluate the office agent position;
D The research work on the duties of future office agents will continue with office employees.

19.3. Time sheet software

Patrick D'Astous introduced the item.

D The timesheet software will be implemented shortly.

20. Equalization (FSE and FPSS)

This item is postponed until our next meeting.

21. Remuneration policy for relieved members

This item is postponed until our next meeting

22. CPE delegates' toolkit

François Beauchemin introduced the point.

- D The CPE delegates' French toolkit is completed;
- D The English version will soon be finished so that it can be printed in time for the Congress.

23. PAS – Action Plan (AENQ)

Patrick D'Astous and Tarek Khazen introduced the item.

Proposal 9

It was moved by Tarek Khazen and seconded by Alain Lajoie

THAT The Executive Committee welcomes the Sector's recommendation – Cree School Board teachers to form a work group that will submit action proposals as soon as possible in the sector.

UNANIMOUSLY ADOPTED

24. Varia

François Beauchemin introduced the item.

François has been based in Labelle since 2007.

Proposal 10

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

THAT The Association reimburses transportation costs to François Beauchemin for participating in the Commission Committee up until the grievance regulation.

UNANIMOUSLY ADOPTED

25. Next meeting

The next meeting will be held on January 19 and 20, 2013 in Montreal.

27. Meeting Adjournment

Proposal 11

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

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Executive Committee Minutes

1213CEPV-06

Meeting on January 26 and 27, 2013

Present:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Alain Lajoie	Treasurer
Georges Mensink	Secretary
François Beauchemin	Sector Manager – KSB Teachers
Tarek Khazen	Sector Manager – CSB Teachers
Jeannie McKee	Sector Manager – CSB Support
Liza Wapachee	Sector Manager – CPE

Absent:

Vacant	Sector Manager – KSB Support
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1. Agenda presentation and adoption

Patrick D'Astous introduced the item.

Proposal 1

It was moved by Georges Mensink and seconded by Alain Lajoie

THAT the agenda be adopted as presented and amended.

Agenda

1. Agenda presentation and adoption
2. Nomination of Meeting's President and Secretary
3. Sector life
 - 3.1. KSB Teachers

- 3.2. KSB Support
- 3.3. CSB Teachers
- 3.4. CSB Support
- 3.5. CPE
- 4. Committee reports
- 5. Adoption of previous minutes
- 6. Budget
- 7. Translation of minutes
- 8. SISP
- 9. CPE Agreement Negotiations
- 10. CSQ Negotiations Committees
- 11. AENQ Congress 2013
 - 11.1. Delegations
 - 11.2. Social evening
 - 11.3. Guests
 - 11.4. By-law amendments
 - 11.5. KSB school calendar
 - 11.6. Varia
- 12. Equalization (FSE and FPSS)
- 13. Remuneration policy for relieved members
- 14. *Idle no more* movement
- 15. Negotiations and FPSS
- 16. 2010-2013 Priorities
- 17. School perseverance - ARK
- 18. Code of ethics - CSB and KSB
- 19. Next meeting
- 20. Meeting adjournment

UNANIMOUSLY ADOPTED

2. Nomination of Meeting's President and Secretary

Proposal 2

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT Patrick D'Astous be named meeting President and Georges Mensink be named meeting Secretary.

UNANIMOUSLY ADOPTED

3. Sector life

3.1 KSB Teachers

François Beauchemin introduced the item.

- Terry Benson assumed the position of Material Resources Manager following the resignation of Patrice Beaumelle;
- There was a conference call to handle requests for professional development funds on January 16, 2013. There were 25 requests for conferences, 8 were accepted and within budget forecasts;
- Eva Inukpuk resigned from her teaching position to assume an EHDAA professional position. Therefore, she can no longer serve on the Board Committee and be a union delegate in her school. The Sector Manager is awaiting an in-person meeting with the Sector Council, in order to elect a new delegate.

3.3 KSB Support

Larry Imbeault introduced the item.

The collective agreement does not appear to have been applied with the hiring of new employees.

3.3 CSB Teachers

Tarek Khazen introduced the item.

- There was a Board Committee meeting in Chibougamau on January 16, 2013. There is a desire to amend 5 school board policies:
 - 1) School safety policy – Sector management has accepted to write an amendment after having consulted the Sector Board;
 - 2) School closure policy - The CSB would like the Public Safety Officer to decide if the school should close. Sector management believes that the Public Safety Officer could be a participant in decision-making and not the sole person in charge of school closures, and by respecting the reality in each village;
 - 3) The school board's new code of ethics policy that will be discussed on item 18 in the current minutes;
 - 4) The EHDAA policy must be amended after consultation with the Board Committee. Our union advisors will study the policy as it relates to the collective agreement;
 - 5) An extensive consultation with elementary school teachers regarding GVC implementation is in progress. The results will be presented at the Sector Council and then presented at the Board Committee;
- The LSIP (*Local school improvement program*) has generated reactions for teachers. Some have expressed concern that their professional autonomy is under attack;
- In some villages, especially Chisasibi, teachers have seen one period per week added to their schedule for unpaid substitute teaching.

3.4 CSB Support

Jeannie McKee introduced the item.

- An educator in Chisasibi was asked by school management to replace an absent teacher. The Association stresses that it is the Centre's Administrator who is in charge of support staff;
- There was confusion about the date of the first work day after Christmas vacation in the communities of Wemindji and Chisasibi;
- Sector Management will contact delegates again regarding the Congress' official delegation. Delegates can access the required forms on the AENQ's website to attend the Congress.

3.6 CPE

Liza Wapachee introduced the item.

- The Nemaska delegate was contacted by the employer regarding de-unionization of the CPE;
- The Association intends to lodge a complaint with the CRT regarding this situation;
- The CPE's opening hours in Nemaska are from 8am to 6pm; therefore, 10 hours per day, Monday to Friday.

5. Committee Reports

Patrick D'Astous introduced the item.

- The CF-FSE was held from October 3 to October 5, 2012. In particular, there was the question of by-law amendments and equalization;
- The CG-CSQ was held on October 17 and 18, 2012. It was the first General Council for the CSQ's new president;
- The CAN-FIPEQ held a meeting on October 25, 2012. It was an update on the CPE's regrouped negotiations;
- The CGN-CSQ was held on November 14 and 15, 2012. Among other things it was learned that Working Committee on regional disparities will not meet again;
- The CF-FIPEQ was held on November 21 and 22, 2012. Elections were held;
- The CG-CSQ on December 12, 13, and 14, 2012 held discussions on the SISP project;
- The CF-FSE was held on November 28, 29 and 30, 2012. The next negotiations will start after the end of the current school year.

6. Adoption of the previous minutes

Georges Mensink introduced the item.

Proposal 3

It was moved by Georges Mensink and seconded by Tarek Khazen

THAT the minutes 1213CEPV-05 be adopted as presented and amended.

UNANIMOUSLY ADOPTED

6. Budget

a) Financial statements

Alain Lajoie introduced the item.

Financial statements have been reviewed by the Executive Committee

b) The AENQ's Defence of employees' rights policy

Patrick D'Astous introduced the item.

Proposal 4

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

THAT The Executive Committee accept the proposal by Zéni Andrade to apply the AENQ's defence of employees' rights policy, as written in his June 12, 2012 letter

UNANIMOUSLY ADOPTED

7. Translation of the minutes

Patrick D'Astous introduced the item.

We need to release the minutes as soon as possible before starting the translation work.

8. SISP

Patrick D'Astous introduced the item.

- The EC has begun a discussion on the Public Service Inter-union Secretariat (SISP), of the SISP-N and the creation of a new union organization;
- The President will send EC members a Power Point presentation that outlines this discussion;
- We will decide whether the EC will make a presentation of our discussion at the next CG-CSQ.

9. CPE Agreement Negotiations

Patrick D'Astous and Ève-Lyne Fecteau introduced the item.

- Both collective agreements, combined and local, will expire on February 1st, 2013;
- We have 9 months to negotiate a new agreement. Consultations with the two CPE's will start in April, 2013;
- Emphasis will be placed on the quality of life of educators during the negotiations.

Proposal 5

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

THAT components of the strategic plan as presented as well as the deadline be adopted in order to obtain an agreement before the end of September, 2013.

UNANIMOUSLY ADOPTED

10. CSQ Negotiating Committees

Patrick D'Astous, François Beauchemin and Larry Imbeault introduced the item.

EC members are asked to read the document and send their comments or questions by email.

11. AENQ Congress 2013

11.1. Delegations

Patrick D'Astous introduced the item.

- The deadline for confirming attendance at the Congress is February 8 at 5pm;
- The Executive Committee will hold a special meeting on February 12 at 7pm, to provide additional replacements to complete the list of official delegations.

11.2. Social evening

Mariame Hasni will host a social evening show on March 22, 2013.

11.3. Guests

Despite Eva Inukpuk's promotion to the pedagogical advisor position, the Association recognizes her exceptional contribution to the AENQ.

Proposal 6

It was moved by Patrick D'Astous and seconded by Georges Mensink

THAT the Executive Committee name Eva Inukpuk as fraternal member of the Association pursuant to Section 8.03a) of the by-laws.

UNANIMOUSLY ADOPTED

Proposal 7

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

THAT The Executive Committee invites Mrs. Inukpuk to the social evening at the 2013 Congress.

UNANIMOUSLY ADOPTED

11.4. By-law Amendments

The Association's by-laws indicate how to proceed with by-law amendments.

11.5. KSB School Calendar

Given the fact that school calendars are different in several schools, especially regarding study break week, the Kativik teachers' sector management requests additional union release time in certain situations, according to the needs expressed.

Proposal 8

It was moved by François Beauchemin and seconded by Georges Mensink

THAT the Executive Committee agrees to grant a maximum one-day release time to delegates who make the request with the aim of solving problems related to KSB school calendars.

UNANIMOUSLY ADOPTED

11.6. Varia

Patrick D'Astous introduced the item.

12. Equalization (FSE and FPSS)

This item is postponed until the next meeting.

13. Remuneration policy for relieved members

This item is postponed until the next meeting.

14. Idle no more

Patrick D'Astous introduced the item.

Proposal 9

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

THAT submissions be made to CSQ officials so that public support is given to the *Idle no more* movement.

UNANIMOUSLY ADOPTED

15. Negotiations and FPSS

Patrick D'Astous and Larry Imbeault introduced the item.

This item is postponed until a future date while waiting for an answer from the FPSS.

16. 2010 – 2013 Priorities

Patrick D'Astous introduced the item.

Proposal 10

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

THAT considering the priority passed at the 2010 Congress to study the possibility of creating an Executive Committee position to exclusively represent adult education and vocational education teachers, the Executive Committee has discussed the matter and cannot comply with such a request.

UNANIMOUSLY ADOPTED

17. School Perseverance

François Beauchemin introduced the item.

Proposal 11

It was moved by Larry Imbeault and seconded by Georges Mensink

THAT François Beauchemin be mandated to attend the round table for school perseverance at the request of ARK.

UNANIMOUSLY ADOPTED

18. Code of Ethics – CSB and KSB

François Beauchemin and Tarek Khazen introduced the item.

- The EC has taken note of the codes of ethics in both school boards;
- Research will be done to understand what exists elsewhere before deciding on it.

20. Next meeting

The next meeting will be held at 7pm on February 12, 2013 by phone.

20. Meeting adjournment

Proposal 12

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

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Executive Committee Minutes, 1213CEPV-07

Special Phone Meeting on February 12, 2013

Present:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Georges Mensink	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Sector Manager – KSB Teachers
Jeannie McKee	Sector Manager – CSB Support
Liza Wapachee	Sector Manager – CPE

Absent:

Tarek Khazen	Sector Manager – CSB Teachers
Vacant position	Sector Manager – KSB Support

1. Presentation and adoption of the agenda

Georges Mensink introduced the item.

Proposal 1

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT the agenda be adopted as presented.

Agenda

1. Presentation and adoption of the agenda
2. Nomination of the meeting's President and Secretary
3. 2013 Congress
 - 3.1. Delegations

- 3.2. EC proposals
- 3.3. Logistics forms
- 3.4. By-law amendments
4. Next meeting
5. Meeting adjournment

UNANIMOUSLY ADOPTED

2. Nomination of the Meeting's President and Secretary

Proposal 2

It was moved by Alain Lajoie and seconded by François Beauchemin

THAT Patrick D'Astous be named Meeting President and Georges Mensink be named Secretary.

UNANIMOUSLY ADOPTED

3. 2013 Congress

Patrick D'Astous introduced the item.

3.1. Delegations

- 102 of 122 representatives have responded and confirmed their attendance at the Congress;
- There are therefore only 20 representatives to choose to fill sector delegations.

Proposal 3

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

THAT THE EXECUTIVE COMMITTEE name the following members to act as additional representatives in order to fill the delegations at the 2013 Congress:

KSB Teachers' Sector

Suzie D'Ambroise (Substitute delegate: Kuujjuaraapik)
Robert Morgan (Substitute delegate: Umiujaq)
Luc Dionne (Substitute delegate: Akulivik)
Mary Sivuarapik Qumak (Substitute delegate: Puvirnituk - Ikaarvik)
Marthe-Andrée Plante (Kuujjuaraapik)

KSB Support Sector

Ginette Hétu (Kuujuaq – Administrative Centre)
Mary N. Brassard (Inukjuak – Nunavimmi Pigiursavik)
Celina Salluviniq (Inukjuak – Nunavimmi Pigiursavik)

CSB Teachers' Sector

Patricia Richard (Waskaganish – Adult Education)
Patricia Bulfrog-House (Chisasibi - Secondary)
Bencherki Safer (Waskaganish)

CSB Support Sector

Robert Napash (Chisasibi)
Ricky Angatookaluk (Chisasibi)
Mabel Pepabano (Chisasibi)
Nellie Rupert (Chisasibi)
Barry Commando (Mistissini)

UNANIMOUSLY ADOPTED

3.2. EC Proposals

Proposal 4

It was moved by François Beauchemin and moved by Larry Imbeault

THAT The Executive Committee adopts the 2013-18 Congress document to be used during the 2013 Congress.

UNANIMOUSLY ADOPTED

3.3. Logistics Forms

- The Executive Committee welcomes comments and suggestions in order to improve the logistics sheet. Congress participants must indicate who they would like to share their hotel room with;
- The KSB teachers' sector management will customize the document by considering the characteristics affecting a large number of participants at the Congress from this sector. Collaboration between sector management and Mme. Monique Nepveu is required;
- All documents, including the logistics form, will be sent on February 22 to Congress participants. The deadline to fax forms to the office is February 28, 2013.

3.4. By-law Amendments

Proposal 5

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

THAT The Executive Committee adopts the final version of proposals to 2010 By-law amendments to be recommended at the 2013 Congress.

UNANIMOUSLY ADOPTED

4. Next meeting

If required, the next telephone meeting will be held on February 27, 2013 at 7pm.

5. Meeting adjournment

Proposal 6

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

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

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Executive Committee Minutes, 1213CEPV-08

Special Meeting on March 16, 2013

Present:

Patrick D’Astous	President
Larry Imbeault	Vice-president
Georges Mensink	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Sector Manager – KSB Teachers
Tarek Khazen	Sector Manager – CSB Teachers
Jeannie McKee	Sector Manager – CSB Support

Absent:

Liza Wapachee	Sector Manager – CPE
Vacant position	Sector Manager – KSB Support

1. Presentation and adoption of the agenda

Georges Mensink introduced the item.

Proposal 1

It was moved by Georges Mensink and seconded by François Beauchemin

THAT the agenda be adopted as presented.

Agenda

1. Presentation and adoption of the agenda
2. Nomination of the Meeting’s President and Secretary
3. Congress 2013
 - 3.1. Delegations

- 3.2. Agenda
- 3.3. Role and responsibilities
- 3.4. Activities other than in the agenda
- 3.5. New electoral process
- 3.6. Varia
4. CSQ Negotiation Committees - Report
5. AENQ Human Resources
6. Next meeting
7. Meeting adjournment

UNANIMOUSLY ADOPTED

2. Nomination of the Meeting's President and Secretary

Proposal 2

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT Patrick D'Astous be named Meeting President and Georges Mensink be named Secretary.

UNANIMOUSLY ADOPTED

3. 2013 Congress

Patrick D'Astous introduced the item.

3.1. Delegations

a) New Union Memberships

Proposal 3

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

THAT The Executive Committee accept new union memberships for the period of September 14, 2012 to March 14, 2013.

UNANIMOUSLY ADOPTED

b) The Final List of Additional Representatives to Official Delegations

The final list of additional representatives has been completed and accepted as indicated in the decision taken at the last meeting on February 12, 2013.

c) Official Delegations

The official delegation list for the 2013 Congress has been completed and accepted.

3.2. Agenda

Proposal 4

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

THAT The Executive Committee adopts the Congress agenda amendment proposal as introduced and mandated to the President in order to introduce a request to reopen to do this during its adoption in Congress.

UNANIMOUSLY ADOPTED

3.3. Roles and Responsibilities

a) By-Law Amendment Proposals

There was a consensus regarding the sharing of by-law amendment proposal presentations among EC members (2013-15 Congress document).

b) 2013 – 2016 Priorities

There was a consensus regarding the sharing of 2013-2016 priority presentations among EC members (2013-17 Congress document).

3.4. Activities other than in the agenda

- Suzie D'Ambroise will lead a practical workshop on housing and taxation during lunch on Saturday, March 23;
- Dr. Gordon Edwards and Frédéric Fortier will give a presentation on uranium during the March 24 lunch.

3.5. New Electoral Process

Proposal 5

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

THAT Following the recommendation of the Election Committee, the EC names Me Zéni Andrade as member of the Election Committee for the Kativik Teachers sector as well as Émilie Lefebvre as member of the Election Committee for the Cree Teachers sector.

UNANIMOUSLY ADOPTED

Proposal 6

It was moved by Larry Imbeault and seconded by Jeannie McKee

THAT The Executive Committee mandates the President to answer the requests of the Election Committee President as agreed.

UNANIMOUSLY ADOPTED

3.6. Varia

All details are arranged for the Congress.

4. CSQ Negotiation Committees - Report

François Beauchemin introduced the item.

Follow up will be made at the next EC meeting.

5. AENQ Human Resources

Patrick D'Astous and Larry Imbeault introduced the item.

Proposal 7

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee grant a week's vacation to office employees, Linda Lépine and Monique Nepveu, to be taken before May 1st, 2013

UNANIMOUSLY ADOPTED

6. Next Meeting

The next meeting will be held on March 24, 2013 after the 2013 Congress.

7. Meeting Adjournment

Proposal 8

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

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

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Executive Committee Minutes, 1213CEPV-09

Special Meeting on March 21, 2013

Present:

Patrick D'Astous	Président
Larry Imbeault	Vice-president
Georges Mensink	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Sector Manager – KBS Teachers
Tarek Khazen	Sector Manager– CSB Teachers
Jeannie McKee	Sector Manager – CSB Support

Absent:

Liza Wapachee	Sector Manager – CPE
Poste vacant	Sector Manager – KSB Support

1. Presentation and adoption of the agenda

Georges Mensink introduced the item.

Proposal 1

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The agenda be adopted as presented.

Agenda

1. Presentation and adoption of the agenda
2. Nomination of Meeting's President and Secretary
3. 2013 Congress
4. Meeting adjournment

UNANIMOUSLY ADOPTED

2. Nomination Of Meeting's President and Secretary

Proposal 2

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT Larry Imbeault be named Meeting President and Georges Mensink be named Secretary.

UNANIMOUSLY ADOPTED

3. 2013 Congress

Larry Imbeault introduced the item.

- The Executive Committee discussed the possibility that some EC positions might remain vacant after the 2013 Congress is held;
- The EC has been advised that according to the **by-laws** adopted at the 2010 Congress, it will be up to the next EC to manage the vacant positions.

6. Meeting Adjournment

Proposal 3

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

THAT The Executive Committee be adjourned.

UNANIMOUSLY ADOPTED

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Executive Committee Minutes, 1213CEPV-10

Special Meeting on March 24, 2013

Present:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Georges Mensink	Secretary
Alain Lajoie	Treasurer
François Beauchemin	Sector Manager – KSB Teachers
Tarek Khazen	Sector Manager – CSB Teachers
Jeannie McKee	Sector Manager – CSB Support
Liza Wapachee	Sector Manager – CPE
Poste vacant	Sector Manager – KSB Support

1. Presentation and adoption of the agenda

Georges Mensink introduced the item.

Proposal 1

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The agenda be adopted as presented.

UNANIMOUSLY ADOPTED

Agenda

1. Presentation and adoption of the agenda
2. Nomination of the Meeting's President and Secretary
3. 2013 Congress
 - 3.1 2013-2016 Priorities
 - 3.2 Election-Nominations Committee

- 3.3 Native-Nomination Committee
- 4. Meeting Adjournment

2. Nomination of Meeting's President and Secretary

Proposal 2

It was moved by François Beauchemin and seconded by Alain Lajoie

THAT Patrick D'Astous be named Meeting President and Georges Mensink be named Secretary.

UNANIMOUSLY ADOPTED

3. 2013 Congress

3.1 2013-2016 Priorities

Proposal 3

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

THAT The Executive Committee considers all 2013-2016 priority amendment proposals as already being included in the proposed list with the exception of the one concerning the positive discrimination toward women in the process for filling positions in the Executive Committee. The Executive Committee will include them in the action plan they are derived from.

UNANIMOUSLY ADOPTED

3.2 Election-Nominations Committee

Proposal 4

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

THAT The Executive Committee name Denis Lahaie to the Election Committee and Mario Boisselle, following the recommendation of the Committee President.

UNANIMOUSLY ADOPTED

3.3 Native-Nomination Committee

Proposal 5

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

THAT The Executive Committee name Caroline Oweetaluktuk to the Native Committee as Inuit member.

UNANIMOUSLY ADOPTED

4. Meeting Adjournment

Proposal 6

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

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

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Executive Committee Minutes 1213CEPV-11

Telephone Meeting April 10, 2013

Present:

Patrick D'Astous	President
Larry Imbeault	Vice-president
Georges Mensink	Secretary
François Beauchemin	Sector Manager – KSB Teachers
Tarek Khazen	Sector Manager – CSB Teachers
Jeannie McKee	Sector Manager – CSB Support
Liza Wapachee	Sector Manager – CPE

Absent:

Alain Lajoie	Treasurer
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1. Presentation and adoption of the agenda

Patrick D'Astous introduced the item.

Proposal 1

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

THAT The agenda be adopted as presented and amended.

Agenda

1. Presentation and adoption of the agenda
2. Nomination of the Meeting's President and Secretary
3. Adoption of previous minutes
4. Executive Committee
 - 4.1 Resignation
 - 4.2 Interim
 - 4.3 Union Leaves

5. AENQ Offices
6. 2013 By-Laws
7. Varia
8. Next Meeting
9. Meeting Adjournment

UNANIMOUSLY ADOPTED

2. Nomination of Meeting's President and Secretary

Proposal 2

It was moved by François Beauchemin and seconded by Jeannie McKee

THAT Patrick D'Astous be named Meeting President and Larry Imbeault be named Secretary

UNANIMOUSLY ADOPTED

3. Adoption of previous minutes

Larry Imbeault introduced the item.

Proposal 3

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

THAT The Executive Committee adopt the minutes 1213CEPV-06, 1213CEPV-07, 1213CEPV-08, 1213CEPV-09, and 1213CEPV-10 as presented.

UNANIMOUSLY ADOPTED

4. Executive Committee

Patrick D'Astous introduced the item.

4.1 Resignation

Proposal 4

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

THAT The Executive Committee receives and accepts the resignation of Alain Lajoie from the Association's Treasurer position as of April 2, 2013.

UNANIMOUSLY ADOPTED

4.2 Interim

Proposal 5

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

THAT The Executive Committee mandates Larry Imbeault to assume the interim position of Association Treasurer starting April 11, 2013 and that he subsequently assumes the interim position of Secretary-Treasurer starting July 1, 2013 in addition to his duties as Vice-president.

UNANIMOUSLY ADOPTED

4.3 Union Leaves

Proposal 6

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

THAT Union leaves or their teacher sector management equivalents be maintained at their current level for the 2013-2014 school year.

UNANIMOUSLY ADOPTED

5. AENQ Offices

Patrick D'Astous introduced the item.

Proposal 7

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

THAT The Executive Committee mandates the President to proceed with the signing of the letter of intent regarding AENQ premises as presented, and that employees be informed and consulted about the project.

UNANIMOUSLY ADOPTED

6. 2013 By-Laws

Patrick D'Astous introduced the item.

Proposal 8

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

THAT The Executive Committee confirms that the 2013 By-Laws as presented conform to Congress decisions that are coming into effect and to be applied as such. The different versions will be produced and made available as soon as possible.

UNANIMOUSLY ADOPTED

7. Varia

Patrick D'Astous introduced the item.

Proposal 9

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

THAT The Executive Committee retroactively authorizes the supernumerary hiring of Rébecca Goksu for a few hours of work in preparing the Congress.

UNANIMOUSLY ADOPTED

8. Next Meeting

Patrick D'Astous introduced the item.

Proposal 10

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

THAT The next meeting to be held in person will take place in Montreal on May 31 to June 2, 2013.

UNANIMOUSLY ADOPTED

9. Meeting Adjournment

Proposal 11

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

THAT The Executive Committee be adjourned.

UNANIMOUSLY ADOPTED

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Executive Committee Minutes 1213CEPV-12

Meeting on June 1 and 2, 2013

Present:

Patrick D'Astous	President
Larry Imbeault	Vice-president and Interim Treasurer
François Beauchemin	Sector Manager – KSB Teachers
Tarek Khazen	Sector Manager – CSB Teachers
Liza Wapachee	Sector Manager – CPE

Absent:

Georges Mensink	Secretary
Jeannie McKee	Sector Manager – CSB Support

Guests:

Vincent Renaud	KSB Support
Zéni Andrade	Union Advisor
Ève-Lyne Fecteau	Union Advisor
Émilie Lefebvre	Union Advisor

1. Presentation and adoption of the agenda

Patrick D'Astous introduced the item.

Proposal 1

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT The agenda be adopted as presented and amended.

Agenda

1. Presentation and adoption of the agenda
2. Nomination of the meeting's President and Secretary
3. KSB support management sector interim nomination
4. Sector life
 - 4.1. KSB Support
 - 4.2. KSB Teachers
 - 4.3. CSB Support
 - 4.4. CSB Teachers
 - 4.5. CPE
5. Labour Relations
 - 5.1. One-stop service (members and union officers)
 - 5.2. On-going cases
 - 5.3. Grievances
 - 5.4. Entering grievances for arbitration
 - 5.5. Arbitration and recent decisions
 - 5.6. CPE Negotiations
6. Adoption of previous minutes
7. Follow-up
 - 7.1. Vacant EC positions
 - 7.2. 2013 By-Laws
 - 7.3. Congress Evaluation
8. Committee Reports
9. 2013-2016 Action Plan
 - 9.1. Priorities adopted in Congress and other decisions
 - 9.2. 2010-2013 Council and Action Plan employee recommendations
 - 9.3. Union training and in-person sector councils
 - 9.4. Election and By-Law Committees
10. Hiring process in progress
11. Website and Facebook pages
12. Budget
13. CSB and KSB Negotiations 2015
 - 13.1. Working group on regional disparities (CSQ)
 - 13.2. Working group on organizing negotiations for members working for the Cree and Kativik School Boards
 - 13.3. CGN
14. Varia
 - 14.1. Holiday season (vacation and coverage)
 - 14.2. Consultation table on school perseverance - KRG
 - 14.3. SISP
 - 14.4. Lock-out by car dealers in the Saguenay
 - 14.5. Letters from the CSC
 - 14.6. François Beauchemin's 2013-2014 Mandate
 - 14.7. Alain Lajoie
15. Next meeting
16. Meeting adjournment

UNANIMOUSLY ADOPTED

2. Nomination of Meeting's President and Secretary

Proposal 2

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT Patrick D'Astous be named Meeting President and Larry Imbeault be named Secretary.

UNANIMOUSLY ADOPTED

3. KSB Support Sector Management Interim Nomination

Proposal 3

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

THAT Vincent Renaud be named Sector Manager – KSB Support for the period of June 1st to June 30th, 2013.

UNANIMOUSLY ADOPTED

4. Sector Life

4.1. KSB Support Staff

Larry Imbeault introduced the item.

- D Despite our repeated requests, the KSB is procrastinating in giving us availability dates for a CRT meeting;
- D Judith Michèle, former school principal at the CSB, was appointed adviser to the support and human resources professionals at the KSB by replacing Andréa DiDomenico for the duration of her unpaid leave.

4.2. KSB Teachers

François Beauchemin introduced the item.

- D A code of ethics was adopted by commissioners at the KSB. The KSB has taken some of the AENQ's comments into consideration;
- D The KSB is consulting with unions on a conflict resolution directive;

- D The next adult education advisory committee meeting will be held on June 10, 2013;
- D When teachers leave at the end of the current school year, they will still not know what they will be teaching when they return;
- D Many changes are expected in the composition of the Sector Council in the new school year.

Proposal 4

It was moved by François Beauchemin and seconded by Vincent Renaud

THAT a reimbursement problem for the expenses of two members occurred. It was settled according to the terms agreed upon.

UNANIMOUSLY ADOPTED

4.3. CSC Teachers

Tarek Khazen introduced the item.

- D For the first time, the majority of delegates were absent during the last Telephone Sector Council. Some absences were justified;
- D When classes resume and after the election of union delegates, the Sector Council will develop an Action Plan that is related to the CSB's Strategic Action Plan;
- D The Board's Committee meeting planned for May 23 was cancelled by the CSB;
- D There will be a Board Committee meeting on June 5, that will solely deal with the Housing Policy, according to Nathalie Petawabano;
- D On May 13 and 14, 2013, Tara Larocque, EHDA Committee member, worked with two other teacher members in developing amendment proposals to the EHDA Policy;
- D The CSB wanted to adopt the new EHDA Policy in May 2013, regardless of amendments proposed by the Association. Following interventions by the Sector Manager, the CSB has postponed adoption of the policy until the fall;
- D Despite the willingness of several communities, the CSB has refused to move *goose break week*.

Proposal 5

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

THAT The last phase planned in the Action Plan on the CSB's Strategic Action Plan will be done as quickly as possible. Posters will be prepared and made available to teachers on the Association's website so that they can be put up on classroom doors.

4.4. CSB Support

Due to the absence of the Sector Manager, this item will be postponed until the next meeting.

4.5. CPE

Liza Wapachee introduced the item.

D CPE members will be met for the purposes of the upcoming round of negotiations.

5. Labour Relations

5.1. One stop service (members and union officers)

Zéni Andrade presented an overview of frequently asked questions by members (one stop service).

5.2. On-going cases

Zéni Andrade gave an overview of on-going cases.

5.3. Grievances

Zéni Andrade presented the procedures taken for lodging grievances.

5.4. Entering grievances for arbitration

Zéni Andrade presented applications made in entering grievances for arbitration

5.5. Arbitration and recent decisions

Ève-Lyne Fecteau offered an overview of recent decisions.

5.6. CPE Negotiations

Ève-Lyne Fecteau introduced the item.

6. Adoption of previous minutes

Proposal 6

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The minutes 1213CEPV-11 be adopted as presented and corrected.

UNANIMOUSLY ADOPTED

7. Follow-up

Patrick D'Astous introduced the item.

7.1. Vacant EC Positions

- D Efforts are underway to find candidates to fill the CSB Support – Management Sector position;
- D EC members have met Vincent Renaud;
- D A reminder that Larry Imbeault was named interim Treasurer until June 30, 2013 and that the Secretary-Treasurer mandates that he has been given on an interim basis start on July 1 , 2013.

7.2. 2013 By-Laws

Following amendments made at the last Congress to definitions of school and institution, a survey of schools and institutions in which 7 members or more work will be conducted in order to elect a union delegate.

7.3. Congress Evaluation

Evaluations submitted by participants at the last Congress are positive.

8. Committee Reports

François Beauchemin introduced the item.

At the last FSE federal council that was held from May 1 to May 3, 2013 in Quebec City, it was determined that the main issue in the next round of negotiations will be teacher workloads.

9. 2013-2016 Action Plan

Patrick D'Astous introduced the item.

9.1. Priorities adopted at the Congress and other decisions

EC members are writing a first draft of the 2013-2016 Action Plan taking the concerns expressed by members into account during the last Congress.

9.2. 2010-2013 Council and Action Plan Employee Recommendations

The recommendations of council employees and preoccupations of members expressed during the last Congress are integrated in the Action Plan.

9.3. Union Training and in-person Sector Councils

A round table took place and EC members expressed their vision of future union training. A decision will be taken at the next EC meeting.

9.4. Election and By-Law Committees

Proposal 7

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT The President be mandated to seek an opinion from the Central By-law Committee on the following 4 issues: how to manage the absence of candidates for EC positions; how to manage the defeat of a candidate and the opportunity to run for another position; the absence of a candidate at the Congress for reasons beyond their control; the composition of the Election Committee

UNANIMOUSLY ADOPTED

10. Hiring Process In Progress

Patrick D'Astous introduced the item.

Proposal 8

It was moved by Patrick D'Astous and seconded by Vincent Renaud

THAT The hiring for the office agent position be postponed until the next EC telephone meeting while waiting for recommendations from the Selection Committee.

UNANIMOUSLY ADOPTED

11. Website and Facebook Pages

Patrick D'Astous introduced the item.

The Association's Facebook page will be created by François Beauchemin and all the EC members will be the administrators.

Proposal 9

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

THAT The service contract with François Beauchemin regarding the Association's internet site be renewed under the same conditions for one more year.

UNANIMOUSLY ADOPTED

12. Budget

Without the financial statements, this item is postponed until the next in-person meeting.

13. CSB and KSB Negotiations 2015

13.1. Working Group on Regional Disparities (CSQ)

François Beauchemin and Larry Imbeault introduced the item.

- D The working group held its last meeting on March 19,2013;
- D Three subjects will be followed-up:
 - o Educating CGN members on the importance of regional disparities for relevant unions;
 - o Identifying issues that could be part of demands during future negotiations;
 - o Pooling of the provisions of the different collective agreements on regional disparities by employers for applicator network exchange.

13.2. Working group on organizing negotiations for members of the Cree and Kativik School Boards

François Beauchemin introduced the item.

Proposal 10

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT The Executive Committee approves agreements reached with the federations and the Centrale for the sharing of materials in the next round of negotiations.

UNANIMOUSLY ADOPTED

13.3. CGN

Patrick D'Astous introduced the item.

The first consultation on inter-sectorial negotiations will take place from September 30 to November 22, to return to the CGN from November 2013.

14. Varia

14.1. Holiday season (vacation and coverage)

Patrick D'Astous introduced the item.

14.2. Consultation Table on School Perseverance - KRG

François Beauchemin introduced the item.

- D There have been 3 meetings since February 2013. The next meeting is planned for June 10 and 11, 2013;
- D The issue is: What can we do, outside of the KSB, to avoid young people from dropping out of school?
- D The role of the Association's representative at the next meeting is to write a letter of commitment between the different partners.

14.3. SISP

Patrick D'Astous introduced the item.

Proposal 11

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

THAT The Association, for the time being, abstains from commenting on the creation of a new union organization that would be made up of SISP members.

UNANIMOUSLY ADOPTED

14.4. Lock-out by car dealers in the Saguenay

Patrick D'Astous introduced the item.

Proposal 12

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

THAT The Association contributes \$200 to employees who have been locked-out by car dealers in the Saguenay.

UNANIMOUSLY ADOPTED

14.5. Letters from the CSB

Patrick D'Astous introduced the item.

- D Letter sent by the CSB President to the Association President;
- D Letter sent by the CSB President to a CSB teacher.

14.6. François Beauchemin's 2013-2014 Mandate

Patrick D'Astous introduced the item.

Proposal 13

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

THAT For the 2013-2014 school year, the Association grants François Beauchemin the equivalent of a 30% leave, in addition to the equivalent of a 50% leave he has been granted as Sector Manager–KSB Teachers, to carry out duties assigned to him by the Association's President or under the Action Plan.

UNANIMOUSLY ADOPTED

14.7. Alain Lajoie

François Beauchemin introduced the item.

Proposal 14

It was moved by François Beauchemin and seconded by Larry Imbeault

THAT The Association recognizes the more than 20-year outstanding contribution of Alain Lajoie as union officer by giving him a commemorative plaque.

UNANIMOUSLY ADOPTED

15. Next Meeting

The next meeting will be held at a later determined date.

16. Meeting Adjournment

Proposal 15

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

THAT The Executive Committee meeting is adjourned.

UNANIMOUSLY ADOPTED

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UNANIMOUSLY ADOPTED

2. Nomination of the Assembly's President and Secretary

Proposal 2

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT Patrick D'Astous be named Assembly President and Larry Imbeault, Secretary.

UNANIMOUSLY ADOPTED

3. Hiring Process in Progress

Patrick D'Astous introduced the item.

Proposal 3

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

THAT The hiring process for the office agent take its normal course.

UNANIMOUSLY ADOPTED

4. Housing - Taxation

Patrick D'Astous introduced the item.

Proposal 4

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

THAT The Association endorses the agreement between Revenu Québec and the AENQ, on behalf of the employee members of the Kativik School Board, under the terms of the settlement offer contained in Me Édith-Geneviève Giasson's letter, Revenu Québec lawyer, dated June 7, 2013, as presented and mandated to the President to be signed.

UNANIMOUSLY ADOPTED

5. Cheque Signatory Resolution - Caisse d'économie solidaire

Patrick D'Astous introduced the item.

Proposal 5

It was moved by Tarek Khazen and seconded by François Beauchemin

THAT As prescribed in the Association's by-laws, the only authorized administrators to sign cheques issued by the Association are the President, M. Patrick D'Astous, and the Secretary-Treasurer, M. Larry Imbeault. However, the Secretary-Treasurer can delegate this responsibility to the Association's Administration Agent, Mme. Monique Nepveu.

UNANIMOUSLY ADOPTED

6. Adoption of the Previous Minutes

Larry Imbeault introduced the item.

Proposal 6

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT The 1213CEPV-12 minutes be adopted as presented and corrected.

UNANIMOUSLY ADOPTED

7. Next Meeting

The next meeting will be held at a later determined date.

8. Meeting Adjournment

Proposal 7

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

THAT The Executive Committee Meeting be adjourned.

UNANIMOUSLY ADOPTED

2. Nomination of Meeting's President and Secretary

Proposal 2

It was moved by Vincent Renaud and seconded by Jeannie McKee

THAT Patrick D'Astous be named Assembly President and Larry Imbeault, Assembly Secretary.

UNANIMOUSLY ADOPTED

3. Hiring Process in Progress

Patrick D'Astous introduced the item.

Proposal 3

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT Following the recommendation of the Selection Committee, the President is authorized to proceed with the hiring of Mme. Nicole Sauvé as office agent, starting from the week of August 12, 2013. In case of refusal of the latter, the position will be offered to the candidate that is recommended by the Selection Committee.

UNANIMOUSLY ADOPTED

4. Meeting Adjournment

Proposal 7

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

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED