



**ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)**

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**ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC**

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**Executive Committee Minutes**

**1415CEPV-01**

**Meeting of September 14 and 15, 2014**

**Attendees:**

Patrick D'Astous	President
Larry Imbeault	Vice-President, Interim Secretary-Treasurer
Daniel Charest	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
François Beauchemin	Union Advisor

**1. Presentation and adoption of the agenda**

Patrick D'Astous introduced the item.

**Proposal 1**

It was moved by Patrick D'Astous and seconded by Christine Coonishish

THAT The agenda be adopted and presented as amended.

1. Presentation and adoption of the agenda
2. Adoption of the previous minutes
3. Follow-up
4. Labour relations
5. School perseverance award
6. AENQ Policy
  - 6.1 Amendments
  - 6.2 Derogation
7. New memberships
8. Budget

9. Union training and in-person sector councils
10. Varia
  - 10.1 Appeal process as set out in By-laws
  - 10.2 Inuktituk courses
  - 10.3 CF delegation
  - 10.4 Sector management situation – CSB teachers
11. AENQ-SEESOCQ Negotiations
12. Labour Relations
13. Sector life
  - 13.1 KSB Support Staff
  - 13.2 KSB Teachers
  - 13.3 CSB Teachers
  - 13.4 CSB Support Staff
  - 13.5 CPE
14. Adjusted school calendar (KSB)
15. 2015 Negotiations
  - 15.1 Phase II Consultation
  - 15.2 Operating Rules
  - 15.3 Draft of teaching staff demands
  - 15.4 Sectorial negotiations
  - 15.5 Negotiation teams
16. Handbooks – Sector Directors
17. Next meeting
18. Meeting adjournment

**UNANIMOUSLY ADOPTED**

## **2. Adoption of Previous Minutes**

Larry Imbeault introduced the item.

### **Proposal 2**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the 1314CEPV-11 minutes be adopted as amended.

**UNANIMOUSLY ADOPTED**

## **3. Follow-up**

Larry Imbeault introduced the item.

François Beauchemin began duties as Negotiations and Communications Advisor on August 18, 2014;

- Daniel Charest began duties as Sector Director- KSB teachers also on August 18, 2014;
- Larry Imbeault has asked the federations and Central to send all documents to members in PDF format rather than paper;
- Monique Nepveu received training on the new integrated management program for members. The web platform was installed in her computer and data transfer was done;
- Monique Nepveu was appointed administrator with Desjardins in order to make expense account payments by direct deposit;
- The relocation of the Association's offices went well;
- The full-time release of Larry Imbeault has been extended to June 30, 2015;
- Despite representations made to the CF and the FSE on equalization, the proposal to have an independent firm conduct a study on the Association's changing membership vs. the equalization amounts received has been referred to the EC of the FSE.

#### **4. Office staff**

Patrick D'Astous introduced the item.

The situation is predictable at the beginning of the school year given the summer holiday period. The situation was discussed in the last round of negotiations. The situation is better than it was in the past. The situation should improve after the arrival of a fourth council employee. The presence of council office staff is especially critical at the beginning of the school year.

#### **5. School Perseverance Award**

Patrick D'Astous introduced the item.

#### **Proposal 3**

It was moved by Patrick D'Astous and seconded by Daniel Charest

THAT The approach be conducted with Esuma about the subject in question, to see whether there is an interest and at what level, to return to the next in-person EC meeting.

**UNANIMOUSLY ADOPTED**

#### **6. AENQ Policies**

Following an issue raised about participation in the union activities policy, there is a consensus about the reading done concerning the beginning of an activity, that it may, if necessary, be included in the logistics sheet.

## **6.1 Amendments**

### **Proposal 4**

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The policy on translation of written documents be amended so that the rate foreseen at clause 3.3 b) be \$0.45/word instead of \$0.35\$/word.

**UNANIMOUSLY ADOPTED**

## **6.2 Derogation**

### **Proposal 5**

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

THAT The request for reimbursement of a telephone bill submitted by an EC member after the deadline specified in the policy be paid.

**ANANIMOUSLY ADOPTED**

## **7. New Memberships**

Larry Imbeault introduced the item.

A verification of member lists will be done in all sectors. Member cards will be produced shortly.

### **Proposal 6**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The workers on the March 28 to June 17, 2014 list be accepted as members of the Association as foreseen at sub-paragraph d) of article 9 of the By-laws.

**UNANIMOUSLY ADOPTED**

## **8. Budget**

Larry Imbeault introduced the item.

### **Proposal 7**

It was moved by and seconded by Patrick D'Astous

THAT amendments to the 2013-2014 budget be adopted.

**UNANIMOUSLY ADOPTED**

## **9. Union training and in-person sector councils**

Patrick D'Astous introduced the item.

### **Proposal 8**

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

THAT Subject to verifications, union training and sector councils will be held on the following dates and in the following places:

#### KSB Support Staff

Sector Council and Union training will be held from September 29 to October 2 in Kuujuaq. Emma Dallas is the Advisor who will offer the training.

#### CSB Support Staff

Sector Council and Union training will be held from October 5 to October 8 in Val d'Or, subject to verification.

#### CSB Teachers

Union training and Sector Council will be held from October 17 to October 20 in Val d'Or.

#### KSB Teachers

Union training and Sector Council will be held from November 7 to November 10 in Puvirnituq.

Training will focus on handbooks and visuals on the Association's Internet site.

**UNANIMOUSLY ADOPTED**

## **10. Varia**

### **10.1 Appeal process as set out in the by-laws**

Larry Imbeault introduced the item.

## **Proposal 9**

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

THAT The Executive Committee notes that there haven't been any recommendations from the Appeal Committee, and the 2013-2014 school year has ended with the sanction expired;

THAT A memo addressed to the adult education teachers will be written summarizing the actions undertaken under this file;

AND

THAT The Sector Director organize a general meeting by phone to elect a union delegate for the adult education teachers.

**UNANIMOUSLY ADOPTED**

### **10.2 Inuktituk courses**

Vincent Renaud introduced the item.

Non-aboriginal and aboriginal staff members have expressed a desire to take Inuktituk courses. A French university will offer courses online on Mondays from 11am to 1pm beginning September 29 for a period of 11 weeks. The KSB, including the Skills Development Committee, will be involved. The President agrees that Vincent Renaud can take the course during one work hour on his weekly union leave day.

### **10.3 CF Delegation**

This item will be postponed to a future meeting.

### **10.4 Sector Management Situation – CSB teachers**

Closed door discussion between management concerned, the President and the Vice-president.

As part of managing personal vs. professional relationships, a consensus was reached on a way to do it, between now and the holidays.

## **11. AENQ-SEESOCQ Negotiations**

This item is postponed to a future meeting.

## **12. Labour Relations**

Zéni Andrade introduced the item.

- No major developments since that last EC meeting;
- A regulation is being finalized in the case of a KSB teacher (dismissal, CLP);
- There was a meeting with the CSB on July 7, to discuss the settlement of several cases. The CSB was disappointed, wanting a settlement of all cases. They were told that steps had been taken but were not successful;
- We had a settlement offer last Friday in the case of a CSB teacher. The CSB requires that the teacher receive training, in which he must pay half the cost, during the suspension period;
- There was a hearing today in the cases of two CSB support staff members. This is why Emma Dallas and Ève-Lyne Fecteau are absent;
- There will be a hearing next week in the case of another CSB support staff member;
- The Association has received many communications from CSB support staff members, but none from KSB support staff members;
- CSB teaching staff members have many questions about the workload;
- KSB teaching staff members have many questions about provisions for maternity leave;
- The Association has made a fixing application for 10 cases.

Council staff recommendations have been submitted so that EC members can ask questions.

### **Proposal 10**

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

THAT Following the union advisors' recommendation about the settlement offer by the Cree School Board to settle many cases, the Association rejects the settlement offer as proposed and mandates advisors to try and find another arrangement within the parameters of the legal opinion to achieve the same result without incurring legal consequences for the AENQ.

**UNANIMOUSLY ADOPTED**

### **Proposal 11**

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

THAT In the case of a CSB teacher, the Association rejects the recommendation made by the union advisors which was: to assume the costs required by the CSB for training (approximately \$1,575), claim these expenses through a grievance, and reimburse according to policy or only reimburse the actual costs incurred.

**UNANIMOUSLY ADOPTED**

## **13. Sector Life**

### **13.1 KSB Support Staff**

Vincent Renaud introduced the item.

- There is no union delegate in Ivujivik and Akulivik. In Puvirnituq and in Salluit there is only one delegate. There is no delegate at Jaanimmarik School in Kuujuaq;
- There will be a LRC (Labour Relations Committee) on September 19, in Ville Saint-Laurent. A Union Advisor will join the Association's representatives despite the KSB's reluctance.

### **13.2 KSB Teachers**

Daniel Charest introduced the item.

- Two communications were sent on September 2 and September 11. Emphasis was on delegate elections and school committees. Members were advised to go through their union delegate instead of communicating directly with union advisors;
- The situation is difficult in Aupaluk due to the school fire that happened last year. Non-teaching time can be done at home;
- A problem was solved in a community's school committee;
- Two teachers have water-related problems (supply, broken water pipe);
- Two teachers have problems in their homes, they can't sleep due to proximity to a river;
- Problems related to directions which require teachers to tell students to leave (periods, schedules);
- Implementation of a pilot project related to a culturally-adapted calendar has caused certain problems.

### **13.3 CSB Teachers**

Tarek Khazen introduced the item.

- The CSB wanted to transfer (interchange) two teachers in the adult sector from one community to another but finally changed its mind;
- Four teachers from the adult sector were not rehired due to a drop in the number of students;
- Teachers in some communities are complaining they are working in construction sites because the CSB is enlarging some schools;
- Management and the president met teachers in Mistissini because of the school principal;
- The CSB has imposed two substitute teaching periods during their non-teaching time. Teachers were advised that this could be done as part of their workload;
- The joint EHDA Committee will be re-launched.



### **13.4 CSB Support Staff**

Christine Coonishish introduced the item.

- An email was sent to union delegates last year to remind them of the upcoming delegate elections;
- Delegates were elected in Wemindji, Waswanipi - CFP, Whapmagoostui, Mistissini – elementary school, Chisasibi – educational services, Chisasibi – elementary school. 11 are missing.

### **13.5 CPE**

Patrick D'Astous introduced the item.

FIPEQ's Federal Councils will now be scheduled at different times than other federations or CSQ decision making bodies.

### **14. Adjusted school calendar (KSB)**

This item is postponed to a future meeting.

### **15. Negotiations**

#### **15.1 Phase II Consultation**

##### Inter-sectorial Consultation

#### **Proposal 12**

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

THAT After consultation with its EC, the Association adheres to inter-sectorial demands as presented in the document of the consultation phase II.

**UNANIMOUSLY ADOPTED**

#### **Proposal 13**

It was moved by Christine Coonishish and seconded by Larry Imbeault

THAT The EC receive the results of consultation phase II of CSB support staff.

**UNANIMOUSLY ADOPTED**

#### **15.2 Draft of demands**

François Beauchemin introduced the item.

Presentation of the timeline to be undertaken between now and when union demands will be submitted at the end of October or early November.

#### **Proposal 14**

It was moved by Patrick D'Astous and seconded by Daniel Charest

THAT The timeline leading us to the deposit of the demands is adopted as presented, being understood that the dates showing are for information purposes only.

**UNANIMOUSLY ADOPTED**

#### **Proposal 15**

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The demands for E3, E4 and S8 are adopted, as presented, in the scope of writing the provisional demands, and the demands for S9 will be considered adopted after the next sector council meeting, subject to concordance with the orientations of the 3 other tables.

**UNANIMOUSLY ADOPTED**

#### **15.3 Sectorial Negotiations**

This item is postponed to a future meeting.

#### **15.4 Operating Rules**

This item is postponed to a future meeting.

#### **15.5 Negotiation Teams**

This item is postponed to a future meeting.

#### **16. Handbooks – Sector Directors**

François Beauchemin introduced the item.

This handbook is ready and will be sent to EC members by email and presented at the next in-person meeting.

## **17. Next Meeting**

### **Proposal 16**

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

THAT The next Executive Committee meeting be a phone conference to be held on September 24, 2014 at 7 pm.

**UNANIMOUSLY ADOPTED**

## **18. Meeting Adjournment**

### **Proposal 17**

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**



## **Motion 2**

Patrick D'Astous moves, and Daniel Charest seconds,

THAT the Association acknowledges reception of the request for a leave without pay from Emma Dallas and accepts to grant her the leave without pay under clause 9-5.01 of the AENQ-SEESOCQ collective agreement starting October 13, 2014.

**ADOPTED UNANIMOUSLY**

## **Motion 3**

Patrick D'Astous moves, and Larry Imbeault seconds,

QUE the Association goes ahead with the process of replacing Emma Dallas and proceeds to the posting starting September 29 under the usual practice.

**ADOPTED UNANIMOUSLY**

## **3. Budget**

The item will be discussed at the next meeting.

## **4. Next Meeting**

### **Motion 4**

Patrick D'Astous moves, and Tarek Khazen seconds,

THAT the next meeting by phone will take place on October 15 starting at 7:00 PM.

**ADOPTED UNANIMOUSLY**

## **5. Adjournment**

### **Motion 5**

Larry Imbeault moves, and Tarek Khazen seconds,

THAT the meeting of the Executive Committee be adjourned.

**ADOPTED UNANIMOUSLY**



A draft of the 2014-2015 budget is presented. The 2014-2015 budget will be adopted at the next EC meeting in person.

## **Motion 2**

Larry Imbeault moves, and Patrick D'Astous seconds

THAT The decision #5 of the document 1314CED-11 is amended so that 100% of the costs related to the new office space be financed by a 10 year term loan with CSQ at a 5% rate.

**ADOPTED UNANIMOUSLY**

## **3. Next Meeting**

Patrick D'Astous introduces the item.

A reminder that the next Executive Committee meeting will be a conference call and will take place on October 28 starting at 7:00 PM.

## **4. Adjournment**

### **Motion 3**

Patrick D'Astous moves, and Larry Imbeault seconds

QUE the meeting of the Executive Committee is adjourned.

**ADOPTED UNANIMOUSLY**





**ADOPTED UNANIMOUSLY**

**2. Nomination: Sector Director – CSB Teachers**

Patrick D’Astous introduces the item.

**Motion 2**

**Whereas** the recommendation of the Sector Council – CSB Teachers;

Patrick D’Astous moves, and Larry Imbeault seconds

THAT Alain Lajoie is nominated Sector Director – CSB Teachers, in replacement of Tarek Khazen until the return of the latter.

**ADOPTED UNANIMOUSLY**

**3. 2015 Negotiations – adoption of the demands**

Patrick D’Astous and François Beauchemin introduce the item.

**Motion 3**

Patrick D’Astous moves, and Larry Imbeault seconds

THAT The union demands for the renewal of the E3, E4, S8 and S9 collective agreements are approved as presented in the goal of being deposited at the CPNCSC and CPNCSK on October 30 and 31<sup>st</sup>, 2014 respectively.

**ADOPTED UNANIMOUSLY**

**4. Next Meeting**

Patrick D’Astous introduces the item.

The dates of the next Executive Committee will be set after consultation of the EC members.

**5. Adjournment**

**Motion 4**

Patrick D’Astous moves, and Larry Imbeault seconds

THAT the meeting of the Executive Committee be adjourned.

**ADOPTED UNANIMOUSLY**



## **Motion 2**

**Whereas** the recommendation of the Selection Parity Committee;

Patrick D'Astous moves, and Larry Imbeault seconds

THAT The Executive Committee proceeds to the hiring of Stéphane Boulanger as a replacement union advisor as soon as possible.

**ADOPTED UNANIMOUSLY**

## **3. Next Meeting**

Larry Imbeault introduces the item.

The next EC in-person meeting will take place from December 6 to 8, 2014.

## **4. Adjournment**

### **Motion 4**

Alain Lajoie moves, and Daniel Charest seconds

THAT the meeting of the Executive Committee be adjourned.

**ADOPTED UNANIMOUSLY**



1. Nomination of the President of Assembly
2. Presentation and Adoption of the Agenda
3. Inquiry Underway
4. Interim
5. Adjournment

**ADOPTED UNANIMOUSLY**

### **3. Inquiry Underway**

Vincent Renaud and Larry Imbeault introduce the item.

#### **Motion 3**

Vincent Renaud moves, and Daniel Charest seconds

THAT Following the presentation of the chronology of events carried on by the Vice-President (Interim President), the EC confirms that the Association must let the investigator complete the process underway until the deposit of her report.

**ADOPTED UNANIMOUSLY**

### **4. Interim**

Larry Imbeault introduces the item.

#### **Motion 4**

Alain Lajoie moves, and Christine Coonishish seconds

THAT Larry Imbeault continues to take upon himself the functions of the President until the return of Patrick D'Astous.

**ADOPTED UNANIMOUSLY**

### **5. Adjournment**

#### **Motion 5**

Vincent Renaud moves, and Alain Lajoie seconds

THAT the meeting of the Executive Committee be adjourned.

**ADOPTED UNANIMOUSLY**



5. Report from Decision Making Bodies
6. President's Disability
  - 6.1 Insurance
  - 6.2 Office and Filing Cabinets' Keys
  - 6.3 Vice-President
7. AENQ Policy
  - 7.1 New Policy
  - 7.2 Logistic Sheet and Claims
8. 2015 Negotiations
  - 8.1 EC Members' Responsibilities
  - 8.2 Operating Rules
9. AENQ Pamphlet
10. Delegation to the Federal Councils
11. FSE and FPSS Equalization
12. 2013 Congress' Priorities and 2013-2016 Action Plan
13. Budget
  - 13.1 Financial Statements as of August 31, 2014
  - 13.2 2014-2015 Budget
  - 13.3 Reimbursement – Telephone & Internet
  - 13.4 Reimbursement FSD – Retirement Planning Session
14. Varia
  - 14.1 Communications
  - 14.2 "Managing One's Mountain" Training
  - 14.3 ESUMA
15. Labor Relations
  - 15.1 Presentation
  - 15.2 Recommendations
  - 15.3 "Unified Management of Members"
  - 15.4 Decisions
16. Sector Life
  - 16.1 KSB Support Staff
  - 16.2 KSB Teachers
  - 16.3 CSB Teachers
  - 16.4 CSB Support Staff
  - 16.5 CPE
17. 2015 Negotiations (cont'd.)
18. Next meeting
19. Meeting Adjournment

**UNANIMOUSLY ADOPTED**

## **2. Adoption of Previous Minutes**

Larry Imbeault introduced the item.

### **Proposal 2**



It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The 1415CEPV-01, 1415CEPV-02, 1415CEPV-03, 1415CEPV-04, 1415CEPV-05 and 1415CEPV-06 minutes be adopted as amended.

**UNANIMOUSLY ADOPTED**

### **3. Follow-up**

Larry Imbeault introduced the item.

- Esuma: this item should have been presented at the last EC meeting in person. It is added to the miscellaneous items at this meeting but will be discussed with François Beauchemin next Monday;
- Emma Dallas left the Association on October 20 on a leave of absence without pay for one year;
- The lease for the Association's new premises and the loan agreement with the CSQ to pay for the development of these premises were signed;
- Alain Lajoie has taken over from Tarek Khazen as Interim Sector Director – CSB Teachers;
- The hiring contract of Stéphane Boulanger as a replacement employee was signed and his first day of work is January 6, 2015.

### **4. Membership**

Larry Imbeault introduced the item.

- Sector Directors are asked to check members' lists;
- Verifications need to be done to make sure that seniority lists were received and posted in the work places.

### **Proposal 3**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee accepts new union memberships of individuals registered on the list for the June 18 to November 26, 2014 period.

**UNANIMOUSLY ADOPTED**

### **Proposal 4**

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The Association move as quickly as possible to issue membership cards so that they can be distributed to members allowing us to identify employees for whom the Association has not yet received a membership form.

**UNANIMOUSLY ADOPTED**

## **5. Report from Decision Making Bodies**

Larry Imbeault introduced the item.

- September 16 to 18, 2014 CF-FPSS: 2015 Negotiations, union leave under the protocol, raiding, RAM network, S8 and S9 operating rules for negotiations;
- October 9, 2014 CGN: intersectoral coordination, membership operation results, final intersectoral demands, CCNN, follow-up on action-mobilization action plan and communication plan;
- October 15-16, 2014 CG: action plan updating, renewal of SSQ group insurance plans, Congress follow-up, SISP;
- October 17, 2014 CGN: action plan, common front coordination;
- October 21 and 22, 2014 CF-FPSS: 2015 negotiations' mobilization and communication plan, adoption of union demands for S3, S12 and S13 tables;
- December 2 and 4, 2014 CF-FPSS: raiding follow-up, addition of coordinated subjects for sectoral negotiations, school boards merger.

## **6. President's Disability**

Larry Imbeault introduced the item.

### **6.1 Insurance**

We are waiting for answers from social security regarding a disability leave that would extend beyond 104 weeks. Social security will be consulted about our responsibility for declarations of disability to the employer and the insurer.

#### **Proposal 5**

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT Any member who has a part-time or a full-time union leave provide a doctor's letter for any absence due to disability and, when applicable, confirms the ability to return to work in order to assume 100% of his or her duties of his or her union leave or his or her gradual return.

### **6.2 Office and Filing Cabinets' Keys**

#### **Proposal 6**

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The Vice-President (Interim President) be authorized to receive the President's office and filing cabinets' keys in order to have access to the Association's documents to allow him to assume the President's functions, being understood that they are only to be used during the President's absences.

**UNANIMOUSLY ADOPTED**

### **6.3 Vice-President**

EC members currently believe that it is not necessary to appoint an interim Vice-President. If the President's disability is extended, the EC will have to consider appointing someone to perform the Vice-President's functions.

## **7. AENQ Policy**

Larry Imbeault introduced the item.

### **7.1 New Policy**

#### **Proposal 7**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The *Policy on Participation and reimbursement for union activities and affairs* be adopted and that it takes effect January 1<sup>st</sup>, 2015, and that the *Participation in union activities policy* be declared null and void at the same time.

**UNANIMOUSLY ADOPTED**

### **7.2 Logistics Sheets and Claims**

EC members are asked to correctly complete their logistics forms in order to avoid mistakes that can cause problems. Members who need help should seek assistance. Travel claims must also be properly completed, especially if advances are requested.

## **8. 2015 Negotiations**

Larry Imbeault introduced the item.

### **8.1 EC Members' Responsibilities**

- An info-nego was written in good faith by the Person Responsible for the Action-Mobilization (RAM-AENQ) and Vice-President to the negotiations (FPSS);

- This info-nego was sent to support staff union delegates of the two school boards and posted on the Association's website without having been presented to the President;
- The President had this info-nego removed from the website;
- The President and the union advisor to the negotiations wrote an info-nego addressed to all members of the four education sectors;
- The President had it distributed and posted on-line;
- The By-laws provide that the President is the coordinator of the negotiations.

### **Proposal 8**

It was moved by Alain Lajoie and seconded by Vincent Renaud

THAT The Executive Committee:

- confirms Larry Imbeault as Person Responsible for the Action-Mobilization (RAM-AENQ);
- confirms that he has the leeway to assume his RAM-AENQ duties, including communications related to action-mobilization;
- invites the RAM-AENQ to consult the President before transmitting any communication related to action-mobilization.

**UNANIMOUSLY ADOPTED**

### **8.2 Operating Rules**

- This subject should have been presented at the EC meeting of September but due to time constraints, it was postponed to the next in person meeting;
- The FSE and the FPSS have agreed with the Association on Operating and Conduct Rules;
- These rules provide that in order to ensure the sustainability of negotiations operations that can be satisfactory to all, the AENQ and the federations commit to undertake discussions at the end of the negotiations for an assessment and the conclusion of a permanent agreement on negotiations operations, from its preparation to its conclusion.

### **Proposal 9**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee positively receive the operating and conduct rules to which the Association and the two federations of the education sector it is affiliated to have agreed upon.

**UNANIMOUSLY ADOPTED**

## **9. AENQ Pamphlet**

Vincent Renaud introduced the item.

At the last KSB support staff sector council meeting, a union delegate suggested that a brochure be created and distributed to members to inform them about the AENQ.

**Proposal 10**

It was moved by Vincent Renaud and seconded by Daniel Charest

THAT The Association produce a pamphlet to be handed out to the members of the Association to inform them about what is AENQ and what the Association does and can do for them.

**UNANIMOUSLY ADOPTED**

**10. Delegation to the Federal Councils**

Larry Imbeault introduced the item.

The delegations of the Association to the various federal councils have not yet been formalized, despite the fact that this item was on the agenda of the last EC in person meeting.

**Proposal 11**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT For 2014-2015, the President be mandated to participate in FIPEQ's Federal Council meetings.

**UNANIMOUSLY ADOPTED**

**Proposal 12**

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT For 2014-2015, Vincent Renaud and Christine Coonishish be mandated to participate in FPSS Federal Council meetings, and that Vincent Renaud and Larry Imbeault in CGN meetings to represent the support staff.

**UNANIMOUSLY ADOPTED**

**Proposal 13**

It was moved by Alain Lajoie and seconded by Vincent Renaud

THAT The President and Daniel Charest be mandated to participate in the FSE Federal Council meeting of January 28, 29 and 30, 2015.

**UNANIMOUSLY ADOPTED**

## **11. FSE and FPSS Equalization**

Larry Imbeault introduced the item.

FPSS: The CF-FPSS has allocated an amount of \$55,000 to its equalization fund for 2014-2015, which is a lot more than in previous years. This amount was justified by the arrival of a new union that covers a large territory (Eastern Shores) and the potential arrival of the union from the Saguenay region. The FPSS equalization fund is used to help unions send delegates to its proceedings. This year we received a reimbursement of more than \$10,000: 100% of the cost of Vincent Renaud's plane fare, while only 35% of Christine Coonishish's travel expenses were reimbursed because she travelled by car.

FSE: During the June 2014 CF, the AENQ tried to adopt a proposal so a study be conducted by an independent firm to examine the evolution of the Association's workforce within the federation since the 16% allocation level was determined in 1992, versus changes in the equalization allowance that is actually paid to the Association. This proposal was referred to the EC-FSE which has not seen fit to follow up on it. A meeting of the equalization fund grantees was held on December 3. They were presented with a modification project of the FSE's Equalization Fund Rules. The proposal that was referred to the EC-FSE was not part of it. It is now almost impossible to present new proposals to the FSE' CFI and EC so that they can recommend them to the next CF.

## **12.2013 Congress' Priorities and 2013-2016 Action Plan**

Larry Imbeault introduced the item.

The Congress priorities and the 2013-2016 Action Plan were reviewed to assess how much has been accomplished.

## **13. Budget**

Larry Imbeault introduced the item.

### **13.1 Financial statements as of August 31, 2014**

#### **Proposal 14**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee receive the financial statements to August 31, 2014 subject to verifications.

**UNANIMOUSLY ADOPTED**

## **13.2 2014-2015 Budget**

### **Proposal 15**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee adopt the 2014-2015 budget.

**UNANIMOUSLY ADOPTED**

## **13.3 Reimbursement – Telephone & Internet**

- An EC member has his phone reimbursed by the Association since a period of time;
- A union delegate had his internet installation reimbursed by the Association;
- The Association has not yet established a practice regarding this kind of reimbursement;
- A research will be undertaken to see what is done elsewhere regarding communication policies and communication methods for subsequent decision.

## **13.4 Reimbursement – Retirement Planning Session**

A member who participated in a retirement planning session has asked if she can be reimbursed for travel expenses and meals. Consultations will take place on the subject and a decision will take place at the next in person meeting.

## **14. Varia**

### **14.1 Communications**

Larry Imbeault introduced the item.

The Vice-President requested a copy of all emails sent by the President to other EC members since the beginning of his disability leave that involve him.

Given the numerous correspondences sent by M. D'Astous to EC members, with the exception of the interim President, the EC will send a letter to M. Patrick D'Astous so that he stops sending communications of this kind and also to wish him a fast recovery. Legal opinions will be sought regarding the content of these communications.

## **Proposal 16**

It was moved by Alain Lajoie and seconded by Vincent Renaud

THAT The Executive Committee seek legal advice regarding the communications between the President and EC members.

**UNANIMOUSLY ADOPTED**

### **14.2 “Manage One’s Mountain” Training**

Vincent Renaud introduced the item.

EC members are interested in this training. Association employees will be invited to participate.

### **14.3 Esuma**

François Beauchemin introduced the item.

## **Proposal 17**

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The Executive Committee mandate François Beauchemin to continue to represent the Association at Esuma meetings.

**UNANIMOUSLY ADOPTED**

## **15. Labour Relations**

### **15.1 Presentation**

Zéni Andrade and Ève-Lyne Fecteau introduced the item.

### **15.2 Recommendations**

Larry Imbeault introduced the item.

A reminder of recommendations discussed in the previous item.

### **15.3 “Unified Management of Members”**

This item is postponed to the next meeting.

### **15.4 Decisions**

## **Proposal 18**



Considering the Council staff's recommendation;

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Association withdraw from cases 2012-2013-CS-01 and 2013-2014-CE-25.

**UNANIMOUSLY ADOPTED**

**Proposal 19**

Considering the Council staff's recommendation;

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The Association conduct an investigation in Kuujjuaraapik to determine whether a toxic work environment or one marked by harassment exists.

**UNANIMOUSLY ADOPTED**

**Proposal 20**

Considering the Council staff's recommendation;

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The Association file a complaint to the CRT under Article 39 regarding the work done by a pedagogical councillor which should normally be done by computer technicians.

**UNANIMOUSLY ADOPTED**

**Proposal 21**

Considering the Council staff's recommendation;

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Association prepare and send a legal liaising request to the FSE so that the grievance file 2013-2014-KE-42 be taken into consideration by the FSE.

**UNANIMOUSLY ADOPTED**

**Proposal 22**

Considering the Council's recommendation;

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Association prepare a draft agreement based on the parameters discussed between the union advisors and the Cree School Board, consult the vocational training teachers for this purpose, and then bring the agreement to the EC for approval.

**UNANIMOUSLY ADOPTED**

### **Proposal 23**

Considering the Council's recommendation;

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Association agrees that the Cree School Board renew the office agent position working for the Board's President for a second 4-month period.

**UNANIMOUSLY ADOPTED**

## **16. Sector Life**

### **16.1 KSB Support Staff**

Vincent Renaud introduced the item.

- Delegate training was offered in Kuujjuaq on September 30 by Emma Dallas, followed the next day by the Sector Council;
- The KSB finally offered jackets and boots to maintenance workers. We need to clarify the situation with KSB regarding temporary and part-time employees;
- Vincent will be on unpaid leave of absence from January to August 2015. He moved to Montreal and explained how everything went with KSB;
- The work atmosphere is unhealthy in the computer department. Management is inadequate, leaving employees without supervision. A computer pedagogical councillor (professional) is doing the work of computer technicians. Actions must be taken.

### **Proposal 24**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT For the period of January 5 to June 30, 2015, the Association pays directly Vincent Renaud 20% of his salary since he has a 20% union leave, as long as he remains on a leave without pay, so that he can assume his sector director functions.

**UNANIMOUSLY ADOPTED**

## 16.2 KSB Teachers

Daniel Charest introduced the item.

- The transition between François and Daniel is going well;
- Delegates had their training on November 29 in Kuujuaq which was done by Zéni. The training was appreciated by the delegates. An overview of the AENQ Website toolbox was provided. Delegates were motivated and cooperative;
- Only the delegate from Umiujaq couldn't attend neither the training nor the sector council (airline company problem);
- A sector council followed the training. It allowed the delegates to discuss various issues from their milieu, approve the list of subjects to be discussed at the next Board Committee meeting, and prepare several proposals. Daniel distributed this list to EC members;
- This list was presented at the Board Committee meeting that was held on December 2 and 3. It was well received by KSB management. The follow-up remains to be seen;
- Future meetings: EHDA Committee January 27, 2015 in Montreal; Adult Education Advisory Committee January 9 in Montreal, 2015; Board Committee March 10, 11 and 12, 2015, in Kangiqsualujuaq.

## 16.3 CSB Teachers

Alain Lajoie introduced the item.

- Alain has toured the schools and concluded that everything is going relatively well;
- School principals are not experienced. There is only one principal who has had the position for more than 18 months. It's a problem;
- Delegates' training given by Zéni was held in Val d'Or on October 18 and was followed the next day by the Sector Council;
- There was a half-day Board Committee on November 20. A Safe School policy was given to union representatives;
- GVC is used less and less;
- There would have been a decrease in the number of McRel contract hours;
- There are problems for the school and the Bears team in Mistissini regarding student attendance. There is a *Youth Fusion Program* for students at risk that provides activities in schools.

## 16.4 CSB Support Staff

Christine Coonishish introduced the item.

- Delegates have been appointed;
- Union training was held in Val d'Or on October 6, followed by a Sector Council the next day. Participation was high;
- There is a dismissal that the Association has to take care of;
- There are problems with time-delay postings and of granting temporary positions.

## **Proposal 25**

It was moved by Larry Imbeault and seconded by Christine Coonishish

THAT The EC receive and agree to the Sector Council recommendation to the effect that Larry Imbeault travel to Whapmagoostui to meet the members, as part of the support staff consolidation tour, and to Wemindji to meet members as a follow up to the first meeting held at the beginning of the year.

**UNANIMOUSLY ADOPTED**

## **16.5 CPE**

Ève-Lyne Fecteau introduced the item.

- At the last CF-FIPEQ (December 3 and 4, 2014), several issues related to the sector of early childhood daycare centers were identified: increased rates, reduced subsidies for fixed assets, bias in favor of the private sector, etc.;
- The FIPEQ is reviewing its by-laws. The Association has to study the impact of this on its participation, particularly the definition of delegate. The Association has until April 10, 2015 to make comments;
- At the government level, as well as at the CSQ level, the standardization of working conditions is being advocated somewhat like in the school boards sector;
- The Association should do consolidation of the CPE's for which it holds accreditation. Training would be a good way to do it.

## **17.2015 Negotiations (cont'd.)**

François Beauchemin introduced the item.

- Demands were deposited on October 30 (E3 and S8) and 31<sup>st</sup> (E4 and S9) ;
- The KSB representative was not authorized to participate in meetings where union demands were deposited.

## **18. Next meeting**

The date of the next meeting will be determined at a later date.

## **19. Meeting Adjournment**

### **Proposal 26**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**



## **Proposal 2**

It is proposed by Larry Imbeault and seconded by Daniel Charest

THAT Every members of the Executive Committee will send to the Vice-President (Interim President) all the emails that the President has sent them (from November 17 to December 17) that may cause prejudice to an Executive Committee member or to the Executive Committee, and this, for the sake of transparency and solidarity;

AND

THAT Every President' emails addressed to the members of the Executive Committee (individually, in part, or collectively) from November 17 to December 17 be made available to the Executive Committee members, including the President' emails sent to the Vice-President (Interim President).

**UNANIMOUSLY ADOPTED**

## **3. Meeting Adjournment**

### **Proposal 3**

It is proposed by Larry Imbeault and seconded by Vincent Renaud

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**





## **2. Communications**

Larry Imbeault introduces the item.

The communications sent to the EC members (linked to the inquiry requested by the SEESOCQ in its letter of May 7, 2014) by the elected President between November 17 and December 17, 2014, were gathered by the Interim President and sent to the other EC members before the present meeting. Events will be added to the timetable of events since May 2014 that was sent to the EC members.

## **3. Inquiry**

Larry Imbeault introduces the item.

The investigator met almost everyone she had to meet. A translator should be hired to facilitate her meetings with English speaking members.

## **4. Native Committee - Nomination**

Larry Imbeault introduces the item.

There are two vacant positions: one Cree member and one Inuk member. Two postings were done with Cree members and one with Inuit members but the Association received no candidacy. However, after the deadline set in the postings, one Cree member showed interest.

### **Proposal 2**

Larry Imbeault moves, and Tarek Khazen seconds

THAT Jeannie McKee be appointed as member of the Native Committee.

**UNANIMOUSLY ADOPTED**

## **5. Union Delegate - Nomination**

Vincent Renaud introduces the item.

There is no union delegate at Jaanimmarik School of Kuujjuaq. A member showed interest. According to clause 16.03 of the by-laws of the Association, the EC may appoint a member as a union delegate.

### **Proposal 3**

Vincent Renaud moves, Daniel Charest seconds

THAT Jonathan Epoo be appointed as union delegate for the support staff of Jaanimmarik School of Kuujjuaq.

**UNANIMOUSLY ADOPTED**

## **6. CCNN - Delegation**

Larry Imbeault introduces the item.

The President and the Vice-President represent the teachers and the support staff members at the CCNN meetings. The elected President is presently on disability

**Whereas** the past and present functions of François Beauchemin;

### **Proposal 4**

Tarek Khazen moves, Christine Coonishish seconds

THAT François Beauchemin be mandated to represent the teachers at the CCNN meetings for the duration of the disability of the elected President.

**UNANIMOUSLY ADOPTED**

## **7. Disability of Elected President**

Larry Imbeault introduces the item.

At the EC meeting of December 6, 7 and 8, 2014, the EC judged that it was not necessary to appoint an Interim Vice-President but that this issue should be brought back if the disability of the President was to be extended. Up to now, Larry Imbeault was mandated to fill the functions of the President as well as his other functions. The disability of the President has been extended to March 5, 2015. Before taking any decision, the EC should consider the following facts: the essence of the by-laws in regards to the category of employment of the President versus the one of the Vice-President, the deadline to request a union leave for a teacher, the budget of the Association, the needs of the members. Presently, the EC members think that it is not necessary to appoint an Interim Vice-President and offer their help to the Interim President if need be.

Another issue is that the President on disability is still paid at 100% (including is 10% responsibility premium) when another EC member on disability was paid only at 75% by the school board as foreseen in his collective agreement, which creates iniquity.

The Interim President asks the EC members to give him issues for which advices or legal advice should be requested.

## **8. Next Meeting**

### **Proposal 5**

Larry Imbeault moves, Vincent Renaud seconds

THAT The next in person meeting take place in Montreal on February 21, 22, and 23, 2015.

**UNANIMOUSLY ADOPTED**

## **9. Adjournment**

### **Proposal 6**

Larry Imbeault moves, Tarek Khazen seconds

THAT The meeting be adjourned.

**UNANIMOUSLY ADOPTED**



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

**1415CEPV-10**

**Meeting on February 21, 22 and 23, 2015**

**Present:**

Larry Imbeault	Vice-President, Interim President and Interim Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Tarek Khazen	Sector Director – CSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff (February 21 and 23)

**Absent:**

Patrick D’Astous	President
Christine Coonishish	Sector Director – CSB Support Staff (February 22)

**Guests:**

Zéni Andrade	Union Advisor
François Beauchemin	Union Advisor
Stéphane Boulanger	Union Advisor
Ève-Lyne Fecteau	Union Advisor

**1. Appointment of Chair and Meeting Secretary**

**Proposal 1**

It was moved by Vincent Renaud and seconded by Daniel Charest

THAT Vincent Renaud be named Chair and Larry Imbeault Meeting Secretary.

**UNANIMOUSLY ADOPTED**

**2. Presentation and adoption of the agenda**

Larry Imbeault introduced the item.

## **Proposal 2**

It was moved by Tarek Khazen and seconded by Vincent Renaud

THAT The agenda be adopted and presented as amended

1. Appointment of Chair and Meeting Secretary
2. Presentation and Adoption of the Agenda
3. Adoption of Previous Minutes
4. Follow-up on Decisions
5. Decision-Making Bodies
  - 5.1 Decision-Making Bodies Report
  - 5.2 Decision-Making Bodies Representation
6. Executive Committee
  - 6.1 Training
  - 6.2 Code of Ethics
  - 6.3 Disability
  - 6.4 Insurance and Salary Policy
  - 6.5 Working Conditions of Individuals on Full-Time Leave
  - 6.6 Teachers' Sector Directors' 2015-2016 Union Leaves
  - 6.7 Investigation
  - 6.8 Intra-EC Communication
  - 6.9 EC Composition
7. Communication
  - 7.1 Facebook
  - 7.2 Calling Cards
  - 7.3 Telecom Services
8. CSQ Congress
9. AENQ Congress
  - 9.1 Dates
  - 9.2 Deadlines
  - 9.3 Hotel
10. Unionization
11. Participation Policy
  - 11.1 Member's request
  - 11.2 Amendments
12. Finances
  - 12.1 Taxable Benefits
  - 12.2 Financial Statements
  - 12.3 Budget
13. Varia
  - 13.1 New Memberships
  - 13.2 Retirement Planning Session
  - 13.3 AENQ Pamphlet
  - 13.4 Financial Support Request
  - 13.5 Business Cards
14. 2015 Negotiations

- 14.1 RAM
- 14.2 Protocols
- 14.3 Negotiation Committees
15. Sector Life
  - 15.1 KSB Support Staff
  - 15.2 KSB Teachers
  - 15.3 CSB Teachers
  - 15.4 CSB Support Staff
  - 15.5 CPE
16. 2015 Negotiations (cont'd.)
  - 16.1 Employer's Demands
  - 16.2 Sectorial and Inter-Sectorial Employer's Demands
17. Labour Relations
  - 17.1 Presentation
  - 17.2 Communication
  - 17.3 Decisions
18. ESUMA
19. Next Meeting
20. Meeting Adjournment

**UNANIMOUSLY ADOPTED**

### **3. Adoption of Previous Minutes**

Larry Imbeault introduced the item.

#### **Proposal 3**

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The 1415CEPV-07, 1415CEPV-08 and 1415CEPV-09 minutes be adopted as amended.

**UNANIMOUSLY ADOPTED**

### **4. Follow-up**

Larry Imbeault introduced the item.

- The issuing of members' cards has not been done, the members' list is currently being updated. Sector Directors will receive their members' list in order to have the membership forms signed for those who are not on the list;
- The Vice-President obtained the President's office key, only to be used if extremely necessary;

- Due to his workload, Larry Imbeault has still not met Whapmagoostui's support staff members nor revisited Wemindji's members. However, there was a discussion with the Whapmagoostui union delegate to determine travel time;
- EC members sent to the Vice President the emails that were sent to EC members by the President (with the exception of the Vice-President) between November 17 and December 17, 2014. The Vice-President gathered and organized them in chronological order and added communications between him and the President. This document was given to all EC members;
- Other items are part of the agenda;
- In connection with the item "Consolidation of support staff sectors" of the action plan, during a 3-member conference call, the Interim President reminded the concerned sector directors to regularly call union delegates to find out what's happening (new members, vacant positions, etc.);
- Furthermore, conference calls will be held more regularly between the President and support staff sector directors in connection with the consolidation of support staff sectors.

## **5. Decision-Making Bodies**

### **5.1 Decision-Making Bodies Report**

Larry Imbeault introduced the item.

#### **General Council: December 10, 11 and 12, 2014**

- SISP;
- Healthcare reform: rejection of Bill 10;
- Education reform: seeking a civil consultation, adopting a communication plan, delaying submission of the draft bill;
- Preparation for the CSQ Congress: assessment of the last electoral campaign. During the campaign, the Election Committee didn't observe any particular problems, except for election ads. After consideration, the Committee believes the length of the campaign should not be changed, since it lasts about fifty days, but all advertising production should be limited to the duration of the campaign; Operating procedures for the election of the Executive Council to the 2015 Congress.

Larry Imbeault only attended the first day.

#### **CF-FSE January 28, 29 and 30, 2015**

- National negotiation: union and employer's demands – observations and analysis.

#### **CF-FIPEQ January 16, 2015 in the morning**

- Larry Imbeault and Ève-Lyne Fecteau attended. For Larry Imbeault, this CF was a CF to help understand the reality of Daycare centers.

### **CF-FPSS February 11, 2015**

- There will be a CCNRS conference call every Thursday morning at 8:00 am;
- Francine reported on the status of S8 and S9 negotiation tables, Larry Imbeault completed the presentation;
- GUM: not all affiliated unions like this membership management program;
- Unanimous decision to reject the inter-sectorial employer's demand to remove the 8% retention bonus for Z61 and D94 members.

### **CF-FPSS February 17, 2015 before the CGN**

- The Common Front caravan bothers the FPSS.

### **CGN February 17 and 18, 2015**

- Complete rejection of inter-sectorial employer's demands;
- Training on equity, relativity, RREGOP;
- Louise Chabot met with the President of the Treasury Board after the demonstration that took place the 2<sup>nd</sup> morning of the CGN.

## **5.2 Decision-Making Bodies representation**

Larry Imbeault introduced the item.

Exchange about what is currently happening and a reminder of EC decisions on the subject. The budget is not the number one criterion when designating proceedings delegations. It was also mentioned that the FPSS equalization fund reimburses 100% of air transportation costs to attend the CF-FPSS, but only 35% for car transportation.

## **6. Executive Committee**

### **6.1 Training**

Daniel Charest introduced the item.

- It would be good if CE members knew about training sessions that might be of interest;
- The Union Leaves are reimbursed by the CSQ for training offered by the CSQ;
- The transportation of school support staff participants is eligible for reimbursement from FPSS equalization funds;
- The "How to manage one's mountain 2.0" training was appreciated by EC members.

### **Proposal 4**

It was moved by Vincent Renaud and seconded by Tarek Khazen



THAT The EC mandate Daniel Charest to develop a welcoming procedure for each new EC member for the next EC in person meeting.

**UNANIMOUSLY ADOPTED**

## **6.2 Code of ethics**

Daniel Charest introduced the item.

Tabling of two documents for discussion purposes: *Code d'éthique et de déontologie des administrateurs du Conseil pédagogique interdisciplinaire du Québec* and *Responsabilités et critères d'évaluation des administrateurs et des officiers des CPIQ* (self-assessment tool). The subject will be raised again at the next in person meeting.

Tarek Khazen also tabled a document concerning proper conduct during EC meetings.

## **6.3 Disability**

Larry Imbeault introduced the item.

- The elected President is still on disability. He is expected to return on March 26 unless his disability is extended;
- EC members wonder if the President is still receiving 100% of his salary. According to a copy of his last pay stub he sent the Interim President (in order to verify the amount he was to be paid for his 10% premium), the answer is yes;
- The situation must be settled to end an existing unfairness.

## **Proposal 5**

**Considering** the elected President's state of health;

**Considering** that this disability was never reported to the Cree School Board;

**Considering** that the elected President is still receiving 100% of his salary;

**Considering** that the salary is paid by the members;

**Considering** that the situation must be regularised;

**Considering** that the Association must respect the equity principle;

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The Association demands that the elected President report his disability to the Cree School Board before February 27, 2015, or else the Association will do so.

**UNANIMOUSLY ADOPTED**

#### **6.4 Insurance and Salary Policy**

Larry Imbeault introduced the item.

The Association has no salary insurance coverage or salary policy for individuals on full-time leave. A decision was made in November 2011 for the purpose of mandating union advisors to develop a draft policy for Association officers on a full-time or part-time union leaves or the equivalent, before the next in-person EC meeting that was held on January 27, 28, and 29, 2012. A follow-up on this decision was never done.

#### **Proposal 6**

It was moved by Daniel Charest and seconded by Vincent Renaud

THAT The EC mandate Larry Imbeault to conduct a study on liability insurance for union officers.

**UNANIMOUSLY ADOPTED**

#### **6.5 Working Conditions of Individuals on Full-Time Leave**

Larry Imbeault introduced the item.

#### **Proposal 7**

It was moved by Daniel Charest and seconded by Tarek Khazen

THAT Larry Imbeault be mandated to examine the working conditions of individuals on full-time leave within multi-categorical unions.

**UNANIMOUSLY ADOPTED**

#### **6.6 Teachers' Sector Directors' 2015-2016 Union Leaves**

Larry Imbeault introduced the item.

School boards must be notified about full or part-time leaves by May 1<sup>st</sup> for next school year.

#### **Proposal 8**

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT Daniel Charest and Tarek Khazen be granted a 50% union leave for the 2015-2016 school year to carry out their Sector Director duties.

**UNANIMOUSLY ADOPTED**

## **6.7 Investigation**

Larry Imbeault introduced the item.

Presentation of the current situation.

## **6.8 Intra-EC Communication**

Larry Imbeault introduced the item.

We ask that when an EC member communicates with others by email that others reply to him or her with “reply to all” function.

## **6.9 EC Composition**

### **Proposal 9**

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The EC mandate Alain Lajoie to assume the interim Secretary-Treasurer position until June 30, 2015, or until the elected President returns if he returns before this date.

**UNANIMOUSLY ADOPTED**

## **7. Communications**

### **7.1 Facebook**

#### **Proposal 10**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Association’s Facebook page created in June 2013 be deleted.

**UNANIMOUSLY ADOPTED**

### **7.2 Calling Cards**

No need for calling cards.

### **7.3 Telecom Services**

A union delegate states that he had a verbal agreement with the elected President whereby the Association would reimburse him for Internet installation and monthly service fees. He had already been reimbursed for a few months. The EC was never consulted in this matter.

## **Proposal 11**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Association stop reimbursing the monthly Internet fees for the delegate concerned.

**UNANIMOUSLY ADOPTED**

## **8. CSQ Congress**

Larry Imbeault introduced the item.

The Centrale Congress will be held from June 26 until June 29, 2015 in Quebec City. Ten rooms are reserved at the Hilton Québec. We have to decide who will be attending.

## **9. AENQ Congress**

Larry Imbeault introduced the item.

### **9.1 Dates**

#### **Proposal 12**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The next regular Congress be held in Montreal from March 18 to March 20, 2016.

**UNANIMOUSLY ADOPTED**

### **9.2 Deadline**

#### **Proposal 13**

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The EC adopt the deadline until the Congress as presented and amended.

**UNANIMOUSLY ADOPTED**

### **9.3 Hotels**

Montreal hotels will be contacted in the coming weeks for bids.

## **10. Unionization**

Vincent Renaud and Larry Imbeault introduced the item.

### **Proposal 14**

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The Association continue the unionization of workers in JBNQA territories.

**UNANIMOUSLY ADOPTED**

## **11. Participation Policy**

Daniel Charest introduced the item.

### **11.1 Member's Request**

#### **Proposal 15**

It was moved by Daniel Charest and seconded by Larry Imbeault

THAT The Association reimburse a teacher union delegate from Kuujjuaq 3 breakfasts and 3 lunches for the training session and sector council that took place in the fall of 2014.

**UNANIMOUSLY ADOPTED**

### **11.2 Amendments**

#### **Proposal 16**

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The EC adopt the following amendments:

Current text:

4.1 ... The remaining 50% will be paid according to usual practice.

Replaced by:

4.1 ... The remaining 50% will be paid after the activity and within 5 working days after the reception of the confirmation that the information supplied when the advance was requested is correct or that adjustments were done.

Current text:

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

Breakfast: if the activity requires a departure before 7:00 a.m.;

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

Supper: if the activity begins during the afternoon and continues beyond 6:00 p.m. or if the activity requires a return after 6:00 p.m.

Replaced by:

8.2 These amounts are reimbursed according to the following methods:

	Departure	Return
Breakfast:	Before 7:30 a.m.	After 9:00 a.m.
Lunch:	Before 11:30 a.m.	After 1:00 p.m.
Diner:	Before 6:00 p.m.	After 7:00 p.m.

**UNANIMOUSLY ADOPTED**

## **12. Finances**

Larry Imbeault introduced the item.

### **12.1 Taxable benefits**

#### **Proposal 17**

It was moved by Daniel Charest and seconded by Vincent Renaud

THAT The EC mandate Larry Imbeault to ask accountant experts' opinions about taxable benefits.

**UNANIMOUSLY ADOPTED**

### **12.2 Financial Statements**

The final statement of operations version for fiscal year 2013-2014 has been tabled. Financial Statements as of January 31, 2015 has been tabled for exchange purposes.

### **12.3 Budget**

The 2014-2015 budget will have to be amended when union leave protocols for negotiations are signed.

## **13. Varia**

### **13.1 New Memberships**

## **Proposal 18**

It was moved by Larry Imbeault and seconded by Christine Coonishish

THAT The Executive Committee accepts new memberships of individuals registered on the list for the period of November 27, 2014 to February 19, 2015.

**UNANIMOUSLY ADOPTED**

### **13.2 Retirement Planning Session**

A member participated in a retirement planning session last autumn. She is seeking reimbursement for mileage and her meals.

## **Proposal 19**

It was moved by Daniel Charest and seconded by Vincent Renaud

THAT Without a policy for this purpose, the Association will reimburse mileage and meals on the basis of our participation policy and mandate the Secretary-Treasurer to present a policy for this purpose at the next EC meeting.

**UNANIMOUSLY ADOPTED**

### **13.3 AENQ Pamphlet**

A pamphlet project was presented and commented on. A new draft will eventually be presented.

### **13.4 Request for Financial Support**

The Association received a request for financial support. The request was denied.

### **13.5 Business cards**

Business cards will be ordered for EC members.

## **14. 2015 Negotiations**

Larry Imbeault introduced the item.

### **14.1 RAM**

A 2<sup>nd</sup> info-negotiations was produced and sent to the Centrale for editing. The first copy was received and will be validated and then sent to delegates by email to be posted on workplaces.

## 14.2 Protocols

Protocols have still not been signed.

## 14.3 Negotiation Committees

Daniel Charest made a first call to delegates. A sector-council conference call will take place shortly.

Christine Coonishish held a sector council by conference call on February 20. Few delegates attended, no one volunteered to join the committee. Another sector council by conference call will be organized this week.

### Proposal 20

It was moved by Tarek Khazen and seconded by Larry Imbeault

THAT The EC endorse the CSB teachers-sector council's recommendation to name the following individuals for the E3 table negotiations committee: Alain Lajoie (youth sector, secondary), Kyla Nadeau (youth sector, elementary) and Tara Larocque (EHDA). Since Tarek Khazen is the Sector Director, he is *ex officio* a member of the committee.

**UNANIMOUSLY ADOPTED**

### Proposal 21

It was moved by Vincent Renaud and seconded by Larry Imbeault

THAT The EC endorse the KSB support staff-sector council's recommendation to name the following individuals for the S9 table negotiations: Jaani Arnaituq, Caroline Oweetaluktuk and Toni Gravelle. Since Vincent Renaud is the Sector Director, he is *ex officio* a member of the committee.

**UNANIMOUSLY ADOPTED**

## 15. Sector Life

### 15.1 KSB Support Staff

Vincent Renaud introduced the item.

- There was a sector council meeting by conference call on February 4;
- There will be an LRC meeting on March 5.

### 15.2 KSB Teachers

Daniel Charest introduced the item.



- There will be a Board Committee meeting on March 10 and 11;
- There was an EHDAA Committee meeting on February 4. The employer wants to change the name of the committee. Many people attended, well over the number foreseen in the collective agreement. The collective agreement must be respected;
- There have been many violent incidents in several schools, teachers want to use their right of refusal;
- There was confusion in one community regarding the return date after the Easter holiday;
- There have been housing problems as well as an ongoing septic tank problems in one school;
- There have also been supply order problems with centre administrations.

## **Proposal 22**

It was moved by Daniel Charest and seconded by Larry Imbeault

THAT Kerrin Peterson be named union delegate for Kiluutaq School, Umiujaq, in replacement of Matthew Bryan.

**UNANIMOUSLY ADOPTED**

### **15.3 CSB Teachers**

Tarek Khazen introduced the item.

- Tarek Khazen has returned to his position of Sector Director since January 6, the Association thanks Alain Lajoie for having served as Interim Sector Director;
- A union delegate is responsible for too many teachers and wants to resign;
- There was a sector council meeting on January 27;
- The Cree School Board has completed reviewing the EHDAA policy without union representatives and it was approved by the Commissioners;
- This policy was distributed to teachers who work with special needs students. Comments received are positive;
- A union delegate has developed a questionnaire on bullying that he distributed to his members. Once the results are received and compiled, the subject will be brought to the Board Committee;
- The CSB has asked physical education teachers to offer sex education courses, which will reduce the number of physical education course hours;
- A Board Committee meeting was supposed to be held on February 12, but it was cancelled due to the funeral of a former employee.

### **15.4 CSB Support Staff**

Christine Coonishish introduced the item.

- There was an LRC meeting on February 2;
- There was a sector council meeting by conference call;

- The next LRC meeting will be held in Montreal on April 15.

## **15.5 CPE**

Ève-Lyne Fecteau introduced the item.

- There were 3 dismissals in Oujé-Bougoumou;
- Training will be given in order to qualify staff at the Oujé-Bougoumou CPE.

## **16.2015 Negotiations (cont'd.)**

François Beauchemin introduced the item.

### **16.1 Employer's Demands**

- The deposit of E3 and S8 tables employer's demands took place on January 30;
- We're still waiting for KSB' demands;
- The next E3 table negotiation meeting will be held on February 25 and for the S8 table on March 9.

### **16.2 Sectorial and Inter-Sectorial Employer's Demands**

- Employer demands at the inter-sectorial table were rejected at the CGN;
- On the sectorial side (E1 and S3 tables), there are many demands common to ours.

## **17.Labour Relations**

### **17.1 Presentation**

Zéni Andrade, Stéphane Boulanger and Ève-Lyne Fecteau introduced the item.

- A CSB teacher faces a problem concerning annual outings;
- There were hearings in a dismissal case for a support staff member from the KSB;
- Several members from Asimauttaq School were met with to enable them to discuss the problems they're experiencing. There are serious violence problems at the school and the administration doesn't seem to be doing anything to address these issues;
- There are also problems with violence in Puvirnituk. Teachers have signed and sent a letter to KSB regarding this;
- We're faced with a high number of employer's grievances at the CSB. This subject will be raised at the next LRC and Board Committee meetings;
- Zéni Andrade met with support staff members in Mistissini about a specific situation;
- There is a problem with the time of an outing at KSB under the policy vs. the collective agreement;

- The complaint to KSB under section 39 of the Labour Standards Act, which was supposed to be filed following the last EC meeting has not been filed yet and the problem is growing.

## **17.2 Communications**

Advisors are facing a large number of messages and emails. They are answered by priority.

## **17.3 Decisions**

### **Proposal 23**

**Considering** the recommendation of the advisory staff;

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The case of a CSB teacher presented be referred externally (grievances 2013-2014-CE-51, 2013-2014-CE-63, 2014-CE-01, 2014-2015-CE-02, 2014-2015-CE-03, 2014-2015-CE-04, 2014-2015-CE-15 et 2014-2015-CE-28).

**UNANIMOUSLY ADOPTED**

### **Proposal 24**

**Considering** the recommendation of the advisory staff;

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Association prepare and send a request for legal consultation to the FSE so that grievance case regarding the parental leave of a CSB teacher be taken into account by the FSE (grievances 2014-2015-CE-16 et 2014-2015-CE-17).

**UNANIMOUSLY ADOPTED**

## **18. ESUMA**

François Beauchemin introduced the item.

There was a meeting on February 6.

### **Proposal 25**

**CONSIDERING** that the Kativik Regional Government only provides grants for projects under ESUMA to organizations and not to individuals;

**CONSIDERING** that no additional budget impact will result from this decision since it is only a technical formality;

**CONSIDERING** that François Beauchemin, the representative of the Association, sits on ESUMA, and is the project initiator;

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The Association act as “promoter” for the ILISAJIJK project (Allô, Prof?) and that François Beauchemin be the resource person as long as this project costs nothing to the Association.

**UNANIMOUSLY ADOPTED**

## **19. Next Meeting**

### **Proposal 26**

It was moved by Larry Imbeault and seconded by Christine Coonishish

THAT The next in-person meeting be held in Montreal on June 20 and 21, 2015.

**UNANIMOUSLY ADOPTED**

## **20. Meeting Adjournment**

### **Proposal 27**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**



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

**1415CEPV-12**

**Conference Call of March 18, 2015**

**Attendees:**

Larry Imbeault	Vice-president (Interim President)
Alain Lajoie	Interim Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Tarek Khazen	Sector Director – CSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff

**Absentees:**

Patrick D'Astous	President
Christine Coonishish	Sector Director – CSB Support Staff

**1. Nomination of Chair and Secretary of Assembly**

**Motion 1**

Larry Imbeault moved, Tarek Khazen seconded

THAT Vincent Renaud be appointed Chair, and Alain Lajoie, Secretary of Assembly.

**UNANIMOUSLY ADOPTED**

**2. Presentation and Adoption of the Agenda**

Larry Imbeault introduced the item.

**Motion 2**

Vincent Renaud moved, Larry Imbeault seconded

THAT The agenda be adopted as presented.

1. Nomination of Chair and Secretary of Assembly
2. Presentation and Adoption of the Agenda
3. Follow-Up
4. Delegation to the CCNN
5. AENQ Congress
6. Next Meetings
7. Meeting Adjournment

**UNANIMOUSLY ADOPTED**

### **3. Follow-Up**

Larry Imbeault introduced the item.

- Discussion on the on-going inquiry;
- Verifications have been done with the Centrale. The Centrale has a civil liability insurance for the administrators, management members, employees, and other representatives of OSBL for itself and all its affiliates.

### **4. Delegation to the CCNN**

Larry Imbeault introduced the item.

#### **Motion 3**

**Whereas** the unions that are part of the CCNN wanted, when the CCNN was being set-up, that the union representatives to the CCNN be political persons, not technical;

Daniel Charest moved, Alain Lajoie seconded

THAT Tarek Khazen is mandated to participate to the CCNN meetings to represent the teachers of the Association.

**UNANIMOUSLY ADOPTED**

### **5. AENQ Congress**

Larry Imbeault introduced the item.

At the Cress School Board, the consultations prior to the confection of the 2015-2016 school calendars are done. No days off are foreseen during the Congress. However, during the last Board Committee, the CSB mentioned it was open to the idea of not billing the Association for the union leaves of the teachers who will attend the Congress. Furthermore, the Director of Human Resources wants to know how many days/persons that would represent.

## **6. Next Meetings**

### **Motion 4**

Larry Imbeault moved, Daniel Charest seconded

THAT The next conference call will take place on March 23 at 6:30 p.m. and the next in person meeting will take place in Montreal from April 12 to April 14, 2015.

**UNANIMOUSLY ADOPTED**

## **7. Meeting Adjournment**

### **Motion 5**

Alain Lajoie moved, Larry Imbeault seconded

THAT The meeting of the EC be adjourned.

**UNANIMOUSLY ADOPTED**



**ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)**

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**ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC**

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**Comité Exécutif, Procès-verbal**

**1415CEPV-11**

**Réunion téléphonique du 4 mars 2015**

**Présences :**

Larry Imbeault	Vice-président (Président par intérim)
Alain Lajoie	Secrétaire-trésorier par intérim
Daniel Charest	Directeur de secteur – Enseignants CSK
Tarek Khazen	Directeur de secteur – Enseignants CSC
Vincent Renaud	Directeur de secteur – Soutien CSK
Christine Coonishish	Directrice de secteur – Soutien CSC

**Absence :**

Patrick D'Astous                      Président

**1. Présentation et adoption de l'ordre du jour**

Larry Imbeault présente le point.

**Proposition 1**

Il est proposé par Larry Imbeault et appuyé par Tarek Khazen

QUE L'ordre du jour soit adopté tel que présenté.

1. Présentation et adoption de l'ordre du jour
2. Président élu en invalidité
3. Levée de l'assemblée

**ADOPTÉE À L'UNANIMITÉ**

**2. Président élu en invalidité**

Larry Imbeault présente le point.



## **Proposition 2**

Il est proposé par Vincent Renaud et appuyé par Tarek Khazen

QUE Le Président par intérim soit mandaté afin d'informer le Président élu que la Commission scolaire Crie sera informée de son invalidité à partir du dernier billet médical reçu par l'Association et que, minimalement, le traitement garanti est celui prévu à la convention collective E3 pour les enseignants en invalidité.

**ADOPTÉE À L'UNANIMITÉ**

## **3. Levée de l'assemblée**

### **Proposition 3**

Il est proposé par Larry Imbeault et appuyé par Tarek Khazen

QUE La réunion du Comité exécutif soit levée.

**ADOPTÉE À L'UNANIMITÉ**



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

**1415CEPV-13**

**Conference Call of March 23, 2015**

**Attendees:**

Larry Imbeault	Vice-president (Interim President)
Alain Lajoie	Interim Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Tarek Khazen	Sector Director – CSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff

**Absentee:**

Patrick D’Astous	President
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**1. Nomination of Chair and Secretary of Assembly**

**Motion 1**

Larry Imbeault moved, Alain Lajoie seconded

THAT Vincent Renaud be appointed Chair, and Alain Lajoie, Secretary of Assembly.

**UNANIMOUSLY ADOPTED**

**2. Presentation and Adoption of the Agenda**

Larry Imbeault introduced the item.

**Motion 2**

Larry Imbeault moved, Tarek Khazen seconded

THAT The agenda be adopted as presented.

1. Nomination of Chair and Secretary of Assembly
2. Presentation and Adoption of the Agenda
3. Follow-Up
4. Meeting Adjournment

**UNANIMOUSLY ADOPTED**

### **3. Follow-Up**

#### **Motion 3**

*6 unpublished whereas;*

Larry Imbeault moved, Daniel Charest, Christine Coonishish, Tarek Khazen, Alain Lajoie and Vincent Renaud seconded

THAT Unpublished decision.

**UNANIMOUSLY ADOPTED**

### **4. Meeting Adjournment**

#### **Motion 4**

Vincent Renaud moved, Tarek Khazen seconded

THAT The meeting of the EC be adjourned.

**UNANIMOUSLY ADOPTED**



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

**1415CEPV-14**

**Meeting on April 12, 13 and 14, 2015**

**Present:**

Larry Imbeault	Vice-President, Interim President
Alain Lajoie	Interim Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Tarek Khazen	Sector Director – CSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff

**Absent:**

Patrick D’Astous	President
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**Guests:**

Zéni Andrade	Union Advisor
François Beauchemin	Union Advisor
Stéphane Boulanger	Union Advisor
Ève-Lyne Fecteau	Union Advisor

**1. Selection of Meeting Secretary**

**Proposal 1**

It was moved by Larry and seconded by Vincent

THAT Vincent Renaud be named Meeting President and Alain Lajoie, Meeting Secretary for all Executive Committee meetings until the end of the mandate.

**UNANIMOUSLY ADOPTED**

## **2. Presentation and adoption of the agenda**

Larry Imbeault introduced the item.

### **Proposal 2**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the agenda be adopted as presented and amended.

1. Nomination of president and secretary of assembly
2. Presentation and adoption of the agenda
3. Adoption of previous minutes
4. Decision follow-up
5. Executive Committee
  - 5.1 EC composition
  - 5.2 New EC member welcoming policy
  - 5.3 2013-2016 Action Plan
  - 5.4 Short term salary insurance
  - 5.5 Working conditions of people on full-time leave
  - 5.6 Follow-up
6. Decision-Making Bodies
  - 6.1 Decision-Making Bodies Report
  - 6.2 Representation to Decision-Making Bodies
7. 2015 Negotiations
8. Sector Life
  - 8.1 KSB Support Staff
  - 8.2 KSB Teachers
  - 8.3 CSB Teachers
  - 8.4 CSB Support Staff
  - 8.5 CPE
9. Work Relations
  - 9.1 Presentation
  - 9.2 Decisions
10. CSQ Congress
11. Unionization
12. Participation policy
13. Finances
  - 13.1 Statement of Operations
  - 13.2 2014-2015 Budget
  - 13.3 Checking Account Signatories
14. Miscellaneous
  - 14.1 Native Committee
15. Next Meeting
16. Meeting Adjournment

**UNANIMOUSLY ADOPTED**

### **3. Adoption of previous minutes**

Alain Lajoie introduced the item.

#### **Proposal 3**

It was moved by Daniel Charest and seconded by Tarek Khazen

THAT the 1415CEPV-10, 1415CEPV-11, 1415CEPV-12 and 1415CEPV-13 minutes be adopted as amended.

**UNANIMOUSLY ADOPTED**

### **4. Decision Follow-Up**

Larry Imbeault introduced the item.

- The President obtained salary policies for persons on-leave from multi-category unions;
- 50% union leaves for the teachers' sector directors were done on March 10, 2015;
- The Association's Facebook page was deleted;
- School Boards have been informed about the dates of the Association's next Congress;
- A KSB teacher union delegate was reimbursed for breakfasts and lunches;
- A chartered accountant was consulted regarding taxable benefits; however, the missing answers will be given in May;
- The member who attended a retirement planning session was reimbursed for expenses.

### **5. Executive Committee**

#### **5.1 EC Composition**

Larry Imbeault introduced the item.

- Patrick D'Astous informed Larry Imbeault and Tarek Khazen of his resignation as elected President;
- Larry Imbeault has assumed the duties of the presidency since the beginning of the elected President's sick leave;
- The Executive Committee has decided that the same person who holds the Vice-President and Secretary-Treasurer position be the one to do the recommendation assessment at the next congress.

#### **Proposal 4**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT Following the reception of his email of April 7, 2015, the EC has received and accepted the resignation of the elected President, Patrick D'Astous.

**UNANIMOUSLY ADOPTED**

#### **Proposal 5**

It was moved by Vincent Renaud and seconded by Alain Lajoie

THAT Following the resignation of the elected President and under clause 17.06 of the Association's by-laws, the EC mandate Larry Imbeault to assume the presidency of the Association until the end of the present mandate.

**UNANIMOUSLY ACCEPTED**

#### **Proposal 6**

It was moved by Daniel Charest and seconded by Vincent Renaud

THAT the EC mandate Tarek Khazen to assume the vice-presidency and that he be given an additional 50% leave to assume his duties until the end of the mandate, and that Alain Lajoie be named Secretary-Treasurer until the end of the present mandate.

**UNANIMOUSLY ACCEPTED**

#### **5.2 New EC members welcoming policy**

Daniel Charest introduced the item.

#### **5.3 2013-2016 Action Plan**

Larry Imbeault introduced the item.

Executive Committee members are assessing the progress of planned actions in the Action Plan.

#### **5.4 Short Term Salary Insurance**

Larry Imbeault introduced the item.

The Association doesn't have short term salary insurance coverage. If a full-time on leave Executive Committee member goes on disability and the Association has to pay his or her salary, there is no budget to pay for a replacement.

## **Proposal 7**

It was introduced by Larry Imbeault and seconded by Alain Lajoie

THAT the Association subscribe to short term salary insurance for on leave Executive Committee members within the parameters established in their respective collective agreements, and that individuals affected be compensated for any additional taxes if it is a taxable benefit.

**UNANIMOUSLY ACCEPTED**

### **5.5 Working conditions for people on full-time leave**

Larry Imbeault introduced the item.

## **Proposal 8**

It was introduced by Larry Imbeault and seconded by Tarek Khazen

THAT the EC form an ad hoc committee to submit recommendations on the working conditions of people on full-time leave at the next Congress. The committee will include Alain Lajoie, Daniel Charest, Christine Coonishish and Vincent Renaud.

### **5.6 Follow-up**

Larry Imbeault introduced the item.

The verifications that should have been done with the CSB were completed.

## **6. Decision-Making Bodies**

### **6.1 Decision-Making Bodies Report**

Larry Imbeault introduced the item.

#### **CG on February 25, 26 and 27, 2015**

Action plan against austerity

Bill 10

HSS Reform

Early childhood: action and communication plan

CSQ Congress June 2015: union renewal

#### **CGN on March 12 and March 13, 2015**

FC operating protocol

Online video to be broadcast on unity and solidarity

FC coordination on "moments" has lead to heavy pressure tactics: request for mediation in

June



March 31 conference: think tank on pressure tactics  
March 11: salary discussion (screening of video that the PP viewed)  
March 12: retirement, arguments that the PP will use at the PS for its argument  
Sectorial negotiations: the PP's don't seem to have the mandate  
Clarifications of filings should be completed in late March  
Fixed schedules until the end of June  
Leave protocols: the question of the end of protocols was settled  
Still nothing at the KSB tables  
The CT confirmed application of the PIB clause till March 31

### **CF-FPSS on April 1<sup>st</sup> and April 2<sup>nd</sup>, 2015**

Negotiations, explained why Kativik negotiations haven't begun yet.

## **6.2 Representation to Decision-Making Bodies**

Larry Imbeault introduced the item.

According to Association by-laws, the vice-presidency participates in Central bodies in which the Association may delegate at least two people.

It was decided at a previous meeting that the Sector Directors for the support staff would form the delegation at FPSS federal council meetings, except for CGN meetings, where it was decided that Vincent Renaud and Larry Imbeault would represent the Association's support staff members.

### **Proposal 9**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The "Delegation to Decision-Making Bodies Table - April 2015 to June 2016" be adopted as amended.

**UNANIMOUSLY ACCEPTED**

## **7. 2015 Negotiations**

François Beauchemin introduced the item.

## **8. Sector Life**

### **8.1 KSB Support Staff**

Vincent Renaud introduced the item.

### **8.2 KSB Teachers**

Daniel Charest introduced the item.

- Announcements to delegates: reminder of important dates (workloads, resignations);
- KSB: The Special Needs Committee (EHDAA) discussed codes and student rankings (to be revised) as well as intervention plans;
- Kuujuaq: A member complained about school administration behavior;
- Quaqtaq: A member informed us about problems related to the workloads of certain teachers;
- Salluit: A member questioned the eligibility requirements of IPL students and the numerous schedule changes made by administration during the year;
- Umiujaq: A member informed us about the numerous complaints by teachers about the unacceptable behavior by administration towards them. Grievances will be filed;
- Kangiqsujuaq: a member mentioned problems related to School Committee operations.
- Ivujivik: Members informed us about problems with violence in the school and follow-up (suspensions and return conditions);
- Akulivik: A member informed us about problems dealing with violence in the school.

### **8.3 CSB Teachers**

Tarek Khazen introduced the item.

### **8.4 CSB Support Staff**

Christine Coonishish introduced the item.

### **8.5 CPE (childcare centres)**

Ève-Lyne Fecteau introduced the item.

## **9. Work Relations**

### **9.1 Presentation**

Zéni Andrade, Stéphane Boulanger and Ève-Lyne Fecteau introduced the item.

### **9.2 Decisions**

No decisions were made.

## **10. CSQ and AENQ Congress**

Larry Imbeault introduced item.

As mentioned at the last in person meeting, the Central's Congress will be held from June 26 to June 29, 2015 in Quebec City. Ten rooms have been reserved at the Hilton Québec. It still has to be decided who will be attending.

## **11. Unionization**

Larry Imbeault and Vincent introduced the item.

## **12. Participation policy**

Larry Imbeault introduced the item.

## **13. Finances**

### **13.1 Statement of Operations**

Alain Lajoie introduced the item.

The statement of operations to March 31, 2015 was filed for exchange purposes.

### **13.2 Budget**

Alain Lajoie introduced the item.

The 2014-2015 budget will have to be amended when leave protocols for the negotiations are signed.

### **13.3 Checking Account Signatories**

Larry Imbeault introduced the item.

## **Proposal 10**

It was moved by Daniel and seconded by Vincent

THAT the President, Larry Imbeault, the Vice-President, Tarek Khazen and the Secretary-Treasurer, Alain Lajoie, be the only authorized administrators to sign cheques issued by the Association. However, they can delegate this responsibility to the Association's Administrative Agent, madame Monique Nepveu, if required.

**UNANIMOUSLY ACCEPTED**

## **14. Miscellaneous**

### **14.1 Native Committee**

There haven't been any Native Committee meetings held for several months. The President wants to hold a meeting between now and the end of the school year, but it is nearly impossible to do so, given the agendas of committee members.

## **15. Next Meeting**

### **Proposal 11**

It was introduced by Daniel Charest and seconded by Vincent Renaud

THAT the next Executive Committee in person meeting be held in Quebec City after the adjournment of the CSQ Congress at the end of the day on June 29 and June 30, 2015.

**UNANIMOUSLY ACCEPTED**

## **16. Meeting Adjournment**

### **Proposal 12**

It was introduced by Tarek Khazen and seconded by Vincent Renaud

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ACCEPTED**



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

1415CEPV-15

Conference Call of May 29, 2015

**Attendees:**

Larry Imbeault	President
Tarek Khazen	Vice-President and Sector Director – CSB Teachers
Alain Lajoie	Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff

**Absentee:**

Christine Coonishish	Sector Director – CSB Support Staff
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**1. Presentation and Adoption of the Agenda**

Alain Lajoie introduced the item.

**Motion 2**

Alain Lajoie moved, Tarek Khazen seconded

THAT The agenda be adopted as presented.

1. Presentation and Adoption of the Agenda
2. Office of the Vice-President
3. Internal Affairs
  - 3.1. Harassment and Work Climate
  - 3.2. Expense Accounts
4. 2015-2016 Union Leave for the Sector Director – KSB Support Staff
5. Negotiations
  - 5.1. Mediation
  - 5.2. RAM
  - 5.3. Consultation: Pressure Tactics
6. AENQ Congress

- 6.1. Choice of Hotel
- 7. CSQ Congress
  - 7.1. Delegation
- 8. Meeting Adjournment

**UNANIMOUSLY ADOPTED**

## **2. Office of the Vice-President**

Larry Imbeault introduced the item.

We are waiting for other tenders. A decision will be taken at a following meeting.

## **3. Internal Affairs**

Larry Imbeault introduced the item.

### **3.1 Harassment and Work Climate**

The investigation report was sent to the President. The non-disciplinary recommendations from the investigator were sent to the EC members for discussion. Any decision will be taken at the next EC meeting in person after all the EC members will have a chance to read the report (report from which all the testimonies will be withdrawn), a paper version will be read and all the copies will be destroyed afterwards.

### **3.2 Expenses Accounts**

Presentation of the discrepancies that were noticed during an internal investigation. A decision will be taken at the next EC meeting in person.

## **4. 2015-2016 Union Leave for the Sector Director – KSB Support Staff**

Vincent Renaud introduces the item.

A decision will be taken at the next EC meeting in person

## **5. Negotiations**

Larry Imbeault introduced the item.

### **5.1 Mediation**

At the last CGN, it was decided that the demands for mediation will be done on June 5 or the following days.

## **5.2 RAM**

This item will be discussed at the next EC meeting in person.

## **5.3 Consultation: Pressure Tactics**

This item will be discussed at the next EC meeting in person.

## **6. AENQ Congress**

Larry Imbeault introduced the item.

### **6.1 Choice of Hotel**

#### **Motion 2**

Larry Imbeault moved, Alain Lajoie seconded

THAT The next AENQ Congress take place at the Delta Hotel of Montreal and that the President be mandated to take the necessary steps to that effect.

**UNANIMOUSLY ADOPTED**

## **7. CSQ Congress**

Larry Imbeault introduced the item.

### **7.1 Delegation**

#### **Motion 3**

Larry Imbeault moved, Tarek Khazen seconded

THAT The six members of the EC be mandated to attend the June 2015 CSQ Congress.

**UNANIMOUSLY ADOPTED**

## **8. Meeting Adjournment**

#### **Motion 4**

Larry Imbeault moved, Alain Lajoie seconded

THAT The meeting of the EC be adjourned.

**UNANIMOUSLY ADOPTED**





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

**1415CEPV-16**

**Conference Call of June 22, 2015**

**Attendees:**

Larry Imbeault	President
Tarek Khazen	Vice-president and Sector Director – CSB Teachers
Alain Lajoie	Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff

**1. Presentation and Adoption of the Agenda**

Vincent Renaud introduced the item.

**Motion 1**

Vincent Renaud moved, Tarek Khazen seconded

THAT The agenda be adopted as presented.

1. Presentation and Adoption of the Agenda
2. Office of the Vice-president
3. 2015-2016 Union Leaves for the Support Staff Sector Directors
4. Meeting Adjournment

**UNANIMOUSLY ADOPTED**

**2. Office of the Vice-president**

Larry Imbeault introduced the item.

**Motion 2**

Larry Imbeault moved, Daniel Charest seconded

THAT The President be mandated to ask the CSQ to have the work done by the same company that recently did the work for the Centrale, and this according to the tender received.

**UNANIMOUSLY ADOPTED**

### **3. 2015-2016 Union Leaves for the Support Staff Sector Directors**

Larry Imbeault introduced the item.

The decision will be taken at the EC meeting in person.

### **4. Meeting Adjournment**

#### **Motion 4**

Larry Imbeault moved, Vincent Renaud seconded

THAT The meeting of the EC be adjourned.

**UNANIMOUSLY ADOPTED**



**ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)**

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**ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC**

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**Executive Committee, Minutes**

**1415CEPV-17**

**Meeting of June 27 and 30, 2015**

**Attendees:**

Larry Imbeault	President
Tarek Khazen	Vice-President and Sector Director – CSB Teachers
Alain Lajoie	Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff

**Guests:**

François Beauchemin      Union Advisor (over the phone for item 8)

**1. Presentation and Adoption of the Agenda**

Alain Lajoie introduced the item.

**Motion 1**

Alain Lajoie moved, Tarek Khazen seconded

THAT The agenda be adopted as presented and amended.

1. Presentation and Adoption of the Agenda
2. Adoption of Previous Minutes
3. Follow-Up on the Decisions
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. Report of Making Decision Bodies
6. Executive Committee

- 6.1 Miscellaneous Documents
- 6.2 2013-2016 Action Plan
- 6.3 Union Leave for Support Staff Sector Directors
- 6.4 Delegation to Decision Making Bodies
- 7. Internal Affairs
  - 7.1 Harassment and Work Climate
  - 7.2 Travel Claims
- 8. Negotiations
  - 8.1 Status Report
  - 8.2 Mediation
  - 8.3 RAM
  - 8.4 Consultation on Pressure Tactics
- 9. Unionization
- 10. AENQ Congress
- 11. Finance
  - 11.1 Results Statement
  - 11.2 Budget
- 12. Varia
  - 12.1 New Members
  - 12.2 Monique-Fitz-Back Foundation
  - 12.3 SEESOCQ-AENQ Negotiations
  - 12.4 Reserve Funds
  - 12.5 EVB
  - 12.6 Impacts of the KSB Adapted Calendar
- 13. Next Meeting
- 14. Adjournment

**UNANIMOUSLY ADOPTED**

## **2. Adoption Of Previous Minutes**

Alain Lajoie introduced the item.

### **Motion 2**

Vincent Renaud moved, Larry Imbeault seconded

THAT The minutes 1415CEPV-15 and 1415CEPV-16 be adopted as amended.

**UNANIMOUSLY ADOPTED**

## **3. Follow-Up on the Decisions**

Larry Imbeault introduced the item.

- The President and the Vice-President will be covered by a short-term salary insurance as of July 1<sup>st</sup>;
- The President is still waiting for an advice on taxable benefits in regards to travel claims;
- The policy on participation to training session on preparation of retirement is still not completed;
- The contract with Hotel Delta has been signed;
- Following the reception of tenders, an agreement was concluded with the CSQ for the construction of a wall to close the VP's office;
- The other items are on the agenda.

#### **4. Sector Life**

##### **4.1 KSB Support Staff**

Vincent Renaud introduced the item.

- LRC: follow-up on files, Larry Imbeault is leaving the LRC, we will have to find two representatives;
- On June 3<sup>rd</sup> there was a sector council meeting by phone that lasted 2 hours. Many participants. It is very encouraging in the context of the consolidation. There will be sector council meeting right after the elections at the beginning of the next school year;
- There was an arbitration session on June 18 on the grievance of the IT, principal class.

##### **4.2 KSB Teachers**

Daniel Charest introduced the item.

- Michèle Bertol, director of material resources, is conducting a consultation on the housing policy following few amendments. Natasha MacDonald, HR Director, confirmed that the Board is giving its consent for an Orientation Book following the AENQ's recommendation at the Board Committee;
- Ivujivik: a teacher points out that the UQAT could give training in the area without any consultation with the teachers. Another teacher encounters problems with the management and the union delegates (attitude);
- Inukjuak: A teacher on maternity leave informs us that she encounters problem with KSB in regards with some payments;
- Kangiqsujuaq: a teacher is contesting her position attribution in link with competencies (managerial rights). She sent a letter to the board following the suggestion of Daniel Charest in regards with waste water problems that have been ongoing for months;
- Salluit: a teacher encounters problems with the distribution of housing;
- Quaqtaq: a teachers had questions about pay cuts;

- Kangiqsualujjuaq: a teacher informs us about many problems encountered following renovations done to the dwellings during the summer (access problems);
- Kangirsuk: there are problems of availability at the daycare center in the community. A teacher is complaining about waste water problems and with the floating ped days;
- Puvirnituk: 30 students have been suspended. The Board closed a school for 3 days. Education Services has sent out resources to help the staff (Code of Life).

#### **4.3 CSB Teachers**

Tarek Khazen introduced the item.

- There was a Sector Council meeting by phone of May 21<sup>st</sup>, 2015, to discuss the amendments to the improvement policy and to the safe schools policies;
- There was a Sector Council meeting by phone of May 21<sup>st</sup>, 2015, to discuss about the negotiations. Larry Imbeault and François Beauchemin attended to present the status of the negotiations and to respond to the questions;
- A special Nego Newsletter was produced by the Association and sent to the teachers;
- The CSB will keep the NLQ teachers as long as they prove to the board that they passed with success the MEESR exams and that they are waiting for their teaching certificate.

#### **4.4 CSB Support Staff**

Christine Coonishish introduced the item.

- There was an LRC meeting on April 15 in Montreal;
- There was a meeting of the Sector Council on June 15;
- We encounter problems with the principal at VMS. She does salary cuts to employees without verifying their timesheets and reports absences for no valid reasons for staff that went to the hospital for medical reasons;
- Few problems with OSI, disability leave requests have been denied, mostly in Wemindji and Mistissini.

#### **4.5 CPE**

Larry Imbeault introduced the item.

- On April 22 and 23, the daycare workers of Oujé-Bougoumou received the visit of Ève-Lyne Fecteau and Larry Imbeault. There were numerous questions on vacation and seniority;
- ELF: "I am trying to update the lists since then. I have talked on a regular basis with Sherry-Ann, the Director, who promised me to do it week after week. I also attempt to communicate with the new delegates, Wanda and Lorraine, to discuss this. I have sent to the Director the questions that were asked by the workers so that the issues could be settled and the questions answered. I am attempting to

communicate with them so I can receive the information requested before July 3. The daycare workers want the seniority to be calculated on the worked hours, not by the hiring date. I've told them we would agree on that. The collective agreement, by agreement, could reflect this will of both parties. After our departure, and since the departure of Carmen for school, the workers have elected new delegates: Wanda and Lorraine”;

- No news from Némaska. We should think about going there;
- We had a meeting with Nil Ataogul and Simon Lavigne, from the CSQ, to plan the unionization of a CPE in Nunavik;
- As discussed with Nil Ataogul, we could think about doing consolidation activities with our daycare centers with the help of the union organization department of the CSQ.

## **5. Decision Making Bodies**

Larry Imbeault, Tarek Khazen, Daniel Charest, and Vincent Renaud introduced the item.

### **CCNN of April 16, 2015 in Québec City**

- Status of the negotiations of the tables of the North;
- Presentation of the Status with the CPNCSK;
- Discussion over the mediation.

### **CGN of April 16, 2015 in Québec City**

Sectorial Negotiations:

- The employer has clarified its demand on the 50 km at the two FPPE tables so that the 50 km be changed to be the territory of the school board;
- Common table on grievances and arbitration.

Intersectorial Negotiations:

- pension: the demand of the government has no common sense with the present situation, at the RREGOP committee, the government never shared their concerns;
- certified maintenance workmen: the unions' demand is to pursue the work done so far and reinstate the national committee
- Salary:
  - catching-up: according to the government, the public sector has no lateness compared with the private sector, the public sector would even have a 2.3% advantage;
  - consumer purchasing power: in most provinces, the salary did not progress as much as the CPI;
  - capacity to pay: the government has only the capacity to pay what it offered, the economy is not in a good state and the situation should not improve for the next 5 years. The government has the will to reach and maintain a balanced budget, does not want to increase the burden of the taxpayers, and to respect its debt reduction objective.

Follow-up on the March 31<sup>st</sup> symposium: the assessment has not been done yet.

Coordination:

- One negotiation per week;

- The Ministry of Labour has invited both the employer and the unions to discuss the mediation so that it is not used only as a prerequisite;
- Refusal from the CPN to discuss issues that should be discussed at the Centrale Table.

There was a decision taken so that the unions discuss with their members on heavy pressure tactics before the CGN of June.

### **CGN of May 6, 2015 in Québec City**

Intersectorial Negotiations:

- The Treasury Board wished to negotiate during the summer;
- There is a will to synchronise the sectorial and the intersectorial negotiations;
- The Treasury Board has done the compilation of the issues that should be discussed at the Centrale Table: the CGN maintains its position that those sectorial issues do not belong to the Centrale Table;

Certified Maintenance Workmen:

- The Treasury Board proposed to continue the discussion at sub-tables with two representatives from each component of the Common Front, the CGN agrees;

Pension:

- The employer has three objectives: insure the sustainability of the regime, insure the intergenerational equity, and control the cost;
- To reach these objectives, the employer wishes to reconsider the conditional indexation, have the retirees contribute, make leeway, all this according to the conjuncture;

Coordination:

- The other components of the Common Front were informed that we are on a reflection mode on the mediation and on the heavy pressure tactics;
- The caravan tour has been discarded by the Common Front;
- The spokesperson of the Treasury Board has the feeling the union representatives want to slow down the negotiations.

There was a decision taken to ask the Government to stop negotiating in the public arena and that the CSQ adopts, if possible within the Common front, a more aggressive communication strategy before the revision of the communication plan, and to ask the Government to negotiate in good faith.

### **CG of May 13, 14, and 15, 2015, in Québec City**

- Status of the situation for the renewal of the collective agreements;
- Adoption of the recommendations of booklet no. 1 for the Congress;
- Adoption of the recommendations for the amendments to the CSQ By-laws.

### **CF-FSE of May 21<sup>st</sup>, 2015 (just before the CGN), in Québec City**

- Common Table on grievances and arbitration;
- Addition of arbitrators to the E3 and E4 collective agreements.

### **CGN of May 21 and 22, 2015, in Québec City**

Intersectorial Negotiations:

- Parental Rights: explanation of the employer's demands 1) to correct the collective agreements where the words "section" and "article" do not have the



same meaning than in the majority of the collective agreements 2) no additional advantages than the workers that are at work 3) to foresee a periodic adjustment mechanism 4) allocation calculated on the last 20 weeks, have they been weeks worked or not 5) to have worked at least 20 weeks before being entitled to these leaves;

- Matters of Government Interests: according to the Treasury Board, everything that has to do with the salary structure have to be negotiated at the Centrale Table (not the premiums that have to be negotiated at the sectorial tables), the CSQ is conducting a consultation with the federations;
- Salary: on the issue of rates out of salary scales, the employer wants to cut the salaries over three years since the salary did not increase enough;
- Certified Maintenance Workmen: both parties have convene to create a sub-table, which started to meet on May 20<sup>th</sup>, the unions want that the concerned categories of employment be identified and maintain that if there is a lot of sub-contracting, it is because there are not enough attraction and retention measures;
- Pension: the employer agrees to create a technical forum, which will start to work on June 5;
- Regional Disparities: the employer wants to initiate explanatory discussions on the definition of sectors and to withdraw the 8% retention premium for the workers of the North Coast; wants to define what are the attraction-retention problems, but is open to discussion (the employer does not seems to be that much focussed on abolishing the 8% premium). According to the employer, the changes made to the regional disparities should be done with reallocations since there will be no cash input. The unions reaffirm their desire to improve the situation of some communities, not to do a reform of the regional disparities chapter. According to the Treasury Board, the most compelling factors are the access to the roads network, the frequency of the means of transportation, and the access to the 5 following services 1) emergency 2) health care 3) education 4) consumers' goods 5) access to lodging. The Treasury Board is ready to make an updating of the regional disparities since it has not been done since 1979.

#### Common Front Coordination / Sectorial Negotiations:

- The Treasury Board affirms that some sectorial tables want to slow down the negotiations and to postpone subjects to this fall; according to the unions there is no indication that would validate this affirmation, it is rather the opposite: some tables would like to add more negotiation dates;
- There is a will on the union side to synchronise the sectorial and the intersectorial negotiations;
- The union representatives do not feel a real willingness to negotiate from the employer: no answer to union demands, lack of clarity on the employer' demands (no issues raised, cumbersomeness of the employer' demands, etc.);
- Around June 5, the requests for mediation could be sent.

#### Negotiation Strategy

- There was a decision to recommend the acceptation of the employer' demands #1, 2, 3 and 5 on parental rights, but to reject demand #4; agreement to create a space of negotiation on the salary relativity; decision was taken to the effect of

having the Centrale and the federations harmonise their agreements on the essential services so that they can be deposited on June 30<sup>th</sup> like the other components of the Common Front will do; and a decision was taken so that the requests for mediation be done on June 5 or on the following days.

### **CG of June 3, 2015, in Québec City (before the CGN)**

The quorum was not reached, there were only discussions on:

- Bill C-377;
- The federal elections.

### **CGN of June 3 and 4, 2015, in Québec City**

Intersectorial Negotiations: Report from the Table

- Only one negotiation day since the last CGN that was solely on the certified maintenance workmen;
- The inter-union wish that those discussions be for the 16 categories of employment, and not on the 26 first discussed, since there are no convincing reasons to adopt attraction-retention measures for 10 categories of employment first foreseen;
- The Treasury Board is discussing attraction-retention measures that would be in premiums, with a dedicated amount;
- The issue is to determine this amount;
- According to the Treasury Board, less there will be categories of employment, the bigger the amount will be for each of them;
- Next meeting will be June 17, 2015;
- According to the Coordination, there is no need to have many more meetings to settle this issue.

Intersectorial Negotiations: Coordination

- The first phase of the negotiations is over, i.e. each other's demands have been presented, questioned, and clarified;
- The second phase is being prepared: the sectorial tables will give clarifications on their demands, leeway for negotiations will be created;
- There seems to be confusion between what the Treasury Board says (their will to negotiate) and what is going on at the tables (not many dates, no opening for discussion, etc.);
- The Treasury Board questions the need to negotiate this summer, each sectorial table will decide if they will negotiate this summer;
- The Treasury Board is suggesting doing an assessment of the situation before the summer.

### **CF-FPSS of June 9 and 10, 2015, in Laval**

- Forum on the intermediate structures;
- Negotiations: coordination in the education sector, including the CCNN (Coordination Committee for the Northern Tables), and explanations of the employer's demands at the S3 table;
- Presentation of the candidates for the third vice-presidency of the CSQ.

## **CF-FSE of June 10 and 11, 2015, in Montmagny**

- National Negotiations: decision to adopt the strategy as presented;
- CSQ Congress: mandate is given to the EC to take position on the recommendations in the best interests of the federation.

## **6. Executive Committee**

### **6.1 Miscellaneous Documents**

Daniel Charest introduced the item.

Deposit of documents on which comments are required before our next EC meeting in person.

### **6.2 2013-2016 Action Plan**

Larry Imbeault introduced the item.

The EC members evaluate the progression of the tasks that are accomplished and the ones that remains to be done.

### **6.3 Union Leaves for the Support Staff Sector Directors**

Larry Imbeault introduced the item.

#### **Motion 3**

**Whereas** the specific needs of the KSB Support Staff Sector;

**Whereas** that the consolidation of the Support Staff Sectors is a priority voted in Congress;

**Whereas** the level of union leaves granted to the Teachers' Sector Directors and the level of organisation of those sectors;

Larry Imbeault moved, Daniel Charest seconded

THAT The Support Staff Sector Directors be granted a 20% union leave, or its equivalent, from September 1<sup>st</sup> to November 30<sup>th</sup> 2015;

THAT Those leaves be exclusively for the consolidation of the support staff sectors, to the accomplishment of the mandates foreseen in the By-laws and any other mandates given by the Executive Committee;

THAT An assessment be done at the beginning of November, and following this assessment, a proposal be done to extend or not those union leaves.

**UNANIMOUSLY ADOPTED**

#### **6.4 Delegation to the Decision Making Bodies**

Larry Imbeault introduced the item.

##### **Motion 4**

Larry Imbeault moved, Alain Lajoie seconded

THAT The Association mandates the President and the Vice-President to the Decision Making Bodies of the federations. If needed, other members of the Executive Committee could attend as substitutes, observers, or counsellors to Decision Making Bodies of the federations or of the Centrale.

**ADOPTED AT MAJORITY**

#### **7. Internal Affairs**

Larry Imbeault introduced the item.

##### **7.1 Harassment and Work Climate**

Recommendations will be submitted to the Congress of the Association.

##### **Motion 5**

Alain Lajoie moved, Vincent Renaud seconded

THAT The President be mandated to obtain a legal advice on the information that can be divulged.

**UNANIMOUSLY ADOPTED**

##### **7.2 Travel Claims**

##### **Motion 6**

Larry Imbeault moved, Vincent Renaud seconded

THAT The President be mandated to ask the concerned person to justify absences of a day or longer to decision making bodies for which travel claims were filled as if the person attended the activities from the beginning to the end, to justify trips to the North during the summer of 2010, 2011, and 2012 when no mandates were given, and to explain the reason for submitting double claims (to the Association as well as to the employer).

## **8. Negotiations 2015**

### **8.1 Status of the Situation**

François Beauchemin introduced the item.

- The negotiations at the Kativik tables are still not started;
- At the E3 table, special education is the major issue being discussed;
- At the S8 table, the work is still focussed on the harmonisation of the delays;
- From September to December 2015, 10 days of negotiations are set up for the E3 table, and 8 for the S8 table.

### **8.2 Mediation**

François Beauchemin introduced the item.

- The requests for mediation were sent out for the 4 tables (E3, E4, S8, and S9);
- The same mediator was appointed for the 4 tables;
- The first meeting with the mediator took place on June 22 for the E3 and S8 tables (CSB);
- The first meeting with the mediator will take place on June 30, 6 PM, for the E4 and S9 tables (KSB).

### **8.3 RAM**

Larry Imbeault introduced the item.

#### **Motion 7**

Larry Imbeault moved, Vincent Renaud seconded

THAT Tarek Khazen be mandated to be the person responsible for the action mobilisation (RAM) for the 2015 negotiations.

**UNANIMOUSLY ADOPTED**

### **8.4 Consultation on Pressure Tactics**

Larry Imbeault introduced the item.

A consultation on the pressure tactics will be done at the beginning of the school year. Supporting documents will be prepared for the beginning of August.

## **9. Unionisation**

Vincent Renaud introduced the item.

## **10. AENQ Congress**

Larry Imbeault introduced the item.

### **Motion 8**

Larry Imbeault moved, Tarek Khazen seconded

THAT The President be mandated to propose to the next in-person EC meeting activities that could be done at the Congress to reinforce the team spirit between the teachers and the support staff.

**UNANIMOUSLY ADOPTED**

## **11. Finance**

Alain Lajoie introduced the item.

### **11.1 Results Statements**

The Results Statements as of May 31<sup>st</sup>, 2015, were deposited for discussion.

### **11.2 Budget**

#### **Motion 9**

Alain Lajoie moved, Larry Imbeault seconded

THAT The EC adopts the proposed amendments to the 2014-2015 budget, upon verifications.

**UNANIMOUSLY ADOPTED**

## **12. Varia**

### **12.1 New Members**

Larry Imbeault introduced the item.

#### **Motion 10**

Vincent Renaud moved, Christine Coonishish seconded

THAT The Association welcomes the members appearing on the February 20 to June 18, 2015, list.

**UNANIMOUSLY ADOPTED**

## **12.2 Monique-Fitz-Back Foundation**

Larry Imbeault introduced the item.

### **Proposition 11**

Larry Imbeault moved, Tarek Khazen seconded

THAT The Association makes a \$250 donation to the Monique-Fitz-Back Foundation.

**UNANIMOUSLY ADOPTED**

## **12.3 SEESOCQ-AENQ Negotiations**

Larry Imbeault introduced the item.

## **12.4 Reserve Funds**

Larry Imbeault introduced the item.

## **12.5 EVB**

Daniel Charest and Vincent Renaud introduced the item.

### **Motion 12**

Daniel Charest moved, Vincent Renaud seconded

THAT Vincent Renaud and Daniel Charest be mandated to make the inventory of the BGS at the CSB and at the KSB, and to propose an action plan at the next EC meeting.

**UNANIMOUSLY ADOPTED**

## **12.6 Impact of the KSB Adapted Calendar**

Daniel Charest introduced the item.

## **13. Next Meeting**

### **Motion 13**

Larry Imbeault moved, Alain Lajoie seconded

THAT The next in-person EC meeting takes place in Montreal from September 19 to 21, 2015.

**UNANIMOUSLY ADOPTED**

#### **14. Adjournment**

##### **Motion 14**

Vincent Renaud moved, Tarek Khazen seconded

THAT The EC meeting be adjourned.

**UNANIMOUSLY ADOPTED**





**ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)**

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**ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC**

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**Executive Committee, Minutes**

**1415CEPV-18**

**Conference Call of August 17, 2015**

**Attendees:**

Larry Imbeault	President
Tarek Khazen	Vice-president and Sector Director – CSB Teachers
Alain Lajoie	Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Christine Coonishish	Sector Director – CSB Support Staff

**Absentee:**

Vincent Renaud	Sector Director – KSB Support Staff
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**1. Presentation and Adoption of the Agenda**

Alain Lajoie introduced the item.

**Motion 1**

Alain Lajoie moved, Tarek Khazen seconded

THAT The agenda be adopted as presented.

1. Presentation and Adoption of the Agenda
2. Native Committee
3. Internal Affairs
4. AENQ Congress
5. Next in-person EC Meeting
6. Meeting Adjournment

**UNANIMOUSLY ADOPTED**

## **2. Native Committee**

Larry Imbeault introduced the item.

There will be a meeting of the Native Committee on September 17. The members of the Committee were convened to meet the members of the Executive Committee on September 18 to discuss various topics with them.

A second posting has been sent in Nunavik communities on August 13 2015 to find candidates to fill the vacant position.

## **3. Internal Affairs**

Larry Imbeault introduced the item.

The President will soon send various draft documents to the EC members (Code of Ethics, Self-Evaluation Tool for the EC members and for the EC). He asks the EC members to read them to facilitate the work that will have to be done at the next in-person meeting.

Also, some EC members still have not sent their texts that have to be added to the 1415CEPV-14 and 1415CEPV-17. He asks them to do it as soon as possible so those minutes can be adopted at the next EC in-person meeting. Furthermore, so as to ease the work of the secretary of assembly, he asks the sector directors to prepare their texts in advance and in written form.

## **4. AENQ Congress**

Larry Imbeault introduced the item.

The President will send to the EC members various draft documents on amendment proposals to the By-laws. He asks the EC members to read them to facilitate the work that will have to be done at the next in-person meeting.

He reminds them that according to the timeline that was adopted, the EC members have to pool their amendment proposals in September.

Follows a preliminary discussion on the Congress agenda and on the persons invited to the Congress.

## **5. Next in-person EC Meeting**

Larry Imbeault introduced the item.

The decision was taken at the EC meeting of last June that the next in-person meeting would take place from September 19 to 21, 2015. He proposes that we start the meeting one day earlier since two union advisors are in arbitration on the 21<sup>st</sup> of September. Also, time will also be put aside to meet with the members of the Native Committee.

## **Motion 2**

Larry Imbeault moved, Alain Lajoie seconded

THAT The next EC in-person meeting starts one day earlier so that it takes place from September 18 to 20, 2015.

**UNANIMOUSLY ADOPTED**

## **6. Meeting Adjournment**

### **Motion 3**

Larry Imbeault moved, Tarek Khazen seconded

THAT The meeting of the EC be adjourned.

**UNANIMOUSLY ADOPTED**