

- 3.1 FAQ (members and union officials)
- 3.2 Grievances
- 3.3 Arbitration and recent decisions
- 3.4 CPE Negotiations
- 4 Sector Life
 - 4.1 KSB Support Staff
 - 4.2 KSB Teachers
 - 4.3 CSB Teachers
 - 4.4 CSB Support Staff
 - 4.5 CPE
- 5 Adoption of Previous Minutes
- 6 Follow-Up on Decisions
 - 6.1 EC Vacancies
 - 6.2 2013 By-Laws
- 7 Report of Decision Making Bodies
- 8 2013-2016 Action Plan
- 9 Budget
- 10 2013-2014 Union Training and Union Leaves
- 11 Northern Media
 - 11.1 Current situation
 - 11.2 Social media
- 12 CSB Strategic Action Plan
- 13 KSB Calendar
- 14 CSQ Committees
 - 14.1 Task force on regional disparities
 - 14.2 Task force on the organization of negotiations for members employed by the Cree School Board and the Kativik School Board
- 15 2015 Negotiation
 - 15.1 Spokesperson(s)
 - 15.2 2013-2014 Consultations
 - 15.3 RAM
- 16 Other Business
 - 16.1 Policy on the defence of rights of members
 - 16.2 Reimbursement policy for union activities
 - 16.3 Esuma (Student retention – Nunavik)
 - 16.4 Representation at decision making bodies
- 17 Next Meeting
- 18 Meeting Adjournment

ADOPTED UNANIMOUSLY

2. Appointment of the Meeting Secretary

Motion 2

François Beauchemin moves, and Vincent Renaud seconds,

THAT Larry Imbeault be appointed Meeting Secretary.

ADOPTED UNANIMOUSLY

3. Labour relations

Zéni Andrade, Emma Dallas and Ève-Lyne Fecteau introduce the item.

3.1. FAQ (members and union officials)

- The CSB requests the Association's opinion on the issue of electronic pay slips for all employees.

3.2. Grievances

- Grievances regarding outdated notes in employee files;
- Grievances regarding compensation for vocational training;
- The advisors consult EC members on certain issues:
 - Outdated notes that remain in personnel files after their expiry dates;
 - A replacement employee who was fired;
 - A teacher placed on disability by their employer.

3.3. Arbitration and recent decisions

- Decisions rendered in certain cases.

3.4. CPE Negotiations

Negotiations will continue next week. Carole Castonguay of the CSQ is asked to help.

4. Sector life

4.1. KSB Support Staff

Vincent Renaud introduces the item.

- The Montréal General Assembly was held, but the delegate from last year was the only person in attendance;
- Few delegates were elected;
- The issue of uniforms remains.

4.2. KSB Teachers

François Beauchemin introduces the item.

- The members of two schools have yet to elect their delegate;
- Among the elected delegates, only 4 are new;
- The next Board Committee meeting will be held on November 12 and 13, 2013, in Montréal;
- There are problems with the construction of the new elementary school in Ivujivik;
- All future job postings will include the following disclaimer: “The incumbent may be required to move to the North”;
- All KSB services are now the direct responsibility of the Executive Director;
- One school administration has implemented work schedules that are ill-suited to the work of teachers;
- The Director of Continuing Education has resigned.

4.3. CSB Teachers

Tarek Khazen introduces the item.

- There is now a Sector Council, which has three more members than in the past;
- All the delegates for the regular sector have been elected;
- The sector director reminds everyone that it is his responsibility to insure the election of the regional delegate of the adult education sector;
- A Sector Council meeting was held on September 18, 2013;
- The Sector Council has given the Association the mandate of ensuring that the CSB respects the professional autonomy of teachers;
- Board Committee members have been elected and all sectors are represented;
- A reply from the CSB is expected regarding the union's request to hold a Board Committee meeting;
- Union training will be held on October 19 and 20, 2013, in Val d'Or;
- The next School Board Committee meeting will be held on October 29, 2013, in Mississini.
- Work on the special needs policy began in September, 2012. The CSB proceeded with a revision without consulting the Committee. Union representatives have therefore performed their own revision;
- The CSB forces teachers to engage in extracurricular activities when students are not present;
- One school administration has asked 24 and 25-year old dropouts to return to get their DES, and this in the regular sector.

4.4. CSB Support Staff

Larry Imbeault introduces the item.

- For all establishments with no delegate, elections should be held next week;
- Two of the three CRT members are no longer employed by the CSB;
- The special needs support staff representative is on sabbatical;
- A Sector Council meeting will be held once the delegates are elected;
- The CSB has begun to offer daycare services.

4.5.CPE

Patrick D'Astous introduces the item.

- Negotiations for the renewal of collective agreements began in early September, 2013.

5. Adoption of previous minutes

Larry Imbeault introduces the item.

Motion 3

Larry Imbeault moves, and François Beauchemin seconds,

THAT The 1213CEPV-13 and 1213-CEPV-14 minutes be adopted as corrected.

ADOPTED UNANIMOUSLY

6. Follow-up on decisions

Patrick D'Astous introduces the item.

6.1.EC Vacancies

Motion 4

Larry Imbeault moves, and Vincent Renaud seconds,

THAT The Association post a job offer in order to fill the position of CSB Academic Support Sector Director for a period of 15 days, while specifying the responsibilities resulting from the implementation of the 2013-2016 Action Plan.

ADOPTED UNANIMOUSLY

Motion 5

Whereas that the Vice-President is acting as interim Secretary-Treasurer for the 2013-2014 school year;

Patrick D'Astous moves, and François Beauchemin seconds,

THAT The Association retract the job offer for the position of Secretary-Treasurer for the 2013-2014 school year and that an evaluation of the Vice-President as Secretary-Treasurer be submitted at the end of this period.

ADOPTED UNANIMOUSLY

6.2.2013 By-Laws

This item was deferred to a future meeting.

7. Reports of Decision Making Bodies

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

The FPSS Federal Council on April 3 and 4, 2013: the main issues were the negotiations of the South and the FPSS Congress;

The CSQ General Council negotiations on April 24 and 25, 2013: topics included the strategic framework, intersectoral orientations, action-mobilization and the presentation of the task force on the organization of negotiations for members employed by the Cree School Board and the Kativik School Board;

CSQ General Council on May 22, 23 and 24, 2013: topics included the Rand formula, the SISP, budget revisions and the organizational review of the Congress;

FPSS Federal Council on September 18 and 19, 2013: the main issues were the negotiations of the South, including the intersectoral consultation and triennium guidelines;

FSE Federal Council on September 26 and 27, 2013: topics included the first phase of the intersectoral and sectoral consultation.

8. 2013-2016 Action Plan

Patrick D'Astous introduces the item.

The 2013-2016 Action Plan was developed while taking into account, among other things, the 2010-2013 Action Plan and the exchanges and discussions of the Association Congress in March, 2013.

Motion 6

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT The 2013-2016 Action Plan be adopted as presented and amended.

ADOPTED UNANIMOUSLY

Motion 7

Whereas Item 1 of Axis 1 and Item 5 of Axis 3 of the adopted 2013-2016 Action Plan;

Whereas that the Executive Committee wishes to hereby acknowledge and explicate the general duties actually performed by support staff union delegates for the past 10 years despite the existing legal framework;

Whereas Paragraph d) of Clause 17.07 of the 2013 By-Laws of the Association;

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT For the 2013-2014 school year, the general duties of union delegates in both support staff sectors be the following:

- He/she shall organize the General Assembly;
- He/she shall, in a timely manner, transmit any notices, letters, circular letters or keynotes issued by the Association, either in person or during meetings;
- He/she shall participate in the Sector Council;

THAT The other general duties of union delegates under the 2013 By-Laws of the Association be taken on by the Support Staff Sector Directors;

THAT The following mandates of the Support Staff Sector Directors be transferred to the Vice-President:

- He/she shall be responsible for:
 - Union life. More specifically, he/she shall plan, organize and oversee all union activities in the sector;
 - The election, work and training of union delegates;
 - The establishment and operation of committees specific to the sector.
- He/she shall be a member of the Labour Relations Committee;
- He/she shall be the official representative of his/her sector to the employer.

ADOPTED UNANIMOUSLY

9. Budget

This item was deferred to a future meeting.

10. 2013-2014 Union Training and Union Leaves

Patrick D'Astous introduces the item.

Motion 8

Whereas the 2013-2016 Action Plan (Axis 1, Item 1) as adopted;

Whereas Clause 17.07 of the By-Laws of the Association;

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT The main objective of the training program for union delegates be the following: to develop a knowledge base using the handbooks provided for this purpose and available on the Association website, as well as their ability to use and reference them. This should include being made aware of the content of collective agreements.

ADOPTED UNANIMOUSLY

Motion 9

Whereas the 2013-2016 Action Plan as adopted;

François Beauchemin moves, and Patrick D'Astous seconds,

THAT Training for KSB teacher delegates be given only to delegates having never received the training, and that, on an individual basis during the support sector consolidation tour.

ADOPTED UNANIMOUSLY

Motion 10

Whereas the 2013-2016 Action Plan as adopted:

Tarek Khazen moves, and Patrick D'Astous seconds,

THAT Training for CSB teacher delegates be given on October 19 and 20, 2013, in Val d'Or.

ADOPTED UNANIMOUSLY

Motion 11

Whereas the 2013-2016 Action Plan as adopted:

Vincent Renaud moves, and Patrick D'Astous seconds,

THAT Training for KSB support staff delegates be given during the consolidation tour planned in the 2013-2016 Action Plan and that the training be given on an individual basis.

ADOPTED UNANIMOUSLY

Motion 12

Whereas the 2013-2016 Action Plan as adopted:

Larry Imbeault moves, and Patrick D'Astous seconds,

THAT Training for CSB support staff delegates be given during the consolidation tour planned in the 2013-2016 Action Plan and that the training be given on an individual basis.

ADOPTED UNANIMOUSLY

Motion 13

Whereas the 2013-2016 Action Plan as adopted:

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT Training for CPE delegates be given following negotiations for the renewal of their collective agreements (before the holidays, if possible).

ADOPTED UNANIMOUSLY

Motion 14

Patrick D'Astous moves, and Vincent Renaud seconds,

THAT Larry Imbeault, Vice-President and interim Secretary-Treasurer, be released on a full-time basis from November 4, 2013, to June 30, 2014.

ADOPTED UNANIMOUSLY

11. Northern Media

François Beauchemin introduces the item.

11.1. Current situation

All Cree communities have access to the Internet with Telebec. In Nunavik, this service is provided by Tamaani.

11.2. Social media

The Association has a private Facebook page. A large percentage of our members have a Facebook page, which has, in a way, replaced local radio as a means of communication.

12. CSB Strategic Action Plan

Tarek Khazen introduces the item.

The 2013-2014 school year will be a year of action for members with respect to the Strategic Action Plan of the CSB.

The way the CSB operates affects teachers' professional autonomy. However, it is important to note that although teachers approve of the CSB taking steps to improve the student graduation rate, they do not approve of these steps.

Motion 15

Tarek Khazen moves, and Patrick D'Astous seconds,

THAT The necessary representations be done by the Association to the professionals' union and, if necessary, with the appropriate decision making bodies, so that the professionals' union:

- Publicly express solidarity on issues of professional autonomy identified by teachers;
- Publicly denounce the extravagant expenses incurred by the CSB so that McRel, a private American company, would take over teacher activities and resourcing.

ADOPTED UNANIMOUSLY

13. KSB calendar

François Beauchemin introduces the item.

The KSB has formed a school calendar committee. Despite our wish that the unions be represented on the committee, the KSB went ahead without the participation of the unions. The committee has met on several occasions. The KSB will present their adapted calendar project to the unions. This calendar will include the concept of cultural weeks and a significant reduction in the number of work days.

14. CSQ Committees

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

14.1. Task force on regional disparities

One of the recommendations of this task force was to educate CGN delegates on the living conditions of people residing in remote areas. However, the Centrale has already produced the intersectoral consultation booklet that will be sent to members who have

not had any awareness training on living conditions. We can therefore assume that regional disparities will not be a priority for members of the Centrale and will not be included in the intersectoral demands.

14.2. Task force on the organization of negotiations for members employed by the Cree School Board and the Kativik School Board

Motion 16

Whereas that the work of this task force ended on September 24;

Whereas that the points on which the parties involved in the task force agree are the sharing of the level of responsibility for the items, the coordination of Northern negotiation tables (mainly their composition and mandates), and the strategic framework;

Whereas that the issues of financing (arising from the sharing of items) and the appointment of spokespersons were not part of the mandate of the task force;

Whereas that these issues should be discussed by the Association and the federations;

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT The Association reiterate its goal of reaching an agreement with the federations and the Centrale (of the kind provided for in the by-laws of the federations) despite the fact that the work of the task force on the organization of negotiations for members employed by the Cree School Board and the Kativik School Board has ended;

and

THAT The Association contact the federations and the Centrale again in order to conclude these agreements as quickly as possible.

ADOPTED UNANIMOUSLY

15.2015 Negotiations

Patrick D'Astous introduces the item.

15.1. Spokesperson(s)

Motion 17

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT The Association inform the federations involved and the Centrale that it wishes to have a single spokesperson for the four negotiation tables where it is directly represented, and that it would like François Beauchemin to be that spokesperson.

ADOPTED UNANIMOUSLY

15.2. 2013-2014 Consultations

Motion 18

François Beauchemin moves, and Vincent Renaud seconds,

THAT The consultation phases for the renewal of collective agreements E3, E4, S8 and S9 planned for this year be the following and not deviate from the schedule:

Phase 1: intersectoral and sectoral consultations, AENQ version – October 2013;

Phase 2: intersectoral and sectoral consultations, AENQ version – winter 2014;

Phase 3: technical consultations – winter 2014.

ADOPTED UNANIMOUSLY

15.3. RAM

Motion 19

Patrick D'Astous moves, and Tarek Khazen seconds,

THAT The Association appoint Larry Imbeault RAM (person responsible for action-mobilization) for the 2015 negotiations.

ADOPTED UNANIMOUSLY

16. Other business

16.1. Policy on the defence of rights of members

Patrick D'Astous introduces the item.

Members working in CPEs have never paid special dues dedicated to the defence of rights of members and have never submitted a request under the policy on defence of rights of members.

Motion 20

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT The policy be amended so that members of the Association working in a CPE be excluded from the application of the policy on defence of rights of members, with the exception of the section on expertise.

ADOPTED UNANIMOUSLY

16.2. Reimbursement policy for union activities

This item was deferred to a future meeting.

16.3. Esuma (student retention - Nunavik)

This item was deferred to a future meeting.

16.4. Representation at decision making bodies

This item was deferred to a future meeting.

17. Next meeting

The next meeting will be scheduled at a later time.

18. Adjournment

Motion 21

Larry Imbeault moves, and Tarek Khazen seconds,

THAT the meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY



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Executive Committee, Minutes

1314CEPV-02

Special meeting of October 3, 2013

Attendees:

Patrick D'Astous	President
Larry Imbeault	Vice-President and interim Secretary-Treasurer
François Beauchemin	Sector Director – KSB Teachers
Tarek Khazen	Sector Director – CSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff

Vacation:

Absent	Sector Director – CSB Support Staff
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1. Introduction and adoption of the agenda

Patrick D'Astous introduces the item.

Motion 1

Larry Imbeault moves, and Tarek Khazen seconds,

THAT The agenda be adopted as presented and amended.

1. Introduction and adoption of the agenda
2. Appointment of the Meeting Assembly
3. Budget
4. Representation at Decision Making Bodies
5. Labour Relations
6. Follow-Up
7. Esuma
8. Adjournment

ADOPTED UNANIMOUSLY

2. Appointment of the Meeting Secretary

Motion 2

François Beauchemin moves, and Vincent Renaud seconds,
THAT Larry Imbeault be appointed Meeting Secretary.

ADOPTED UNANIMOUSLY

3. Budget

Larry Imbeault introduces the item.

Larry Imbeault presents the financial statements up to July 31, 2013, and a draft budget for 2013-2014. EC members discuss the budget. The budget will be adopted during the EC meeting in December, 2013.

4. Representation at Decision Making Bodies

Patrick D'Astous introduces the item.

The By-Laws state that the President and Vice-President can act as official delegates of the Association at Centrale meetings, including the CSQ General Council, to which the Association can delegate at least two people.

Motion 3

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT The Support Staff Sector Directors be the official delegates of the Association at the FPSS Federal Council.

ADOPTED UNANIMOUSLY

Motion 4

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT François Beauchemin and Patrick D'Astous be the official delegates of the Association at the FSE Federal Council.

ADOPTED UNANIMOUSLY

5. Labour relations

Patrick D'Astous introduces the item.

At the last EC meeting, Association employee advisors requested mandates on various issues from the EC.

Motion 5

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT Regarding the issue of outdated notes in the personnel files of members, the Association discontinue its grievances.

ADOPTED UNANIMOUSLY

Motion 6

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT Regarding the issue of a replacement employee dismissed by the CSB, the Association file a grievance for arbitration.

ADOPTED UNANIMOUSLY

Motion 7

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT Regarding the issue of a teacher member put on disability by the CSB, the Association file a grievance for arbitration.

ADOPTED UNANIMOUSLY

6. Follow-up

Patrick D'Astous introduces the item.

- We have a new service contract with Xerox;
- As part of the SAP of the CSB, a meeting has been scheduled with the union of professionals and a letter sent to the GD of the CSB as mandated by the Congress and following the mandate of the Sector Council – CSB Teachers;
- The Association's new office agent was hired on August 14, 2013;

- Proceedings continue with regard to the housing issue;
- As part of the continuing work of the task force on the organization of negotiations for members of the CSB and the KSB, a meeting with FPSS representatives is scheduled for October 7, and a meeting with FSE representatives is scheduled for October 8. Prior to these meetings, EC decisions were forwarded to them on October 1.

7. Esuma

François Beauchemin introduces the item.

Motion 8

François Beauchemin moves, and Vincent Renaud seconds,

THAT Support for the Esuma initiative regarding student retention be integrated into the 2013-2016 Action Plan.

ADOPTED UNANIMOUSLY

8. Adjournment

Motion 9

Larry Imbeault moves, and Tarek Khazen seconds,

THAT the meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY



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Executive Committee, Minutes

1314CEPV-03

Conference Call of October 30th, 2013

Attendees:

Patrick D'Astous	President
Larry Imbeault	Vice-President and interim Secretary-Treasurer
François Beauchemin	Sector Director – KSB Teachers
Tarek Khazen	Sector Director – CSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff

Vacation:

Absent	Sector Director – CSB Support Staff
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1. Introduction and adoption of the agenda

Larry Imbeault introduces the item.

Motion 1

Larry Imbeault moves, and Tarek Khazen seconds,

THAT The agenda be adopted as presented.

- 1 Introduction and adoption of the agenda
- 2 Appointment of the Meeting Secretary
- 3 Nominations: Union delegates – KSB Support Staff
- 4 Sector Director – CSB Support Staff
- 5 2015 Negotiations
- 6 Adjournment

ADOPTED UNANIMOUSLY

2. Appointment of the Meeting Secretary

Larry Imbeault introduces the item.

Motion 2

François Beauchemin moves, and Vincent Renaud seconds,

THAT Larry Imbeault be appointed Meeting Secretary.

ADOPTED UNANIMOUSLY

3. Nominations: Union delegates - KSB Support Staff

Vincent Renaud introduces the item.

Motion 3

Vincent Renaud moves, and Patrick D'Astous seconds,

THAT Pursuant to Clause 16.03 of the By-Laws of the Association, the Executive Committee appoint the following people union delegates or substitute union delegates for their respective institutions:

- Tuukak Qinuajuak, union delegate for Tukisiniarvik School in Akulivik;
- Monica Ezekiel, union delegate for Tarsakallak School in Aupaluk;
- Robert Simard, union delegate for Innalik School in Inukjuak;
- Caroline Oweetaluktuk, union delegate for the VTC in Inukjuak;
- Joanassie Palliser, substitute union delegate for the VTC in Inukjuak;
- Louis Tardif, union delegate for Nuvviti School in Ivujivik;
- Gary Thibeault, union delegate for Ulluriaq School in Kangiqsualujjuaq;
- Jaani Arnaituq, union delegate for Arsaniq School in Kangiqsujuaq;
- Eva Annahatak, union delegate for Sautjuik School in Kangirsuk;
- Éric Champagne, union delegate for the warehouse in Kuujjuaq,
- Vincent Renaud, union delegate for the administrative offices in Kuujjuaq;
- Ginette Héту, substitute union delegate for the administrative offices in Kuujjuaq;
- Mina Cookie, union delegate for Asimauttaq School in Kuujjuaraapik;
- Harry Quara, union delegate for Iguarsivik School in Puvirnitug;
- Stéphane Dolen, union delegate for Pigiurvik School and Ikusik School in Salluit;
- Rhoda Kritik, union delegate for Ajagutak School in Tasiujaq.

ADOPTED UNANIMOUSLY

4. Sector Director - CSB Support Staff

Patrick D'Astous introduces the item.

Motion 4

Larry Imbeault moves, and Patrick D'Astous seconds,

THAT Christine Coonishish be appointed Sector Director - CSB Support Staff, effective immediately.

ADOPTED UNANIMOUSLY

5. 2015 Negotiations

Patrick D'Astous introduces the item.

Motion 5

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT The CSQ and its federations (FSE and FPSS) be notified of the Association's recommendation regarding the composition of the negotiation tables for the 2015 Negotiations so as to ensure optimal member representation. That the spokesperson (François Beauchemin) previously identified by the Association be accompanied by a representative appointed by the Federation as well as a representative appointed by the Association.

ADOPTED UNANIMOUSLY

Motion 6

Patrick D'Astous moves, and François Beauchemin seconds,

THAT The CSQ and the federations (FSE and FPSS) be notified of the Association's expectations regarding the union leaves granted by the Treasury Board for the 2015 Negotiations so as to respect the rights of members employed by the CSB and the KSB. To do this, the Association believes that the number of full-time equivalent (FTE) union leaves should be at least equal to what it was during the last two renewals of the collective agreements, for a total of 1 FTE for support staff and 1.5 FTE for teachers. Given that the interlocutor for the MNC of the CSB and KSB to negotiate the terms of use of these banks is the Association in consultation with the federations.

ADOPTED UNANIMOUSLY

Motion 7

François Beauchemin moves, and Vincent Renaud seconds,

THAT In accordance with the By-Laws of the Association, Patrick D'Astous, President, and Larry Imbeault, Vice-President, be appointed representatives of the Association for the meetings of the Coordination Committee for Northern Negotiations (CCNN).

ADOPTED UNANIMOUSLY

6. Adjournment

Motion 8

Larry Imbeault moves, and Tarek Khazen seconds,

THAT the meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)
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Executive Committee, Minutes

1314CEPV-04

Meeting of December 16 and 17, 2013

Attendees:

Patrick D'Astous	President
Larry Imbeault	Vice-president and interim Secretary-Treasurer
François Beauchemin	Sector Director – KSB Teachers
Tarek Khazen	Sector Director – CSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff

Guests:

Emme Dallas	Union Advisor
Ève-Lyne Fecteau	Union Advisor

1. Introduction and Adoption of the Agenda

Patrick D'Astous introduces the item.

Motion 1

Larry Imbeault moves and Tarek Khazen seconds,

THAT the agenda be adopted as presented and amended.

1. Introduction and Adoption of the Agenda
2. Labour Relations
 - 2.1. FAQ (Members and Union Officials)
 - 2.2. Grievances
 - 2.3. Filing for Arbitration
 - 2.4. Arbitration and Recent Decisions
 - 2.5. CPE Negotiation
3. Sector Life
 - 3.1 KSB Support Staff

- 3.2 KSB Teachers
- 3.3 CSB Teachers
- 3.4 CSB Support Staff
- 3.5 CPE
4. Adoption of the Previous Minutes
5. Report of the Decision Making Bodies
6. Follow-Up on Decisions
 - 6.1 2013 By-Laws and Policies
 - 6.2 2013-2016 Action Plan
7. AENQ Employees
8. Management of Grievances and Arbitration
9. Budget
10. 2015 Negotiation
11. Policy on Participation in Union Activities
12. CSQ Memoranda – AENQ Participation
 - 12.1 Quebec Charter
 - 12.2 Racism Against Native Persons
13. KSB Calendar
14. KSB Taxable Housing Benefit
 - 14.1 Process for the Members
 - 14.2 CSQ Financial Assistance
15. Other Business
 - 15.1 Next Meeting of the Native Committee
 - 15.2 Confidentiality Policy
 - 15.3 Promotional Items
 - 15.4 Compensation of the Presidency
 - 15.5 New Members
 - 15.6 Complaint by a Member
 - 15.7 Request under the policy on defence of rights of members
16. Next Meeting
17. Adjournment

ADOPTED UNANIMOUSLY

2. Labour Relations

Zéni Andrade, Emma Dallas and Ève-Lyne Fecteau introduce the item.

2.1. FAQ (Members and Union Officials)

- Several disciplinary measures at the CSB, and this in several communities, for both teaching and support staff, there seems to be a desire to fight against absenteeism;
- In several schools of the CSB, staff is being asked to use a punch clock;
- There are cases of alleged false accusations in Salluit;
- In Salluit, there would be cases of integration of students with serious behaviour problems.

2.2. Grievances

Issues in progress:

- Many grievances for disciplinary measures have been filed, including cases regarding disproportionate measures;
- A few issues regarding the application of Chapter 12-0.00 from the teaching staff.

Issues to be closed:

- Introduction of issues that could be closed.

2.3. Filing for Arbitration

- At Kativik, these are issues regarding Chapter 12-0.00 from the teaching staff;
- Problem regarding obtaining filing dates for issues regarding CLP (Employment Injury Commission) and ranking;
- To come: at the CSB, issues regarding staff in their trial period who work well but who are fired because they refuse to falsify student attendance records.

2.4. Arbitration and Recent Decisions

Some issues settled:

- At the CSB, several issues filed before the arbitration hearing have been settled to the satisfaction of the parties. At the KSB, in general, the process to arrive at an agreement on the issues is more arduous;
- Successful outcome in the case of a teacher at the CSB who had received a disciplinary measure on various grounds: insubordination, lateness, planning, professional relations with a special education educator. The principle of scaled sanctions was not respected. He had also been subjected to a salary cut on the occasion of a leave on the grounds of unauthorized absences;
- Successful outcome in the case of a disciplinary measure imposed after a timeframe that was deemed excessive;
- We are awaiting a ruling from the Superior Court (four issues in one).

2.5. CPE Negotiation

- There should be an agreement by February 2014;
- The major gain for the employees of CPE of Oujé-Bougoumou is the four-day week. There was a meeting in October to establish a work schedule. The change of schedule will oblige the CPE to hire 1.5 more employees;
- The workers had to work 1.5 hours per week more than their 35 hours a week, compensated, for planning. With this agreement, it would be 1 hour a week included in their work schedule of 35 hours;
- The trial period would be extended to 6 months;

- An amount would have been released for the CPE in order to grant a retention premium at an undefined level.

3. Sector Life

3.1. KSB Support Staff

Vincent Renaud introduces the item.

- There was a meeting of the Labour Relations Committee on December 2, 2013, and the next meeting will be held on February 11, 2014;
- The director's paternity leave is to end soon.

3.2. KSB Teachers

François Beauchemin introduces the item.

- There was a meeting of the School Board Committee on November 12 and 13, 2013;
- There was a meeting of the committee on special needs students. The person in charge at the KSB admitted that there is a real need for adding resources for special needs students and for staff training, including the support staff. There are also needs in terms of identification and evaluation of special needs students;
- There will be another meeting of the advisory committee on adult education on Thursday December 19, 2013.

3.3. CSB Teachers

Tarek Khazen introduces the item.

- There was a meeting of the School Board Committee on October 19, in Mississauga: two of the topics addressed were the need for Wi-Fi in the schools and the GVC and all its problematics;
- There has been a complaint at the CRT in accordance with article 39, as regards the work of a McRel consultant;
- The substitute union delegate of the committee on adult education has resigned; the person elected to replace him is Brent Crocker;
- Three teachers were chosen to work on the GVC;
- Committee on special needs students: the three union representatives sitting on the committee have resigned. The person chosen to be the representative for the teaching staff is Trevor Mercer;
- There was a conference call of the School Board Committee on November 22, 2013. The parties discussed two policies: one regarding housing, and one regarding relocation and storage. The sector management had consulted with the union advisors to obtain their comments prior to the meeting;

- The CSB sent two documents for consultation: the one on ongoing training and the code of ethics;
- The next meeting of the School Board Committee will be on January 21, 2014, in Montreal. One topic that will be on the agenda is the presence of radon in some of the apartments. The CSB takes measures against the presence of radon in its buildings;
- Copies of the collective agreement were received and will be sent to the members.

3.4. CSB Support Staff

Christine Coonishish and Larry Imbeault introduce the item.

- There was a conference call of the Sector Council on December 10, 2013. One topic addressed is the search for candidates to be the support staff representative at the committee on special needs students. It was also decided by the participants at the meeting that the persons who will represent the support staff at the CRT will be Larry Imbeault, Christine Coonishish and Gloria Tomatuk;
- The consolidation and consultation tour has begun. The members of the six communities have been met and the tour will continue at the beginning of 2014. The members met had a lot of questions and were happy to meet the members of the Executive Committee. Since then, several delegates have contacted the employee advisors regarding their role. Union training will be carried out at the beginning of 2014;
- The next meeting of the CRT will be held on January 16, 17 and 18, 2014;

3.5. CPE

See Item 2.5.

4. Adoption of the Previous Minutes

Larry Imbeault introduces the item.

Motion 2

Larry Imbeault moves, and Tarek Khazen seconds,

THAT minutes 1314CEPV-01, 1314CEPV-02 and 1314CEPV-03 be adopted as corrected.

ADOPTED UNANIMOUSLY

5. Report of the Decision Making Bodies

This item was deferred to the next meeting.

6. Follow-Up on Decisions

Patrick D'Astous introduces the item.

6.1.2013 By-Laws And Policies

This point was deferred to the next meeting.

6.2.2013-2016 Action Plan

This point was deferred to the next meeting.

7. AENQ Employees

Patrick D'Astous introduces the item.

8. Management of Grievances and Arbitration

Patrick D'Astous introduces the item.

Motion 3

Whereas the recommendation of the union advisors;

Whereas the 2013-16 action plan;

Christine Coonishish moves, and Tarek Khazen seconds,

THAT the nine individual grievances as presented be closed;

THAT certain grievances (15) of the Cree support sector as presented be closed;

THAT an offer be drawn up and presented for a global settlement concerning all the grievance cases presented that meet the following characteristics: the withdrawal of the grievance cases of a disciplinary nature of which the severity of the sanction amounts to a maximum of five days of suspension, the person concerned by the disciplinary measure has no longer been employed with the School Board for at least one year and is no longer a member of the Association in exchange for the settlement of 75% of the grievance cases of the same nature for the members who are still employed and whose disciplinary records have been inactive for more than one year.

ADOPTED UNANIMOUSLY

9. Budget

Larry Imbeault introduces the item.

Motion 4

Larry Imbeault moves, and Patrick D'Astous seconds,

THAT the 2013-2014 budget be adopted as presented and amended.

ADOPTED UNANIMOUSLY

10.2015 Negotiation

Patrick D'Astous introduces the item.

Motion 5

Whereas the letters dated November 5, 2013, forwarded to the presidency of the two federations concerned by the 2015 negotiation;

Whereas the agreements entered into regarding the sharing of materials between the Association, the federations and the CSQ and signed on May 30, 2013;

Whereas the final report of the task force on the Cree and Kativik negotiation having been signed by the parties (CSQ, FSE, FPSS and AENQ) on November 12, 2013;

Whereas article 3 of the Association's by-laws;

Whereas the draft agreement regarding the adjustments necessary for the negotiation of the public and para-public sectors for the members employed with the Cree School Board and the Kativik School Board, drawn up by the Association and aimed at the Centrale as well as the Fédération nationale des enseignants et des enseignantes du Québec (FNEEQ) and the Fédération du personnel de soutien scolaire (FPSS) as presented, is unavoidable and forms an integral part of our priorities since 2007;

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT the FSE be also informed that the Association favours the participation of one of its union advisors as an additional person at each of its teaching staff negotiation tables where it is present.

ADOPTED UNANIMOUSLY

Motion 6

Whereas the letters dated November 5, 2013, forwarded to the presidencies of the two federations concerned by the 2015 negotiation;

Whereas the agreements entered into regarding the sharing of materials between the Association, the federations and the CSQ and signed on May 30, 2013;

Whereas the final report of the task force on the Cree and Kativik negotiation having been signed by the parties (CSQ, FSE, FPSS and AENQ) on November 12, 2013;

Whereas article 3 of the Association's by-laws;

Whereas the draft agreement regarding the adjustments necessary for the negotiation of the public and para-public sectors for the members employed with the Cree School Board and the Kativik School Board, drawn up by the Association and aimed at the Centrale as well as the Fédération nationale des enseignants et des enseignantes du Québec (FNEEQ) and the Fédération du personnel de soutien scolaire (FPSS) as presented, is unavoidable and forms an integral part of our priorities since 2007;

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT our representatives at the CCNN be mandated to make sure, in the spirit of the task force on the Cree and Kativik negotiation and of its final report, as presented, that in the future its meetings would be held before the meetings of the CIN and not after.

ADOPTED UNANIMOUSLY

Motion 7

Whereas the letters dated November 5, 2013, forwarded to the presidencies of the two federations concerned by the 2015 negotiation;

Whereas the agreements entered into regarding the sharing of materials between the Association, the federations and the CSQ and signed on May 30, 2013;

Whereas the final report of the task force on the Cree and Kativik negotiation having been signed by the parties (CSQ, FSE, FPSS and AENQ) on November 12, 2013;

Whereas article 3 of the Association's by-laws;

Whereas the draft agreement regarding the adjustments necessary for the negotiation of the public and para-public sectors for the members employed with the Cree School Board and the Kativik School Board, drawn up by the Association and aimed at the Centrale as well as the Fédération nationale des enseignants et des enseignantes du

Québec (FNEEQ) and the Fédération du personnel de soutien scolaire (FPSS) as presented, is unavoidable and forms an integral part of our priorities since 2007;

Whereas the letter of the FSE dated December 13, 2013;

Tarek Khazen moves, and Vincent Renaud seconds,

THAT the Association receive the letter of the FSE dated December 13, 2013, and it reminds the FSE that the Association's President is its spokesperson and that any official communication issued from the Presidency of the Fédération to the Association must be made to the Presidency.

ADOPTED UNANIMOUSLY

Motion 8

Whereas the letters dated November 5, 2013, forwarded to the presidencies of the two federations concerned by the 2015 negotiation;

Whereas the agreements entered into regarding the sharing of materials between the Association, the federations and the CSQ and signed on May 30, 2013;

Whereas the final report of the task force on the Cree and Kativik negotiation having been signed by the parties (CSQ, FSE, FPSS and AENQ) on November 12, 2013;

Whereas article 3 of the Association's by-laws;

Whereas the draft agreement regarding the adjustments necessary for the negotiation of the public and para-public sectors for the members employed with the Cree School Board and the Kativik School Board, drawn up by the Association and aimed at the Centrale as well as the Fédération nationale des enseignants et des enseignantes du Québec (FNEEQ) and the Fédération du personnel de soutien scolaire (FPSS) as presented, is unavoidable and forms an integral part of our priorities since 2007;

Whereas the letter of the FSE dated December 13, 2013;

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT the Executive Committee authorize the presentation of an amended draft agreement regarding the adjustments necessary for the negotiation of the public and para-public sectors for the members employed with the Cree School Board and the Kativik School Board as presented.

ADOPTED UNANIMOUSLY

Motion 9

Whereas the letters dated November 5, 2013, forwarded to the presidencies of the two federations concerned by the 2015 negotiation;

Whereas the agreements entered into regarding the sharing of materials between the Association, the federations and the CSQ and signed on May 30, 2013;

Whereas the final report of the task force on the Cree and Kativik negotiation having been signed by the parties (CSQ, FSE, FPSS and AENQ) on November 12, 2013;

Whereas article 3 of the Association's by-laws;

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT the Association create a position of assistant coordinator of negotiation and communications as presented.

ADOPTED UNANIMOUSLY

Motion 10

Whereas the letters dated November 5, 2013, forwarded to the presidencies of the two federations concerned by the 2015 negotiation;

Whereas the agreements entered into regarding the sharing of materials between the Association, the federations and the CSQ and signed on May 30, 2013;

Whereas the final report of the task force on the Cree and Kativik negotiation having been signed by the parties (CSQ, FSE, FPSS and AENQ) on November 12, 2013;

Whereas article 3 of the Association's by-laws;

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT the Association continue the following actions:

- 1) assign the position to the person named as spokesperson at the four negotiation tables, i.e. François Beauchemin;
- 2) mandate the President to negotiate an agreement regarding the work conditions of François Beauchemin, spokesperson named and, in this quality, first incumbent of the new position of assistant coordinator of negotiation and communications with official effectiveness of the position full-time at the beginning of the 2014-15 school year;
- 3) communicate these decisions to the employees of the Association and to their union, as well as the desire of the Association to fully respect the collective agreement in effect;
- 4) convene a conference call of the Executive Committee to ratify the agreement or agreements with François Beauchemin and, if applicable, the Association's

employee union on the basis of the recommendations of an independent expert, and this before March 1, 2014.

ADOPTED UNANIMOUSLY

11. Policy on Participation in Union Activities

Larry Imbeault introduces the item.

Motion 11

Larry Imbeault moves, and Patrick D'Astous seconds,

THAT the Policy on Participation in Union Activities be amended as follows:

The text of clause 9.1 is replaced by:

All other expenses must be approved by the Executive committee

The text of clauses 10.3, 10.4 and 11.1 is replaced by:

Clause 10.3

Transportation by personal vehicle: the person submitting the claim will be reimbursed at the rate of 60¢ per kilometre. In the case of carpooling, the person submitting the claim will be reimbursed at the rate of 60¢ per kilometre plus 17¢ per kilometre per passenger (up to a maximum of 3 passengers).

Clause 10.4

Transportation by personal vehicle on unpaved roads: the person submitting the claim will be reimbursed at the rate of 70¢ per kilometre travelled on unpaved roads. In the case of carpooling, the person submitting the claim will be reimbursed at the rate of 70¢ per kilometre plus 17¢ per kilometre per passenger (up to a maximum of 3 passengers).

Clause 11.1

The association will reimburse the following amounts to the person submitting the claim:

Breakfast:	\$15
Lunch:	\$20
Supper:	\$35
Related costs:	\$15 / night

The text of clauses 11.2 and 11.3 is replaced by:

Clause 11.2 :

These amounts will be reimbursed in accordance with the following conditions:

Breakfast: if the activity requires a departure before 7:30 a.m.

Lunch: if the activity begins during the morning and continues during the afternoon or if the activity requires a departure during the morning.

Supper: if the activity begins during the afternoon and continues beyond 6 p.m. or if the activity requires a return after 6 p.m

Clause 11.3 is repealed and the numbering of the subsequent clauses is adjusted;

Throughout the text, replace "treasurer" by "secretary-treasurer";

The text of clause 12.10 is replaced by:

In order to reduce transportation costs, the hotel or motel that the member is lodged in must be situated within a 15 kilometre radius of the main location at which the union activity is being held. The president and the treasurer may choose another establishment if one is not available within this radius.

ADOPTED UNANIMOUSLY

12. CSQ Memoranda – AENQ Participation

Patrick D'Astous introduces the item.

12.1. Québec Charter

The Centrale has ruled in favour of prohibiting the wearing of conspicuous religious symbols. Are excluded from Bill 60 the Cree and northern villages as well as the Kativik Regional Government. The Association has not done any consultation on the subject but would be prepared to participate in a possible debate on the territories concerned, if applicable.

12.2. Racism Against Native Persons

The Secrétariat aux affaires autochtones is doing a consultation to elaborate a governmental action plan to fight racism and discrimination against native persons. The Centrale has asked for the cooperation of the Association.

13. KSB Calendar

François Beauchemin introduces the item.

Then KSB presented a draft of an amended school calendar and is proceeding with a consultation of the unions.

14. KSB Taxable Housing Benefit

Patrick D'Astous introduces the item.

14.1. Process for the Members

The agreement with Revenu Québec has been ratified. The scales are the same for the federal as for the provincial level for 2010 and 2011, for the members who proceeded with their notice of objection.

14.2. CSQ Financial Assistance

For the intersectoral matters, the Centrale may provide assistance to the affiliates and members. To date, this matter has represented an amount of more than \$150,000. We will obtain an amount to be determined further to an agreement with the Centrale.

15. Other Business

15.1. Next Meeting of the Native Committee

At the next meeting of the Native Committee that will be held on January 9, 2014, one of the topics on the agenda will be the KSB's amended school calendar.

15.2. Confidentiality Policy

A member of the CSB teaching sector complained that confidential information was sent by mistake to a union delegate who subsequently sent to all the staff in his sector.

Motion 12

Whereas the complaint received by a member of the Association;

Whereas the facts observed;

Whereas the moral harm caused through negligence;

Whereas clause 12.8 of the Association's by-laws;

Tarek Khazen moves, and Patrick D'Astous seconds,

THAT Mr. Philip Kropveld be dismissed from his duties as delegate of the adult sector of CSB Teachers and of all his union duties.

ADOPTED UNANIMOUSLY

15.3. Promotional Items

The tuques made with the Association's logo will be given to the members on the consolidation tour.

15.4. Compensation of the Presidency

This item was deferred to the next meeting.

15.5. New Members

This item was deferred to a future meeting.

15.6. Complaint by a Member

It will be followed-up.

15.7. Request under the policy on defence of rights of members

Motion 13

Patrick D'Astous moves, and Tarek Khazen seconds,

THAT the Association accept the request made under the policy on defence of rights of members as recommended by the advisory staff.

ADOPTED UNANIMOUSLY

16. Next Meeting

There will be a special conference call on January 20, 2014, at 7:00 p.m. The next meeting in person will be held on February 14, 15 and 16, 2014.

17. Adjournment

Motion 14

Larry Imbeault moves, and Tarek Khazen seconds,

THAT the meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)
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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC
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Executive Committee, Minutes

1314CEPV-05

Conference call of January 20, 2014

Attendees:

Patrick D'Astous	President
Larry Imbeault	Vice-President and interim Secretary-Treasurer
François Beauchemin	Sector Director – KSB Teachers
Tarek Khazen	Sector Director – CSB Teachers

Absences:

Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff

1. Introduction and Adoption of the Agenda

Patrick D'Astous introduces the item.

Motion 1

Larry Imbeault moves, and Tarek Khazen seconds,

THAT the agenda be adopted as presented.

1. Introduction and Adoption of the Agenda
2. Compensation of the Presidency
3. Consultation Phase I
4. Appeal Process Under Clause 12.05 of the By-Laws
5. Hiring of a Replacement – Advisory Staff
6. Adjournment

ADOPTED UNANIMOUSLY

2. Remuneration of the Presidency

Larry Imbeault introduces the item.

Motion 2

Whereas the unique situation in which the Association is as regards the geographic distribution of its members who are separated from the head office and the place of work of the President located in Montreal by at least 800 km;

Whereas the President must, specifically, supervise the employees of the Association located at the Montreal office, ensure the efficient management of the resources as well as the optimal representation of the members at the various union bodies and, therefore, that consequently he must leave his place of employment and/or residence to live near the Association office located in Montreal;

Whereas the workload assumed by the President that largely exceeds that of a teacher or support staff as well as that of the directors of comparably sized union organizations which furthermore acknowledge in their practice the need for compensation;

Whereas the established practice since 2010-11 to pay a premium to the Presidency equivalent to 10% of his annual salary;

Larry Imbeault moves, and François Beauchemin seconds,

THAT starting this year, 2013-14, that be paid by the Association to the President, a premium equivalent to 10% of his annual salary, and this, for the duration of the present mandate. To do this, the Secretary-Treasurer authorizes the release of an amount as salary to the President on the basis of the annual salary as it appears on the supporting documents that have been transmitted for this purpose.

ADOPTED UNANIMOUSLY (1 abstention)

3. Consultation Phase I

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

Motion 3

Patrick D'Astous moves, and Tarek Khazen seconds,

THAT the Association ratify the results of Phase I as presented.

ADOPTED UNANIMOUSLY

4. Appeal Process Under Clause 12.05 of the By-Laws

Patrick D'Astous introduces the item.

Motion 4

Patrick D'Astous moves, and Tarek Khazen seconds,

THAT under the appeal process provided for in Clause 12.05 of the by-laws, that the Association mandate Larry Imbeault to form part of the Arbitration Committee.

ADOPTED UNANIMOUSLY

5. Hiring of a Replacement – Advisory Staff

Patrick D'Astous introduces the item.

Motion 5

Whereas the recommendation of the Association's advisory staff;

Whereas the AENQ-SEESOCQ union waves the application of the hiring process provided for in the collective agreement of the employees of the Association to fill the replacement position for an unspecified period of Zéni Andrade;

Whereas the present waiver cannot constitute a precedent and can in no case be invoked as such by the parties;

Patrick D'Astous moves, and Larry Imbeault seconds,

THAT the Executive Committee mandate the President to offer a replacement contract to Nancy Larose, and this for the duration of Zéni Andrade's absence.

ADOPTED UNANIMOUSLY

6. Adjournment

Motion 6

Larry Imbeault moves, and Tarek Khazen seconds,

THAT the meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)
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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC
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Executive Committee, Minutes

1314CEPV-06

Meeting of February 14 and 15, 2014

Attendees:

Larry Imbeault	Vice-President and interim Secretary-Treasurer
François Beauchemin	Sector Director – KSB Teachers
Tarek Khazen	Sector Director – CSB Teachers (February 14)
Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff

Absences:

Patrick D’Astous	President
Tarek Khazen	Sector Director –CSB Teachers (February 15)

Guests:

Emma Dallas	Union Advisor
Ève-Lyne Fecteau	Union Advisor

1. Introduction and adoption of the agenda

Larry Imbeault introduces the item.

Motion 1

Larry Imbeault moves, and Tarek Khazen seconds,

THAT The agenda be adopted as presented and amended.

1. Introduction and Adoption of the Agenda
2. Labour Relations
 - 2.1. FAQ (Members and Union Officials)
 - 2.2. Grievances
 - 2.3. Filing for Arbitration

- 2.4. Arbitration and Recent Decisions
3. Sector Life
 - 3.1 KSB Support Staff
 - 3.2 KSB Teachers
 - 3.3 CSB Teachers
 - 3.4 CSB Support Staff
 - 3.5 CPE
4. Adoption of Previous Minutes
5. Follow-Up on Decisions
 - 5.1 2013 By-Laws and Policies
 - 5.2 2013-2016 Action Plan
6. Committees on Special Needs Students
7. Appeal Process Under the By-Laws
8. Policy on Participation in Union Activities
9. GDP Clause – Grievance
10. KSB School Calendar
11. Negotiations
 - 11.1 Results of the Consultation Phase I
 - 11.2 Consultation Phase II
12. Native Committee - Recommendations
13. Consultation on Insurance
14. CSB – PSA
15. Negotiations with our Employees
16. FSE Equalization
17. Symposium on Student Retention in Native Communities
18. Other Business
 - 18.1 New Members
 - 18.2 Ombudsman at the KSB
 - 18.3 New Sector Directors
19. Next Meeting
20. Adjournment

ADOPTED UNANIMOUSLY

2. Labour relations

Emma Dallas and Ève-Lyne Fecteau introduce the item.

2.1.FAQ (members and union officials)

- New increase in the number of disciplinary measures in cases of absences, sick leave at the CSB.
- A brochure will be put together to inform and raise the awareness of the support staff delegates regarding the situations that warrant a red flag.

2.2. Grievances

- There seems to be a desire to settle issues at the KSB.
- The KSB is now represented by a new prosecutor.
- There were two settlements in issues of excess kilograms used for transporting food by teachers who had to leave during the year and issues of lost objects.
- At the KSB, there is an imbroglio regarding on who falls the responsibility of objects lost during transport.

2.3. Filing for arbitration

- An issue regarding dismissal will be filed for arbitration.

2.4. Arbitration and recent decisions

- We lost a major case with the Superior Court in the case of a member of the support staff at the CSB who was dismissed. There seems to be, with CSB management, a total lack of interest regarding the “Journey of Wellness”. Do we need to appeal? The advisory employees recommend to follow up the case but to not appeal.

3. Sector life

3.1. KSB support staff

Vincent Renaud introduces the item.

- There was a meeting of the CRT on February 11, 2014.
- The issue of uniforms for the workers and janitors is on its way to being settled.
- A request for ongoing training was refused. It is a change of technology, and not ongoing training.
- Re-ranking issues are on the verge of being settled.
- The consolidation tour starts next week in Tasiujaq, Kangiqsualujjuaq and Kuujjuaq.
- Negotiations are in progress regarding the KSB giving training on didactics to members of the administrative personnel.

3.2. KSB teachers

François Beauchemin introduces the item.

- The director of Material Resources and the assistant director have recently been named.
- The next School Board Committee will be held on April 28 and 29.
- A teacher has been cleared of the false allegations that had been made against him.

- In a community, the teaching staff of a school was advised, in case of problems regarding labour relations, to contact the union delegate of the other school during the temporary absence of the delegate.
- Two union delegates will receive training by phone on March 11.

3.3.CSB teachers

Tarek Khazen introduces the item.

- There was a meeting of the School Board Committee on January 21 in Montreal. The next meeting will be held in Oujé-Bougoumou on March 20.
- The two policies on housing and storage were amended to our satisfaction.
- We have received a policy on the code of ethics. The CSB was notified that the collective agreement prevails.
- There will be a Sector Council on February 26.
- Widespread problem in Mistissini: there were several disciplinary measures, suspensions and one dismissal for problems regarding the recognition of the medical certificate issued by nursing staff (the doctors are not present full-time in the communities).
- There are problems regarding the duration of the pedagogical days.
- There was supposed to be an inspection of the school regarding the radon rate. We have demanded in vain the result of the inspections. We also asked that the houses be inspected.

3.4.CSB support staff

Christine Coonishish introduces the item.

- There was a meeting of the Labour Relations Committee on January 15.
- The training of the delegates took place on February 3 in Val d'Or, with a participation of 100% of the delegates or their substitutes.
- The consolidation tour is continuing in the week of March 3 in Nemaska and Wemindji.
- The Sector Director will ask for general assemblies to be held in each establishment to see what the concerns of the members are.

3.5.CPE

- The CRA required that the workers do their preparation after working hours. It is clear that preparation must be done during regular working hours.

4. Adoption of previous minutes

Larry Imbeault introduces the item.

Motion 2

Larry Imbeault moves, and François Beauchemin seconds,

THAT Minutes 1314CEPV-04 and 1314CEPV-05 be adopted as corrected.

ADOPTED UNANIMOUSLY

5. Follow-up on decisions

This item was deferred to the next meeting in person.

5.1.2013 by-laws and policies

This item was deferred to the next meeting in person.

5.2.2013-2016 action plan

This item was deferred to the next meeting in person.

6. Committees on special needs students

Kativik School Board

François Beauchemin introduces the item.

- The meeting scheduled was cancelled.
- Next year, the two representatives of the teaching staff must be replaced.

Cree School Board

Tarek Khazen and Larry Imbeault introduce the item.

- The representative of the teaching staff has withdrawn from the committee.
- The Sector Council will ratify the nomination of a replacement.
- The two applicants from the support staff have withdrawn. A new posting was made and the period for submitting applications ends on February 28.

7. Appeal process under the by-laws

Larry Imbeault introduces the item.

- The CSQ named Mr. Jacques Tremblay as representative of the Centrale on the Appeal Committee.

- The member involved still has no representative. He was notified by the President that he will inform him of the name of his representative as soon as possible.

8. Policy on participation in union activities

Larry Imbeault introduces the item.

Motion 3

Larry Imbeault moves, and Tarek Khazen seconds,

THAT The Executive Committee adopts the new appendices 3 and 5 of the Policy on Participation in Union Activities as presented and modified.

ADOPTED UNANIMOUSLY

9. GDP clause - Grievances

François Beauchemin introduces the item.

- At the beginning of 2011, the representative of the Treasury Board informed the representative of the SISP-N at the intersectorial table of their interpretation of the GDP clause. The latter confirmed in writing in March 2011 that he had the same interpretation.
- Affiliates of the CSQ have filed grievances on the increase provided for in the 5th year but that the Treasury Board refuses to grant given its interpretation.

Motion 4

François Beauchemin moves, and Larry Imbeault seconds,

THAT The Association file grievances to contest the application of the GDP clause.

ADOPTED UNANIMOUSLY

10. KSB school calendar

François Beauchemin introduces the item.

- A project regarding a cultural calendar had been introduced at a meeting of the School Board Committee.
- This comprised several problems, including salary cuts for support staff.
- On February 4, the KSB presented scenarios for various cultural calendars to the union representatives (François Beauchemin for the teaching staff, Larry Imbeault for the support staff, and Parfait Cemé, of the SPPOM, for the non-teaching

professional staff). Culture courses would be given in classes condensed over three weeks rather than in short periods during the year. The support staff providing direct services to the students would undergo training during these weeks and this with pay. The members of the maintenance staff (workers, janitors, etc.) would be assigned to different tasks.

- If the commissioners give their agreement, there will be a pilot project in two communities, one on the Hudson coast and one on the Ungava coast, in small communities where culture courses are well established. The parents of these communities would be consulted.
- The union representatives will meet with Human Resources representatives on March 25 to see the clauses of the collective agreements that would be affected by this project in view of a possible agreement.

11. Negotiations

François Beauchemin and Larry Imbeault introduce the item.

11.1. Results of the consultation Phase I

Motion 5

Larry Imbeault moves, and François Beauchemin seconds,

THAT The Association ratify the update of the results of Phase I as presented.

ADOPTED UNANIMOUSLY

11.2. Consultation Phase II

- Introduction of a draft of an FSE consultation booklet that was introduced during the CF of January.

Motion 6

François Beauchemin moves, and Larry Imbeault seconds,

THAT The second phase of FSE adapted consultation be carried out on the same model as that of the FSE.

ADOPTED UNANIMOUSLY

Motion 7

François Beauchemin moves, and Larry Imbeault seconds,

THAT The second phase of AENQ consultation of the teaching staff be carried out in the form of a verification of the compliance with requests.

ADOPTED UNANIMOUSLY

11.3. Negotiation teams

Motion 8

Larry Imbeault moves, and Vincent Renaud seconds,

THAT The Association express its wish that the technique resource at the teaching staff tables be Nathaly Castonguay.

ADOPTED UNANIMOUSLY

11.4. Legal advice regarding the distribution of salary over the year for the school support staff

- The answer given further to the request for legal advice confirms the possibility for the school boards to distribute over 26 pay periods the salaries of the support staff employees that hold periodic positions.

11.5. CPE

- There is a desire at the provincial level to standardize the working conditions of CPE workers.
- The negotiation is almost finished.
- The CSQ recommends to settle on the long term.
- The workers will be met in the first week of March.

12. Native Committee - recommendations

François Beauchemin introduces the item.

Motion 9

François Beauchemin moves, and Larry Imbeault seconds,

THAT The Executive Committee receive and ratify the recommendations of the Native Committee adopted during their meeting of January 9, 2014.

ADOPTED UNANIMOUSLY

13. Consultation on insurance

Larry Imbeault and François Beauchemin introduce the item.

Motion 10

Larry Imbeault moves, and François Beauchemin seconds,

THATThe Association vote against the modification proposed in the CSQ-SSQ group insurance plan.

ADOPTED UNANIMOUSLY

14. CSB – PAS

This item was deferred to a next meeting.

15. Negotiation with our employees

François Beauchemin introduces the item.

16. FSE equalization

François Beauchemin introduces the item.

- There were meetings with the representatives of the FSE.
- The equalization amount received is in accordance with various criteria, including the dispersal of the members, the number of delegates, the number of members, etc. However, the amount actually received is a set percentage of the total envelope, which has been the same for decades.
- The FSE proposed at the Conseil fédéral to modify the amounts granted for equalization.
- The question of the surpluses in the fund is pending.

17. Symposium on student retention in Native communities

François Beauchemin introduces the item.

- The Université du Québec à Chicoutimi organizes a symposium on student retention in Native communities.
- The representative of Esuma at this symposium will be François Beauchemin.

18. Other business

18.1. New members

Larry Imbeault introduces the item.

Motion 11

Larry Imbeault moves, and Christine Coonishish seconds,

THAT The Executive Committee welcome the members registered on the lists from March 15, 2013, to January 13, 2014, and from January 14 to February 13, 2014.

ADOPTED UNANIMOUSLY

18.2. Ombudsman at the KSB

Larry Imbeault introduces the item.

- A presentation of a pilot project was made to the employees of the KSB.
- The word “ombudsman” will be replaced as it does not exactly correspond with the functions of this person, who will act in the conflict resolution issues.

18.3. New sector directors

Vincent Renaud introduces the item.

19. Next meeting

There will be a telephone meeting on February 28, 2014, at 1:30 p.m. The next meeting in person will be held on either March 31, April 1 and 2, or April 5, 6 and 7, depending on the agenda of the CGN which may be held on April 3 and 4.

20. Adjournment

Motion 12

Larry Imbeault moves, and Christine Coonishish seconds,

THAT The meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY

THAT Given the nature of the discussions in the present meeting, the Executive Committee confirm that François Beauchemin has not been convened to the present meeting.

ADOPTED UNANIMOUSLY

Motion 3

Whereas decisions 8 and 9 of the meeting of December 16 and 17, 2013, appearing in document 1314CED-04.

Whereas the discussions in progress between SEESOCQ and the AENQ.

Tarek Khazen moves, and Christine Coonishish seconds,

THAT The Executive Committee mandate the Vice-President in order to finalize an agreement with the SEESOCQ regarding the integration of the position of assistant coordinator to the negotiations and to the communications in the Association's employee certification unit as negotiation and communications advisor according to the terms of the draft agreement presented and amended.

ADOPTED UNANIMOUSLY

3. Adjournment

Motion 4

Larry Imbeault moves, and Tarek Khazen seconds,

THAT The meeting of the Executive Committee be adjourned.

ADOPTED UNANIMOUSLY



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)
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Executive Committee, Minutes 1314CEPV-08

Meeting of March 31, April 1 and April 2, 2014

Attendees:

Patrick D’Astous	President (April 1 and 2)
Larry Imbeault	Vice-President and interim Secretary-Treasurer
François Beauchemin	Sector Director– KSB Teachers
Tarek Khazen	Sector Director– CSB Teachers
Vincent Renaud	Sector Director– KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff

Guests:

Zéni Andrade	Union Advisor
Emma Dallas	Union Advisor
Ève-Lyne Fecteau	Union Advisor

Absent:

Patrick D’Astous	President (March 31)
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1. Presentation and approval of agenda

Larry Imbeault introduces the item.

Motion 1

It is moved by Larry Imbeault and seconded by François Beauchemin

THAT The agenda be adopted as presented and amended.

- 1. Presentation and approval of agenda
- 2. Labour relations
 - 2.1. FAQ (members and union officers)
 - 2.2. Grievances
 - 2.3. Determination of arbitrations
 - 2.4. Arbitration and recent decisions

3. Sector life
 - 3.1 KSB Support Staff
 - 3.2 KSB teachers
 - 3.3 CSB teachers
 - 3.4 CSB Support Staff
 - 3.5 CPE
4. Adoption of previous minutes
5. Follow-up
 - 5.1 2013 By-laws and policies
 - 5.2 2013-2016 Action Plan
6. AENQ Human Resources
 - 6.1 Agreement
 - 6.2 Hiring
 - 6.3 AENQ-SEESOCQ negotiations
7. 2014-2015 union leaves
8. Policy on participation in union activities
9. Appeal process under the By-Laws
10. Budget
11. KSB Cultural calendar
12. Esuma
13. Sector Director– KSB teachers
 - 13.1 Vacancy
 - 13.2 End of François Beauchemin’s mandate
 - 13.3 Transition
14. Negotiations
 - 14.1 Results of consultation, Phase I
 - 14.2 Consultation Phase II
 - 14.3 Legal advice
 - 14.4 CPE
 - 14.5 CGN
 - 14.6 Protocols
15. Native Committee – Recommendations
16. S.A.P. - CSB
17. FSE equalization
18. *School Perseverance in a Native context; conference*
19. Other subjects
 - 19.1 New memberships
 - 19.2 New office for AENQ
 - 19.3 Direct deposit
 - 19.4 Integrated management of members
 - 19.5 *Peoples’ Social Forum*
 - 19.6 Canada Post
 - 19.7 Nunavik School Perseverance
20. Next meeting
21. Adjournment of meeting

ADOPTED UNANIMOUSLY

2. Labour relations

Zéni Andrade, Emma Dallas and Ève-Lyne Fecteau introduce the item.

2.1. FAQ (members and union officials)

- The number of disciplinary actions related to absences and sickness is still on the increase at CSB;
- At KSB, there is a problem related to social outings and time off for medical appointments. The problem is not so prominent at CSB;
- KSB imposes dates for teachers' social outings;
- At the CSB, there are problems with contract renewals with teachers;
- CSB has been handed approximately a dozen disciplinary measures for insubordination, absences, late for work cases, etc.

2.2. Grievances

- Grievances were filed for disciplinary actions and non-recognition of doctor's notes issued by non-medical personnel.

2.3. Determination of arbitrations

- No hearing dates were set for the months of May and June.

2.4. Arbitration and recent decisions

- We received an offer of settlement regarding a health file at CSB.

Motion 2

Whereas the recommendation of the Union advisors of the Association;

It is moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Association support the two employer grievances.

ADOPTED UNANIMOUSLY

Motion 3

Whereas the recommendation of the Union Advisors of the Association;

It is moved by Larry Imbeault and seconded by Christine Coonishish

THAT The Association withdraw from the file presented (2009-2010-CS-16), before arbitration.

ADOPTED UNANIMOUSLY

Motion 4

It is moved by Larry Imbeault and seconded by Vincent Renaud

THAT The Association withdraw from the file presented (2012-2013-KE-09) before arbitration.

ADOPTED UNANIMOUSLY

3. Sector life

3.1. KSB support Staff

Vincent Renaud introduces the item.

- Within the mandate of meeting the support staff in their milieu, members of two communities were met;
- A major issue must be settled with the LRC: technological changes versus improvement;
- A Sector Council meeting will soon be set up.

3.2. KSB teachers

François Beauchemin introduces the item.

- KSB sent a template letter to its principals and asked that all employees sign the letter. The letter addresses a confidentiality agreement. For now, we recommend that members do not sign the letter. Union Advisors of the Association and the Sector Director are currently processing this with KSB;
- On March 15, the Tarsakallak School in Aupaluk was razed by fire. Courses are being given in the former municipality premises;
- There was a FSE federal council meeting held on March 19, 20 and 21;
- There was a first posting for the position of Sector Director. We received no candidacy for the position however a delegate showed some interest afterwards;
- There was a Sector Council meeting held on March 25.

3.3. CSB teachers

Tarek Khazen introduces the item.

- There was a meeting of the Special Education Committee held with no union representative in attendance;
- There was a Sector Council meeting held on March 18 during which the extent of disciplinary actions was discussed;

- The next Sector Council meeting will be held on April 2;
- There will be a Board Committee meeting held on April 10 in Mistissini, preceded by a meeting with teachers held on April 9;
- CSB does not adhere to its policy of floating week by refusing requests to move the week despite the fact it is done in accordance with the process laid out.

3.4. CSB Support Staff

Christine Coonishish introduces the item.

- The mandate of meeting the support staff in their milieu continues and members of Wemindji were met on March 3 and those from Nemaska on March 4;
- Maintenance employees complain about the lack of uniforms;
- Several delegates were contacted to get some feedback on problems relevant to their milieu;
- Delegates were mandated to hold general meetings in order to discuss various subjects including among others, absenteeism;
- We received a candidacy for the Special Education Committee;
- The LRC will meet before the end of April.

3.5. CPE

Patrick D'Astous introduces the item.

- Within the framework of ongoing negotiations with the Childcare Centres, employees were met on a few occasions.

4. Adoption of previous minutes

Larry Imbeault introduces the item.

Motion 5

It is moved by Larry Imbeault and seconded by Vincent Renaud

THAT Minutes 1314CEPV-06 and 1314CEPV-07 be adopted as amended.

ADOPTED UNANIMOUSLY

5. Follow-up

Patrick D'Astous introduces the item.

5.1. 2013 By-laws and policies

Item is postponed to a later meeting in person.

5.2.2013-2016 Action Plan

- Members of the Executive Committee examine the 2013-2014 Action Plan as a whole in order to assess its progress;
- A column will be added to the document to indicate the percentage of achievement reached;
- By the end of the school year, the Secretary-Treasurer position mandate will be assessed (currently held by the Vice-President).

NOTE: to avoid any conflict of interest, François Beauchemin leaves the meeting room for the following items.

6. AENQ Human Resources

Patrick D'Astous introduces the item.

6.1. Agreement

An agreement was reached between AENQ and SEESOCQ to integrate the negotiations and communications councillor position with the Association's employee union bargaining unit.

Motion 6

It is moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Association ratifies the agreement reached between AENQ and SEESOCQ about the 4th councillor position, as presented.

ADOPTED UNANIMOUSLY

6.2. Hiring

Motion 7

Whereas the agreement reached between AENQ and SEESOCQ;

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

THAT The Association hire François Beauchemin to fill the position intended under this agreement.

ADOPTED UNANIMOUSLY

6.3.AENQ-SEESOCQ negotiations

The President will communicate with an outside labour relations consultant for the next round of negotiations with Association employees.

7. 2014-2015 union leaves

Patrick D'Astous introduces the item.

Motion 8

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

THAT The Association terminate François Beauchemin's leave of absence without pay for union activities, starting from June 30, 2014.

ADOPTED UNANIMOUSLY

Motion 9

Whereas the number of hours worked and accumulated, as filed in the register;

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

THAT The Association maintain François Beauchemin's wages until his effective hiring date.

ADOPTED UNANIMOUSLY

NOTE: François Beauchemin returns to the meeting room where he is informed of decisions taken during his absence.

Motion 10

It is moved by Larry Imbeault and seconded by François Beauchemin

THAT The Association grant a 20% union leave to Vincent Renaud as Sector Director – KSB Support Staff, from April 16 to June 30, 2014.

ADOPTED UNANIMOUSLY

8. Policy on participation in union activities

Larry Imbeault introduces the item.

Executive Committee members are invited to forward proposal of amendments to articles 3, 11 and 12 of the policy at the next meeting in person.

Motion 11

It is moved by Larry Imbeault and seconded by François Beauchemin

THAT The Executive Committee adopt the amended version of the Policy on participation in union activities as presented and as amended.

ADOPTED UNANIMOUSLY

9. Appeal process under the By-Laws

Larry Imbeault introduces the item.

Three representatives were nominated. Before going ahead with the process, parties must agree on dates.

10. Budget

Larry Imbeault introduces the item.

- The financial statements as of February 28, 2014 are presented. Verifications of some expenditures will have to be done;
- Amounts appearing under some budget headings will have to be adjusted at the next meeting in person;
- Members of the Executive Committee are invited to submit an expense account sheet per activity to help avoid any posting errors.

11. KSB cultural calendar

François Beauchemin and Larry Imbeault introduce the item.

- The 2014-2015 cultural calendar project was presented to the teaching staff's representative last March 25 in the morning and to the support staff representative in the afternoon;
- The project was first presented to KSB commissioners and four communities were selected to be part of this pilot project: Quaqtqaq, Kangiqsujuaq, Akulivik and Umiujaq;
- KSB employer representatives and François Beauchemin exchanged views about some articles of the teaching staff's collective agreement that could be affected by the cultural calendar and decided on elements that should be part of the agreement;

- The attorney for KSB, Anne Sophie Del Vecchio, says she is optimistic following some discussions that CARRA will accept to recognize a full year of service for the teaching staff even if the cultural calendar only has 190 days rather than 200.

12. Esuma

François Beauchemin introduces the item.

- Participants agreed on a project that was introduced at the last meeting;
- Representatives of various organizations welcomed the project and indicated their approval with the exception of KSB representatives who still has to voice their opinion.

13. Sector Director – KSB teachers

Patrick D’Astous introduces the item.

13.1. Vacancy

- The advertising period for the position ended last March 27 and no candidacy was received;
- A meeting by phone of the Sector Council took place March 25, 2014;
- A meeting participant expressed some interest directly to François Beauchemin after the advertising period ended.

13.2. End of François Beauchemin’s mandate

- François Beauchemin’s mandate terminates on August 17, 2014.

13.3. Transition

- In the event a person is appointed to this position, the individual will have the opportunity to take part in a transition process before the end of the school year.

14. Negotiations

Patrick D’Astous, Larry Imbeault and François Beauchemin introduce the item.

14.1. Results of consultation, Phase I

Motion 12

It is moved by Patrick D’Astous and seconded by Larry Imbeault

THAT The Executive Committee receive results of the consultation, Phase I, from the support staff;

AND

THAT The consolidation/consultation of the support staff, Phase I be done by the end of May,

ADOPTED UNANIMOUSLY

14.2. Consultation Phase II

- François Beauchemin introduces amendments to be implemented to the teachers sectoral consultation book and the outline of a specific consultation for teaching staff at KSB and CSB;
- Next April 28, a consultation booklet, Phase II, should be ready for CSB support staff.

Motion 13

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

THAT Consultation, Phase II of CSB teaching staff and support staff (in English and French) begin on May 12 and that compilation of results terminate before the end of May.

AND

THAT The consultation process of Phase II for the KSB support staff be done through the intermediary structure (Sector Council) along with simultaneous translation provided in Inuktitut during the week of June 9.

ADOPTED UNANIMOUSLY

14.3. Legal advice

An opinion will be sought from a certified accountant about the legal advice concerning remuneration based on 26 pay periods for support staff, to be implemented at the end of the school calendar.

14.4. CPE

- Votes on agreements in principle took place in Nemaska and Oujé-Bougoumou March 25;
- Workers voted unanimously in favour of the agreements in principle;
- The President signed the new collective agreements in Val d'Or on March 26.

14.5. CGN

Motion 14

It is moved by Patrick D’Astous and seconded by Larry Imbeault

THAT During the meeting of the CGN, next April 2 and 3, the Association reaffirm its proposal to correct the sector in which Kuujjuaraapik and Whapmagoostui are located and that in the event of a rejection of this proposal, the Association express its dissidence.

ADOPTED UNANIMOUSLY

14.6. Protocols

Motion 15

It is moved by Larry Imbeault and seconded by Vincent Renaud

THAT The federations be officially advised, in response to their requests, of the following financing guidelines pertaining to negotiation events:

- 1) that the sole financial responsibility of federations expected from the Association be the direct cost of their representation at negotiation tables for the Cree and Kativik School Boards;
- 2) that the Association undertake to assume the entire costs related to negotiations as was done in the past, including representation at the same tables (spokesperson and other representatives);
- 3) that the Association maintain its right as an affiliate to file ad hoc assistance requests directly linked with this negotiation and asks that the federations process their requests at their convenience and in the same capacity and in like manner as any other request from their affiliates;
- 4) that the budget allocated by the Association to its negotiations be supplied from union leave protocols intended for parties at the MNCCSB and MNCKSB tables.

ADOPTED UNANIMOUSLY

15. Native Committee – Recommendations

Patrick D’Astous introduces the item.

- The last Native Committee meeting took place on January 9;
- Because of weather conditions in the North, both Inuit representatives attended the meeting by phone;
- Subjects under discussion included food transport, KSB cultural calendar, educational material in Native language and professional training of teachers in Native language;
- One member of the NC attended the FSE Federal Council meeting and took part in the filming of the campaign video “Prof, ma fierté!”.

Motion 16

It is moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee implement the recommendation to conduct a survey with qualified CSB teaching staff to see if there are any problems related to the recruitment and retention premium.

ADOPTED UNANIMOUSLY

16.S.A.P. - CSB

Tarek Khazen introduces the item.

- The number of class observations has declined;
- An ad hoc committee overseen by the Board Committee was formed to discuss the GVC-related problems;
- CSB standardized the daily planning of teachers but admit it wasn't necessary (professional autonomy).

17.FSE equalization

Patrick D'Astous introduces the item.

- The equalization fund regulation has been in effect since 1993;
- According to the regulation, FSE contributes 16% of the fund to the Association;
- If the general criteria of the regulation were applied, the Association would have a right to much more than 16%;
- There are currently proposals being made at the Federal Council to amend this regulation;
- Proposals would ensure that the formula intended by the regulation would serve no other purpose than to qualify affiliates, that compounding would be done and that there would be stabilisation of the sums paid.

Motion 17

It is moved by Larry Imbeault and seconded by François Beauchemin

THAT The Association express its opinion in favour of the FSE stabilizing the equalization funds but against doing away with the historical compromise reached in 1993 between the Association and FSE which saw the level of equalization reach 16%;

THAT During the fund stabilization exercise as proposed by the FSE, the reality of the Association membership be taken into account to upwardly revise the level of equalization that is contributed;

THAT This upward revaluation be based on the 2013-2014 membership reality and that it does not generate any retroactive effect;

AND

THAT This upward revaluation never generate a net decrease, at any time, of the equalization amount received by one or another of the affiliates and that it be implemented over a suitable medium-term period (up to 5 years) to minimise the impacts.

ADOPTED UNANIMOUSLY

18. *School Perseverance in a Native context; conference*

François Beauchemin introduces the item.

- The conference was a success;
- There will be a follow-up in the fall of 2015.

19. Other subjects

19.1. New memberships

Larry Imbeault introduces the item.

Motion 18

It is moved by Larry Imbeault and seconded by Christine Coonishish

THAT The Executive committee welcome members entered on the list from February 14 to March 27, 2014.

ADOPTED UNANIMOUSLY

19.2. New office for AENQ

Patrick D'Astous introduces the item.

- The move is scheduled for May 2014;
- CSQ is currently sending out call for tenders for the move.

19.3. Direct deposit

Vincent Renaud introduces the item.

- The Executive Committee members discuss the opportunity of reimbursing expense accounts in the form of direct deposits;
- If it is possible to process that way, this would not apply to the Association congress nor to the union training sessions.

Motion 19

It is moved by Vincent Renaud and seconded by Tarek Khazen

THAT The Executive Committee mandate the Secretary-Treasurer to examine the possibility of reimbursing expense accounts, at the option of the claimant, by direct deposit for all Executive Committee members and employees of the Association.

ADOPTED UNANIMOUSLY

19.4. Integrated management of members

François Beauchemin introduces the item.

- At the last CSQ General Council there was a presentation of a new integrated management of CSQ members platform;
- This is a Web application that can be accessed through the Internet instead of through a networked computer;
- The platform is free for affiliates;
- Training is required however it can be done from the data itself so the actual data transfer from the present system will be done during training.

Motion 20

It is moved by François Beauchemin and seconded Larry Imbeault

THAT The Association inform the CSQ of its desire to move to the new integrated management platform.

ADOPTED UNANIMOUSLY

19.5. Peoples' Social Forum

François Beauchemin introduces the item.

- The forum will be held in Ottawa from August 21 to 24;
- CSQ will send a delegation.

19.6. Canada Post

Patrick D'Astous introduces the item.

- Canada Post announced a significant increase in their prices;
- The Association will have to strive to limit expenditures.

Motion 21

Whereas the significant increase announced by Canada Post:

It is moved by François Beauchemin and seconded by Tarek Khazen

THAT The Association request that the Centrale and the federations send all documents in a PDF format rather than in a hard copy format.

ADOPTED UNANIMOUSLY

19.7. Nunavik School Perseverance

Patrick D'Astous introduces the item.

- Ongoing talks about the possibility of designing a prize for perseverance in school in Nunavik;
- Discussions will resume at the EC meeting in person.

20. Next meeting

Motion 22

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

THAT The next EC meeting in person take place next June 20, 21 and 22.

ADOPTED UNANIMOUSLY

21. Adjournment of meeting

Motion 23

It is moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

ADOPTED UNANIMOUSLY



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)
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Executive Committee, Minutes

1314CEPV-09

Meeting by phone, April 14, 2014

Attendees:

Patrick D'Astous	President
Larry Imbeault	Vice-President and interim Secretary-Treasurer
François Beauchemin	Sector Director – KSB Teachers
Tarek Khazen	Sector Director – CBS Teachers
Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CBS Support Staff

1. Presentation and approval of agenda

Larry Imbeault introduces the item.

Motion 1

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

THAT The agenda be adopted as presented.

1. Presentation and approval of agenda
2. Sector Director – KSB Teachers
3. Adjournment of meeting

ADOPTED UNANIMOUSLY

2. Sector Director – KSB Teachers

François Beauchemin introduces the item.

Motion 2

WHEREAS the vacancy of the Sector Director's position, KSB Teachers, as of August 18, 2014;

WHEREAS the posting in due form that ended on March 27, 2014 without receiving any candidacy;

WHEREAS the subsequent approach by the current Sector Director – KSB Teachers;

It is moved by François Beauchemin and seconded by Tarek Khazen

THAT The Association appoint Daniel Charest, Quaqtq union representative as Sector Director - KSB Teachers as of August 18, 2014.

ADOPTED UNANIMOUSLY

3. Adjournment of meeting

Motion 3

It is moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

ADOPTED UNANIMOUSLY



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1314CEPV-10

Meeting by phone, April 28, 2014

Attendees:

Patrick D'Astous	President
Larry Imbeault	Vice-President and interim Secretary-Treasurer
François Beauchemin	Sector Director – KSB Teachers
Tarek Khazen	Sector Director – CBS Teachers
Vincent Renaud	Sector Director – KSB Support Staff

Absent:

Christine Coonishish Sector Director – CSB Support Staff

1. Presentation and adoption of agenda

Larry Imbeault introduces the item.

Motion 1

It is moved by Larry Imbeault and seconded by Tarek Khazen

THAT The agenda be adopted as presented.

1. Presentation and approval of agenda
2. 2014-2015 union leaves for teaching staff Sector Directors
3. Direct deposits
4. Adjournments of meeting

ADOPTED UNANIMOUSLY

2. 2014-2015 union leaves for teaching staff Sector Directors

Patrick D'Astous introduces the item.

Motion 2

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

THAT For the 2014-2015 school year, teaching staff Sector Directors for both school boards be released by 40%.

ADOPTED UNANIMOUSLY

3. Direct deposits

Larry Imbeault introduces the item.

Motion 3

It is moved by Larry Imbeault and seconded by Vincent Renaud

THAT In order to perform direct deposits, in accordance with decision 18 of document 1314CED-08, Monique Nepveu be appointed Primary Administrator for the purpose of bank transfers.

ADOPTED UNANIMOUSLY

4. Adjournment of meeting

Motion 4

It is moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

ADOPTED UNANIMOUSLY



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)
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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC
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Executive Committee Minutes

1314CEPV-11

June 20-22, 2014 Meeting

Present:

Larry Imbeault	(June 21 and 22) Vice-President, Acting President, Acting Secretary-Treasurer
François Beauchemin	Sector Director – KSB Teachers
Tarek Khazen	Sector Director – CSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff

Guests:

Zéni Andrade	Union Advisor
Emma Dallas	Union Advisor
Ève-Lyne Fecteau	Union Advisor

Absent:

Larry Imbeault	(June 20 th) Vice-President, Acting President, Acting Secretary-Treasurer
Patrick D'Astous	President

1. President of Assembly

Proposal 1

It was moved by Tarek Khazen and seconded by Vincent Renaud

THAT François Beauchemin be named President of Assembly.

UNANIMOUSLY ADOPTED

2. Presentation and adoption of the agenda

François Beauchemin introduced the item.

Proposal 2

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT The agenda be adopted as presented and amended.

1. President of Assembly
2. Presentation and Adoption of the Agenda
3. Labour Relations
4. Sector Life
 - 4.1 KSB Support Staff
 - 4.2 KSB Teachers
 - 4.3 CSB Teachers
 - 4.4 CSB Support Staff
 - 4.5 CPE
5. Adoption of Previous Minutes
6. Follow-Up
7. Union Leave for Larry Imbeault
8. Secretary-Treasurer Position
9. AENQ Offices Move
10. Labour Relations (cont'd.)
11. Appeal Process Under the By-Laws
12. Budget
13. KSB School Calendar
14. 2015 Negotiations
 - 14.1 Phase 1 Results
 - 14.2 Phase II Consultation
 - 14.3 Legal opinion regarding how yearly salaries of support staff are spread out
 - 14.4 Operating Rules
 - 14.5 Draft of Teachers Demands
 - 14.6 Sectoral Negotiations
15. FSE Equalization
16. Toolkits
17. Participation in union activities policy
18. Teachers in Training
19. School Perseverance Prize
20. Esuma
21. Varia
 - 21.1 Union delegates election form
22. Next Meeting
23. Brief Word ☺
24. Meeting Adjournment

UNANIMOUSLY ADOPTED

3. Labour Relations

Zéni Andrade, Emma Dallas and Ève-Lyne Fecteau introduced the item.

- Rather quiet end of year except for OSI (Organisational Solutions Incorporated) which has caused several problems with the disability cases, particularly at the CSB. The Union Advisors recommend a major information campaign about OSI at the beginning of the new school year.
- About forty grievances were filed this year by sector. Many problems finding hearing dates.
- There is willingness at the CSB to settle before hearings.
- Remuneration for vocational training: grievances since 2006 (7 files) for annualization problems would be settled retroactively to 2011.
- CSB union leaves: invoices since 2009 that are legally prescribed if based on “reasonable time,” i.e. one year.
- Recommendation that Eve-Lyne and Zéni inquire into a case of psychological harassment of one member against another member, and to go externally at the time of possible arbitration.
- Hearing before the Access to Information Commission for Elephant Thoughts.
- About fifty files were closed this spring, mostly for outdated disciplinary measures.
- CPE collective agreements were signed and printed.

4. Sector Life

4.1 KSB Support Staff

Vincent Renaud introduced the item.

- A CRT meeting was held on June 6th.
- The support staff consolidation round is over. Members are generally happy, but found that it was late.
- There will be a training session in Salluit this summer given by the board.
- There is a clear need to publicize improvement possibilities.

Proposal 3

It was moved by Larry Imbeault and seconded by Christine Coonishish

THAT Vincent Renaud be given a 20% union leave for the period from August 11, 2014 to June 30, 2015.

UNANIMOUSLY ADOPTED

4.2 KSB Teachers

François Beauchemin introduced the item.

- Rather normal end of year dealing with workload problems.
- Several changes in managers. Robert Paquin, Sore Moller and Nelson Lamoureux left in addition to many school principals.
- There should be new teacher representatives on the EHDAA committee in 2014-2015, but given the departure of Sore Moller, it may be that the next meeting would only take place in late autumn.
- There will be a reminder that clause 8-10.06 that deals with the assessment and identification of students with special needs process will no longer be a protocol clause as of July 1st, 2014, and that therefore, a grievance can be filed on the process.
- Daniel Charest will be the new Sector Manager beginning August 18, thereby replacing François Beauchemin.

4.3 CSB Teachers

Tarek Khazen introduced the item.

- Problems with the workload.
- A Sector Council meeting was held on May 20 on Phase II consultation with François Beauchemin.
- A Board Committee meeting was held on June 9. On improvement policy, the CSB wanted to add the requirement that school principals approve the conference for it to be accepted, but the union refused.
- School calendars: The CSB's demand that the Goose Break floating week cannot be moved, meaning that it is no longer a floating week. The union is strongly opposed.
- The CSB is not accepting medical certificates from clinics.
- Tarek is looking at the possibility of forming a union committee on special education at the CSB.
- Housing availability problems if foreseen.
- Radon problems in some homes.
- The issue of comments about school staff on social media is growing and becoming alarming.

4.4 CSB Support Staff

Christine Coonishish introduced the item.

- A CRT meeting was held on May 15 in Val D'Or in which the Code of Ethics was discussed. There is a new attendance policy for all staff. The advisors will study the document to return for consultation before the end of the school year.
- Employees were granted two full weeks off during the holiday season.
- Valery Mianscum from Nemaska is the Special Education Committee representative.
- A sector council meeting was held on May 28 for phase II of the consultation.

4.5 CPE

Ève-Lyne Fecteau introduced the item.

She recommends another round of unionization.

5. Adoption of previous minutes

Larry Imbeault introduced the item.

Proposal 4

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The 1314CEPV-08, 1314CEPV-09 and 1314CEPV-10 minutes be adopted as amended.

UNANIMOUSLY ADOPTED

6. Follow-up

All items are on the agenda.

7. Union Leave for Larry Imbeault

François Beauchemin introduced the item.

Proposal 5

It was moved by François Beauchemin and seconded by Christine Coonishish.

THAT Larry Imbeault's 100% union leave be extended till June 30, 2015.

UNANIMOUSLY ADOPTED

8. Secretary-Treasurer Position

François Beauchemin introduced the item.

Proposal 6

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT The acting Secretary-Treasurer position held by Larry Imbeault be extended until the end of this term.

UNANIMOUSLY ADOPTED

9. AENQ Offices Move

Larry Imbeault introduced the item.

- The move will take place on June 25, 2014;
- The rent that the Association must pay for the new offices will be about the same as that which is currently paid, if not slightly lower.

Proposal 7

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT The Association will reimburse the balance of the loan to the CSQ for the move in 2006 and pay half the work costs for the new offices in one installment to the CSQ. The balance will be financed by a 10-year loan from the CSQ at a 5% rate.

UNANIMOUSLY ADOPTED

10. Labour Relations (cont'd.)

Larry Imbeault introduced the item.

The President of the Association's employees union (SEESOCQ) has sent a letter to certain members of the EC in which he is asking for an investigation. Given the nature of the complaint, the details thereof are confidential, but everyone agrees to grant the request for an investigation.

11. Appeal process under the By-Laws

Larry Imbeault introduced the item.

Given the lack of availability of those involved, the process has not moved forward. The process will resume when the new school year begins.

12. Budget

Larry Imbeault introduced the item.

Proposal 8

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee adopt the 2013-2014 budget amendments as presented.

UNANIMOUSLY ADOPTED

13. KSB adapted school calendar

François Beauchemin introduced the item.

Letters of agreement should be signed soon.

14. Negotiations

Larry Imbeault and François Beauchemin introduced the item.

14.1 Phase I Consultation Results

Proposal 9

It was moved by Larry Imbeault and seconded by François Beauchemin

THAT The Executive Committee receive the updated results of Phase 1 consultation of support staff.

UNANIMOUSLY ADOPTED

14.2 Phase II Consultation

Presentation of Phase II consultation results of Teachers.

Proposal 10

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The Association defers its decision to hold Phase II consultation of KSB support staff in June 2014, and that this consultation be held in September 2014.

UNANIMOUSLY ADOPTED

14.3 Legal opinion regarding how yearly salaries of school support staff are spread out

Larry Imbeault introduced the item.

A legal opinion endorsing the principle of spreading out payrolls over 26 weeks for support staff providing direct service to students was given. EC members believe it is unnecessary to contact an expert accountant. The burden should be on the employer if this would prove unfeasible.

14.4 Operating Rules

The AENQ and federations concerned have agreed on the operating rules for the round of negotiations in progress.

14.5 Draft of Teacher Demands

Proposal 11

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Association receive the results of Phase II consultation and of the technical consultation. It adopt the provisional teacher demands as submitted and mandate François Beauchemin to present it for final adoption at the meeting in September with an assessment of demand costs, where possible.

UNANIMOUSLY ADOPTED

14.6 Sectoral Negotiations

FPSS

Phase II results are in. A draft list of demands will be presented to the Federal Council at the start of the school year.

FSE

Phase II results are in. An assessment of all demand costs was presented. A cut in the demands will be made at the CF of September 16 to 18.

15. FSE Equalization

François Beauchemin introduced the item.

At the last FSE federal council which was held on June 11, 12 and 13, 2014 in Sorel, the Association's recommendation of mandating a third party known for its scientific rigour in economic analyse (like ISIS) to do a study, before March 15, of numbered and verified facts on the evolution of AENQ membership within FSE since the agreement to set the level of equalisation to AENQ at 16% in 1992 compared to the evolution of the equalisation funds allocated to the AENQ was referred to the FSE's EC.

16. Handbooks

François Beauchemin introduced the item.

The sector management handbooks will be ready for September.

17. Policy on participation in union activities

Vincent Renaud introduced the item.

Proposal 12

It was moved by François Beauchemin and seconded by Vincent Renaud

THAT The policy be amended by replacing clauses 3.3 and 3.4 by “The leave is for a full day the day of the union activity or for the days when going or coming back from such an activity.”

UNANIMOUSLY ADOPTED

EC members will prepare proposals for meal clauses (11.2) and hotel eligibility (12.6) for the next meeting.

18. Teachers in Training

Vincent Renaud introduced the item.

Possible problem: “trainees” are paid as support staff when they are actually teaching. Potential demand to be added to demands booklet.

19. School perseverance prize

François Beauchemin introduced the item.

Given this topic concerns François Beauchemin personally, the item is postponed to the next meeting.

20. Esuma

François Beauchemin introduced the item.

François Beauchemin’s “Allo-Prof! Nunavik” project has received formal approval by the KSB. He will meet with the FSE on September 9.

21. Varia

21.1 Union delegates election form

François Beauchemin introduced the item.

Proposal 13

It was moved by François Beauchemin and seconded by Tarek Khazen.

THAT The Executive Committee maintain the same form for 2014-2015 and that it be redesigned in the fall to meet technical and policy data entry requirements.

UNANIMOUSLY ADOPTED

22. Next Meeting

Proposal 14

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The next in-person Executive Committee meeting will be held from September 13 to September 15, 2014.

UNANIMOUSLY ADOPTED

23. Brief Word ☹

François Beauchemin introduced the item.

- This is a major change in his career, he will no longer be a political at AENQ but an employee beginning August 18, 2014.
- Has been 16 years at KSB, working several years within the EC.
- He wanted to maintain contact with the natives.

EC members each acknowledged the important contribution François has made to the AENQ and the pleasure it has been working with him.

24. Meeting Adjournment

Proposal 15

It was moved by François Beauchemin and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED