



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

1516CEPV-01

Conference Call of September 2nd, 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 1

Alain Lajoie moved, seconded

THAT The agenda be adopted as presented.

1. Presentation and Adoption of the Agenda
2. Native Committee
3. Meeting Adjournment

UNANIMOUSLY ADOPTED

2. Native Committee

Larry Imbeault introduced the item.

A second posting was done and the Association received no candidacy. However, a member showed interest.

Motion 2

Larry Imbeault moved, seconded

THAT Steven Gordon be appointed as an Inuk member on the Native Committee.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 3

moved, 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

1516CEPV-02

Conference Call of September 10, 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

Alain Lajoie introduced the item.

Motion 1

Alain Lajoie moved, seconded

THAT The agenda be adopted as presented.

1. Presentation and Adoption of the Agenda
2. Delegation to the FIPEQ Decision-Making Bodies
3. Unionisation
4. Mobilisation
5. Meeting Adjournment

UNANIMOUSLY ADOPTED

2. Delegation to the FIPEQ Decision-Making Bodies

Larry Imbeault introduced the item.

Motion 2

Larry Imbeault moved, Daniel Charest seconded

THAT The President be appointed as the official delegate to the decision-making bodies of the FIPEQ, the Vice-President as the substitute, and Ève-Lyne Fecteau as an observer.

UNANIMOUSLY ADOPTED

3. Unionisation

Larry Imbeault introduced the item.

Motion 3

Larry Imbeault moved, Alain Lajoie seconded

THAT The Association affirms to the Central its interest in welcoming the new CSQ members, namely the teachers of the high-school of Obedjiwan, and mandates the President to meet with the Director of field-action department to explore this possibility.

UNANIMOUSLY ADOPTED

4. Mobilisation

Tarek Khazen introduced the item.

Motion 4

Tarek Khazen moved, Vincent Renaud seconded

THAT The EC adopts the mobilisation plan as presented and amended.

UNANIMOUSLY ADOPTED

5. Meeting Adjournment

Motion 5

moved, 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

1516CEPV-03

September 18, 19 and 20, 2015

Present:

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:

Zéni Andrade	Union Advisor
François Beauchemin	Union Advisor
Stéphane Boulanger	Union Advisor
Ève-Lyne Fecteau	Union Advisor
Ida Faries	Native Committee
Jeannie McKee	Native Committee
Caroline Oweetaluktuk	Native Committee
Steven Gordon	Native Committee
Nil Ataogul	Ground Action Director, CSQ

1. Presentation and Adoption of the Agenda

Alain Lajoie introduced the item.

Proposal 1

It was moved by Alain Lajoie and seconded by Daniel Charest

THAT The agenda be adopted and presented as amended.

1. Presentation and Adoption of the Agenda
2. Sector Life

- 2.1 KSB Support Staff
- 2.2 KSB Teachers
- 2.3 CSB Teachers
- 2.4 CSB Support Staff
- 2.5 CPE
- 3. Labour Relations
 - 3.1 Presentations
 - 3.2 Decisions
- 4. Unionization
 - 4.1 Obedjiwan
- 5. Native Committee
- 6. Negotiations
 - 6.1 Current Situation and Mandates
 - 6.2 CCNN Delegation
 - 6.3 Consultation
 - 6.4 Mobilization
- 7. Executive Committee
 - 7.1 2013-2016 Action Plan
 - 7.2 Internal Affairs
 - 7.3 Working Conditions of Individuals on Full-Time Leave
 - 7.4 Code of Ethics
 - 7.5 Self-Evaluation Tool
 - 7.6 Participation Policy and Translation Policy Amendments
 - 7.7 FPSS-FC Mandate Transmission
- 8. Adoption of Previous Minutes
- 9. Follow-Up on Decisions
- 10. Decision-Making Bodies Report
- 11. AENQ Congress
 - 11.1 By-Law Amendments
 - 11.2 2016-2019 Priorities
 - 11.3 Deadlines
 - 11.4 Guests
- 12. Unionization
 - 12.1 CPE
 - 12.2 Obedjiwan (cont'd.)
- 13. Finances
 - 13.1 Statement of Operations
 - 13.2 2014-2015 Budget
 - 13.3 2015-2016 Budget
- 14. Varia
 - 14.1 BGS
 - 14.2 Support Staff Day
 - 14.3 Substitute Union Delegate Training
- 15. Next Meeting
- 16. Meeting Adjournment

UNANIMOUSLY ADOPTED

2. Sector Life

2.1 KSB Support Staff

Vincent Renaud introduced the item.

Elections

He explained the long election process.

Reclassification

Work should be done to verify if support staff members are properly classified.

CRT

The committee still needs two members. They'll be selected at the next sector council committee.

Training and Sector Council

Delegate training and the Sector Council that should have been held on October 17 and 18 in Kuujuaq are postponed due to lack of room availability at the hotel.

Reclassification Grievance

On-Call Employees

They should have an agreement like we do with the CSB. An employee experiencing problems should be correctly paid.

2.2 KSB Teachers

Daniel Charest introduced the item.

School Organization

Short calendar – number of teaching days and teachers' duties, calculating a teacher's workload that overlaps primary and secondary;

Teacher evaluation – pedagogical supervision or administrative measure;

School Council and Education Committee – operating rules and subjects for consultation;

Maximum number of students per group;

Ped. days – training in the communities.

Teacher Services

Challenging assessments (doctor's notes) by HR-KSB;

Deadline for repayment for travel claims by year end;

Sick leave and travel reimbursement.

Student Services

Lack of resources and services – Many classes in some schools;

Resources for student dropouts – individualized paths, WSP;

Intervention plan– policy application and case follow-ups;

Student reintegration conditions after suspension (PUV) – life code.

Computers

GPI – retention of notes taken and presence;
School budget, services, repairs.

Files

Orientation book;
BGS Schools;
2014-2015 Culture-Evaluation Week: organization and information.

Material Resources

Door keys; lock changes
Warehouse inventory;
Assessment of house and furniture maintenance;
Disadvantages of the renovations on class time.

Delegates and Representatives

September 14-15 blitz: All schools are represented;
FGA regional representative election September 15;
Forming Com-Com committees (October 13-16) and special needs students (November);
Organization of the sector meeting in Kuujuaq (October 17-18).

2.3 CSB Teachers

Tarek Khazen introduced the item.

1- The election of union representatives process and school council was held on August 11, 2015, one day before the official start of the 2015-2016 school year.

2- The Cree-Teachers delegates list is complete. Congratulations to the new delegates and thanks to those who gave of their time and energy to the AENQ and its members.

3- Josée Lalumière, Assistant Vice-Principal in Waswanipi, is now elementary school Principal in Mistassini.

4- Union training for the Cree-Teachers sector will be held this year in Val d'Or on September 26 and 27. Organization of this training has already begun and arrangements for transportation, union leaves and hotel stay are in progress.

5- There was a phone conference with CSB leaders to discuss the prevailing situation at Voyageur Memorial School in Mistissini; other meetings are planned if the situation continues.

6- Symposium: many calls were made to the union by teachers to show their discontent. Transportation, the sharing of rooms and the obligation to attend the symposium were the main sources of frustration.

7- There was a Board Committee Meeting on September 15, 2015 in Montreal. Many subjects were raised including the Symposium. We clearly expressed our dissatisfaction

with the way in which the CSB treats our members by forcing them to take charter buses and share rooms. We also indicated to the CSB that the Symposium Commission's Consultation Committee was not held in accordance with Section 4-3.10 d).

2.4 CSB Support Staff

Christine Coonishish introduced the item.

- Delegate training and sector council will be held in Val d'Or on September 26 and 27;
- There will soon be a CRT meeting;
- Support Staff Representative for the Special Needs Students Committee: we received 5 applications (including one professional);
- The 20% leave started September 14.

2.5 CPE

Larry Imbeault introduced the item.

- Contact with Oujé-Bougoumou members by Ève-Lyne Fecteau;
- Larry Imbeault and Ève-Lyne Fecteau's visit to Némaska to meet members and to hold the union delegate and substitute delegate election.

3. Labour Relations

3.1 Presentations

Zéni Andrade and Ève-Lyne Fecteau introduced the item.

3.2 Decisions

Proposal 2

Considering the Advisory Staff recommendation;

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT a member's request under the member's defense policy be rejected because it does not meet the policy's criteria.

UNANIMOUSLY ADOPTED

Proposal 3

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT a complaint be filed with the LRC for employer interference in the election process of the Teachers' Union Delegate at Asimauttaq School in Kuujjuaraapik.

UNANIMOUSLY ADOPTED

Proposal 4

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT employers' grievances filed with the Education Registry will not be disputed.

UNANIMOUSLY ADOPTED

4. Unionization

4.1 Obedjiwan

Nil Ataogul introduced the item.

5. Native Committee

Proposal 5

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the EC accept the Native Committee's recommendations contained in 1516CAPV-01

UNANIMOUSLY ADOPTED

6. Negotiations

6.1 Current Situation

François Beauchemin introduced the item.

Proposal 6

It was moved by Alain Lajoie and seconded by Daniel Charest

THAT the EC accept the Advisor's recommendations at the E3 Negotiations Table.

UNANIMOUSLY ADOPTED

Proposal 7

It was moved by Larry Imbeault and seconded by Christine Coonishish

THAT the EC accept the Advisor's recommendations at the S8 table as presented and amended.

UNANIMOUSLY ADOPTED

6.2 CCNN Delegation

The Negotiations Advisor recommends attending CCNN meetings. The Executive Committee feels it is unnecessary given that there are already two Association representatives attending. There is already a consensus at the Negotiation Organization Committee that CCNN union representatives be "politicians" and not "technicians".

6.3 Consultation

Larry Imbeault introduced the item.

6.4 Mobilization

Tarek Khazen introduced the item.

7. Executive Committee

7.1 2013-2016 Action Plan

The item was postponed until the next meeting.

7.2 Internal Management

Larry Imbeault introduced the item.

7.3 Working Conditions of Individuals on Full-Time Leave

Tarek Khazen introduced the item.

Members of the Working Conditions of Individuals on Full-Time Leave Committee met. Other meetings will be held in order to prepare Congress recommendations.

7.4 Code of Ethics

Larry Imbeault introduced the item.

Larry Imbeault and Tarek Khazen will work on a draft code of ethics based on the document given out by Daniel Charest at a previous meeting.

7.5 Self-Evaluation Tool

Larry Imbeault introduced the item.

Larry Imbeault presented a draft EC member self-evaluation tool that was given out by Daniel Charest at a previous meeting. EC members are invited to work on evaluation criteria in their section of the document.

7.6 Participation Policy and Translation Policy Amendments

Larry Imbeault introduced the item.

Proposal 8

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the EC adopt the following amendments to the participation policy:

UNANIMOUSLY ADOPTED

Proposal 9

Considering the Native Committee's proposal;

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the EC withdraw the following item from the documents list to be translated in 4 languages: AENQ policies.

UNANIMOUSLY ADOPTED

7.7 CF-FPSS Mandate Transmission

Proposal 10

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT Cree School Board negotiation unit mandates be transferred to the Kativik negotiations unit for FPSS Federal Council meetings when the Vice-President, Cree School Board Representative, is absent.

UNANIMOUSLY ADOPTED

8. Adoption of the Minutes

Proposal 11

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT Minutes 1415CEPV-14, 1415CEPV-17, 1516CEPV-01 and 1516CEPV-02 be adopted as amended.

UNANIMOUSLY ADOPTED

9. Follow-Up on Decisions

Larry Imbeault introduced the item.

- Work to close the Vice-President's office has been done;
- The Cree School Board's Support Staff Director 20% union leave began on September 14 and will be taken on Mondays;
- The Kativik School Board's Support Staff Director will be granted 20% leave which will be directly paid by the CSQ on behalf of the AENQ;
- Initial contact with a lawyer's firm to find out what can be disclosed about a harassment case. Documents will be sent to them so that the notice can be issued before the beginning of December;
- Steps were taken with the CSQ regarding fun activities that can be held during the Association's Congress;
- A \$250 donation cheque to the Monique-Fitz-Back foundation was issued;
- Other items are on the agenda.

10. Decision-Making Bodies Report

Larry Imbeault introduced the item.

CF-FSE: August 25, 2015

CGN: September 2, 2015

- Current inter-sectorial negotiations situation and the work group's brief on specialized workers;
- Decision to hold general assembly meetings from now until September 25, so that members can vote on the possibility of holding a 6-day Common Front strike.

CF-FSE: September 3 and 4, 2015 in Quebec City

CF-FPSS: September 3 and 4, 2015 in Quebec City

- CF solely dedicated to negotiations;
- There was never any question about the South Sectorial negotiations. However, since they can have an impact on Northern negotiations, interventions are being made so that further employer demands will be considered "negotiable" more than "acceptable."

11. AENQ Congress

Larry Imbeault introduced the item.

11.1 By-Law Amendments

There will be a pooling of amendments at the next in-person meeting.

11.2 2016-2019 Priorities

EC members discussed what the priorities should be for the next triennium.

11.3 Deadlines

A deadline revision was made to ensure we are up to date.

11.4 Guests

Partners will be invited to the first day of the Congress.

12. Unionization

12.1 CPE

Vincent Renaud introduced the item.

12.2 Obedjiwan

Proposal 12

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the Association inform the Central as soon as possible of its readiness to welcome new Obedjiwan unionized members into its ranks.

UNANIMOUSLY ADOPTED

13. Finances

13.1 Statement of Operations

Alain Lajoie introduced the item.

Statement results on March 31, 2015 were filed for discussion purposes.

13.2 Budget 2014-2015

Proposal 13

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the EC adopt proposed amendments to the 2014-2015 budget.

UNANIMOUSLY ADOPTED

13.3 2015-2016 Budget

Alain Lajoie introduced the item.

EC members are studying a draft budget for 2015-2016. The budget will be adopted during a conference call meeting.

14. Varia

14.1 BGS

Daniel Charest introduced the item.

Vincent Renaud will go to the BGS meeting on October 8 and 9.

14.2 School Support Staff Day

Larry Imbeault introduced the item.

A web contest will be held to celebrate the Support Staff National Day.

14.3 Union Substitute Delegate Training

Larry Imbeault introduced the item.

15. Next Meeting

Proposal 14

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the next meeting be held in Montreal on November 6, 7 and 8, 2015.

UNANIMOUSLY ADOPTED

16. Meeting Adjournment

Proposal 15

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED



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Executive Committee, Minutes

1516CEPV-04

Conference Call of October 2, 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

Larry Imbeault introduced the item.

Motion 1

Larry Imbeault moved, Alain Lajoie seconded

THAT The agenda be adopted as presented.

1. Presentation and Adoption of the Agenda
2. Negotiations 2015
3. Meeting Adjournment

UNANIMOUSLY ADOPTED

2. Negotiations 2015

Larry Imbeault introduced the item.

Motion 2

Larry Imbeault moved, Alain Lajoie seconded

THAT The EC adopt the ballot sheet as amended.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 3

Tarek Khazen 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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Executive Committee, Minutes

1516CEPV-05

Conference Call of October 28, 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

Larry Imbeault introduced the item.

Motion 1

Alain Lajoie moved, Larry Imbeault seconded

THAT The agenda be adopted as presented.

1. Presentation and Adoption of the Agenda
2. New Membership
3. Meeting Adjournment

UNANIMOUSLY ADOPTED

2. New Membership

Larry Imbeault introduced the item.

Motion 2

Larry Imbeault moved, Vincent Renaud seconded

THAT The Executive Committee accepts new memberships of individuals registered on the list of October 28, 2015.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 3

Larry Imbeault 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

1516CEPV-06

Conference Call of October 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
Christine Coonishish	Sector Director – CSB Support Staff

1. Presentation and Adoption of the Agenda

Larry Imbeault introduced the item.

Motion 1

Alain Lajoie moved, Larry Imbeault seconded

THAT The agenda be adopted as presented.

1. Presentation and Adoption of the Agenda
2. New Membership
3. Meeting Adjournment

UNANIMOUSLY ADOPTED

2. New Membership

Larry Imbeault introduced the item.

Motion 2

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee accepts new memberships of individuals registered on the list of October 29, 2015.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 3

Larry Imbeault moved, Tarek Khazen seconded

THAT The meeting of the EC be adjourned.

UNANIMOUSLY ADOPTED



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Executive Committee, Minutes

1516CEPV-07

2nd Conference Call of October 29, 2015

Attendees:

Larry Imbeault	President
Tarek Khazen	Vice-president and Sector Director – CSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff

Absentees:

Alain Lajoie	Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers

1. Presentation and Adoption of the Agenda

Larry Imbeault introduced the item.

Motion 1

Larry Imbeault moved, Tarek Khazen seconded

THAT The agenda be adopted as presented.

1. Presentation and Adoption of the Agenda
2. New Membership
3. Meeting Adjournment

UNANIMOUSLY ADOPTED

2. New Membership

Larry Imbeault introduced the item.

Motion 2

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee accepts new memberships of individuals registered on the second list of October 29, 2015.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 3

Larry Imbeault moved, Tarek Khazen seconded

THAT The meeting of the EC be adjourned.

UNANIMOUSLY ADOPTED



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Executive Committee, Minutes

1516CEPV-08

Conference Call of November 3, 2015

Attendees:

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

Absentee:

Larry Imbeault	President
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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. New Membership
3. Meeting Adjournment

UNANIMOUSLY ADOPTED

2. New Membership

Tarek Khazen introduced the item.

Motion 2

Tarek Khazen moved, Vincent Renaud seconded

THAT The Executive Committee accepts new memberships of individuals registered on the second list of November 3, 2015.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 3

Tarek Khazen 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

1516CEPV-09

Conference Call of November 4, 2015

Attendees:

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

Absentee:

Daniel Charest	Sector Director – KSB Teachers
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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. New Membership
3. Meeting Adjournment

UNANIMOUSLY ADOPTED

2. New Membership

Larry Imbeault introduced the item.

Motion 2

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee accepts new memberships of individuals registered on the second list of November 4, 2015.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 3

Larry Imbeault 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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Executive Committee, Minutes

1516CEPV-10

Meeting of November 7 to 9, 2015

Attendees:

Larry Imbeault	President
Tarek Khazen	Vice-President and Sector Director – CSB Teachers (November 7 & 8, 2015)
Alain Lajoie	Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff

Absentee:

Tarek Khazen	Vice-President and Sector Director – CSB Teachers (November 9, 2015)
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1. Presentation and Adoption of the Agenda

Alain Lajoie introduced the item.

Motion 1

Alain Lajoie moved, Larry Imbeault seconded

THAT The agenda be adopted as presented and amended.

1. Presentation and Adoption of the Agenda
2. AENQ Congress
3. Budget
4. Strike Fund
5. Next Meeting
6. Adjournment

UNANIMOUSLY ADOPTED

2. AENQ Congress

Larry Imbeault introduced the item.

The members look at and comment the following documents:

- Code of Ethics for the EC members;
- AENQ Statement of Principle;
- Self-evaluation tool for the EC members.

Those documents will be adopted by the EC and will be presented at the next Congress.

The EC members discussed the amendments proposals to the By-Laws that will be presented at the Congress. The amendments proposals will be adopted at the next in-person EC meeting.

The guests of the Congress will be invited to attend the first day of the Congress, including the social event.

3. Budget

Alain Lajoie introduced the item.

The 2015-2016 budget will be adopted at the next in-person EC meeting.

4. Strike Fund

Larry Imbeault introduced the item.

Motion 3

CONSIDERING the strike mandate given by the members of the Association;

CONSIDERING that the Association wished to set up a strike fund to compensate the members;

Larry Imbeault moved, the other Executive Committee members seconded

THAT a strike fund be set up to compensate the members that will participate to the union activities on the strike days that are scheduled to take place in December;

THAT the strike fund be in the amount of \$150,000 borrowed from the Members' Defense Policy Fund;

THAT to be eligible to the compensation, the members must meet the two following requirements:

- a) be a regular member of the Association;
- b) participate to all mobilisation activities as required by the Association.

THAT the compensation be in the amount of \$35 per member per strike day;

THAT the compensation be paid to the members that were scheduled to work on those strike days;

THAT the recommendation be made to the Congress to free the AENQ from this debt.

UNANIMOUSLY ADOPTED

5. Next Meeting

Motion 3

Larry Imbeault moved, Alain Lajoie seconded

THAT The next in-person EC meeting takes place in Montreal from December 12 to 14, 2015.

UNANIMOUSLY ADOPTED

6. Adjournment

Motion 4

Larry Imbeault moved, Daniel Charest 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

1516CEPV-11

December 12-14, 2015 Meeting

In attendance:

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

Resources:

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

1. Presentation and Adoption of the Agenda

Alain Lajoie introduced the item.

Proposal 1

It was moved by Alain Lajoie and seconded by Daniel Charest

THAT the agenda be adopted as presented.

1. Presentation and adoption of the agenda
2. Adoption of previous minutes
3. Follow-up
4. Governing bodies report
5. 2016 Congress
 - 5.1. By-law amendments
 - 5.2. 2016-2019 priorities

6. Declaration of principles
7. Code of ethics
8. Self-assessment tool
9. Lease
10. BGS
11. Support staff management leaves
12. AENQ-SEESOCQ Negotiations
13. 2013 Congress priorities and 2013-2016 action plan
14. Budget
 - 14.1. Financial statements to August 31, 2015
 - 14.2. 2015-2016 Budget
15. New memberships
16. CF-FPSS Delegation
17. 2015 Negotiations
 - 17.1. Update
 - 17.2. Strike
18. Labour Relations
 - 18.1. Presentation
 - 18.2. Recommendations
 - 18.3. Decisions
19. Sector Life
 - 19.1. KSB Support Staff
 - 19.2. KSB Teachers
 - 19.3. CSB Teachers
 - 19.4. CSB Support Staff
 - 19.5. CPE (Early Childhood Centres)
20. Varia
 - 20.1. Survey
 - 20.2. CSQ Training
 - 20.3. Technology
 - 20.4. Vocational Education Questionnaire
 - 20.5. Substitute Delegates
 - 20.6. Social Networks
21. Next meeting
22. Meeting adjournment

UNANIMOUSLY ADOPTED

2. Adoption of Previous Minutes

Alain Lajoie introduced the item.

Proposal 2

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT the 1516CEPV-03, 1516CEPV-04, 1516CEPV-05, 1516CEPV-06, 1516CEPV-07, 1516CEPV-08, 1516CEPV-09 and 1516CEPV-10 minutes be adopted as amended.

UNANIMOUSLY ADOPTED

3. Decision Follow-Up

Larry Imbeault introduced the item.

- The translation policy was updated following a recommendation by the Aboriginal Committee;
- The President went to meet members at Mikisiw d'Opitciwan School on November 17 and those in attendance agreed to join the Association. However, even though they are CSQ members, they must sign an AENQ membership card;
- The Association didn't receive any registrations during the Internet contest launched to mark national support staff day;
- Business cards for sector managements were ordered;
- Martine Gagnon of the CSQ was met with to discuss a possible game activity for the 2016 Congress.

4. Governing Bodies Report

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

September 30, 2015 – CF-FPSS

- Presentation of the wage structure and integration rules for the new structure;
- Southern sectorial negotiations: the coordination of employers' parties is obvious, and little, if no mandate, was given to the tables by the Treasury Board;
- Strike mandate status: the vote was affirmative in places where it was held.

October 1 and 2, 2015 – CGN

- Strike vote results: the vote was affirmative for all Central components;
- Inter-sectorial negotiations: Coordination's contribution. Decisions were made to receive the strike vote result and to invite affiliates and its members to boycott Loto-Québec for a week. Presentation of a 6-day strike scenario.
- Sectorial negotiations: Coordination's contribution.

October 15 and 16, 2015 – CF-FSE

- National negotiations: there have been 3 meetings since the last CF. Clarifications were made on the employer's overall proposal as well as a union relaunch on October 9. The FSE believes the employer has withdrawn some of its demands following the mobilization.
- The government submitted a new overall proposal that doesn't satisfy the union. These negotiations cannot be concluded without offering more money and not costing anything. However, the government is going in circles and all it wants is to redistribute money to arrive at a settlement that costs nothing.
- It would appear that as long as inter-sectorial negotiations have not been settled, it will be difficult to achieve a breakthrough at the sectorial and local tables.
- Initial teacher training: We were presented with a document on the quota and admission criteria in Quebec universities for future teachers. According to Minister François Blais, the level of teachers is poor and all university teacher training programs will have to be reviewed.

October 20 and 21, 2015 – CGN

- Inter-sectorial negotiations: a mandate was given to the negotiations team to present a counter proposal on wage structure. A decision was made so that job classifications that are below and above the wage structure curve are identified for the CGN at the beginning of November.
- Regarding the pension plan, the employer is predicting a catastrophe given the increase in life expectancy, maturity of the plan (fewer and fewer contributors and more and more retirees), low interest rates and market volatility. The Common Front will propose job retention measures to the employer.

October 21 and 22, 2015 – GC

- Formation of General Council committees;
- Group insurance renewal conditions for 2016;
- Discussion on the use of union resistance funds, revised document in September 2015 which aims to support union and action-mobilization struggles affecting the CSQ :
 - Cover organization costs (transportation, logistical support) of national demonstrations or considered as such;
 - Cover the CSQ's operation costs in the regions during conflicts.
- Healthcare: standardization of additional costs is a major threat to the accessibility of our healthcare system. Every year in Quebec, nearly \$100 million dollars in abusive additional and often illegal costs are charged to patients. The CSQ and AREQ denounce the public billing of additional costs and are closely following this file to be able to fight it in court.

October 22 and 23, 2015 – CF-FPSS

- S3 sectorial negotiations report;
- Seeking human resources development mandates (professional training).

November 5 and 6, 2015 – CGN

- Presentation of the economic environment: GDP growth forecasts from 2015 to 2019 (above 3% per year) and inflation rate for the same period (from 1,4% to 1,8% per year);
- Information given regarding wage agreements for 2015 to 2018 at

	2015	2016	2017	2018	
Hydro-Québec:	0%*	3%	2,8%	2,5%	*4,2 bonus%
Loto-Québec:	2%	2%	2%	2%	
SAQ:	2%	2%			
Teachers – Ontario:	1%	1%			
Blue Collars – Quebec:	2,3%	2,3%	2,3%		

- Sectorial negotiations: there are no more common demand, mandates are given to federations;
- The sectorial issues that the employer says are central table issues must remain sectorial issues;
- The employer changed its wage structure proposal;
- Regional disparities: the employer has agreed to extend, under certain circumstances, the 8% premium for Sept-Îles and Port-Cartier and the demand to change the Kuujjuaraapik and Whapmagoostui sector;
- The Treasury Board improved its wage offer 0-1-1-1-0%.

November 15, 2015 – CGN

- The decision was made to suspend the 3 strike days planned for December to give new momentum to the inter-sectorial negotiations;
- The Common Front will make a counterproposal Wednesday November 18 on the basis of what was presented today;
- Affiliates were asked not to reveal this information before Wednesday morning.

November 23 and 24, 2015 – CF-FPSS

- Sectorial negotiations (late arrival since the negotiations at the S8 table).

November 25 and 26, 2015 – CGN

- Inter-sectorial negotiations: Coordination report;
- Treasury board agrees to change Kuujjuaq sector and add Fermont to regional disparities;
- The Treasury Board agreed to continue wage structure discussions;
- New mandates are not being sought;
- There will be a Common Front meeting tomorrow to discuss a national strike day;
- Sectorial negotiations: the 3 national tables were convened for a negotiation blitz.

November 25 and 26, 2015 – CGN

- Sectorial negotiations: Coordination report;
- Intersectorial negotiations: Coordination report.

November 27, 2015 – CF-FSE

- National negotiations.

November 29 and 30, as well as December 1st, 2015 – CF-FPSS

- Sectorial negotiations status;
- Information on the December 9 demonstration;
- Return Monday evening from 11pm to 1am, Presentation of an agreement in principle, rejected by affiliates with the proposal on allocation meeting proposal;
- Presentation of a new national agreement on Tuesday late in the evening that was accepted by affiliates.

December 2 and 3, 2015 – CF-FSE

- National negotiations;
- Presentation of financial statements;
- Decision to accept EC recommendations regarding the position to take on the recognition of experience, distance education, continuing education and a priori weighting.

5. 2016 Congress

5.1 By-Law Amendments

Larry Imbeault introduced the item.

Proposal 3

It was introduced by Larry Imbeault and seconded by Alain Lajoie

THAT the Executive Committee adopt notebooks #1 and #2 of By-law amendment proposals to be adopted at the Congress in March 2016.

UNANIMOUSLY ADOPTED

5.2 2016-2019 Priorities

Larry Imbeault introduced the item.

EC members discussed priorities that will be presented at the Congress in March 2016.

6. Declaration of Principles

Larry Imbeault introduced the item.

Proposal 4

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the Executive Committee adopt the Association's Declaration of Principles that will be presented at the Congress in March 2016.

UNANIMOUSLY ADOPTED

7. Code of Ethics

Larry Imbeault introduced the item.

Proposal 5

It was moved by Daniel Charest and seconded by Larry Imbeault

THAT the Executive Committee adopt the Association's Executive Committee members' Code of Ethics that will be presented to Congress in March 2016.

UNANIMOUSLY ADOPTED

8. Self-Assessment Tool

This item was postponed to a future meeting.

9. Lease

Larry Imbeault introduced the item.

Proposal 6

It was proposed by Alain Lajoie and supported by Daniel Charest

THAT the President be mandated to sign the new lease for premises rented to the CSQ by the Association for the period between September 1st 2015 and August 31st 2020.

UNANIMOUSLY ADOPTED

10. BGS

Daniel Charest introduced the item.

11. Support Staff Management Leave

Larry Imbeault introduced the item.

Proposal 7

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT Christine Coonishish be given 20% leave or its equivalent, from January 11 to January 30, 2016.

UNANIMOUSLY ADOPTED

Proposal 8

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT Vincent Renaud be given 40% leave or its equivalent, from December 9, 2015 to June 30, 2016.

UNANIMOUSLY ADOPTED

Proposal 9

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT the Association pay Vincent Renaud the equivalent of 7.5 days in wages for union work carried out in addition to his 20% leave or its equivalent during the period of September 1st to November 30th, 2015.

UNANIMOUSLY ADOPTED

12. SEESOCQ-AENQ Negotiations

Larry Imbeault introduced the item.

EC members discussed the major points of the employer's response to be given to union demands and employer demands to be presented to SEESOCQ.

13. 2013 Congress Priorities and 2013-2016 Action Plan

This item was postponed to another meeting.

14. Budget

Alain Lajoie introduced the item.

14.1 Financial Statements to August 31, 2015

Proposal 10

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the Executive Committee receive and accept the financial statements as at August 31, 2015 for the financial year ending on this date.

UNANIMOUSLY ADOPTED

14.2 2015-2016 Budget

EC members are working on a draft budget for this current year. In order to have a better mid-term vision, the President suggested that a preliminary budget be prepared for the current year and the next two years.

15. New Memberships

Larry Imbeault introduced the item.

Proposal 11

It was proposed by Larry Imbeault and seconded by Alain Lajoie

THAT the Executive Committee accept individuals registered on the December 10, 2015 list as regular Association members.

UNANIMOUSLY ADOPTED

16. CF-FPSS Delegation

Larry Imbeault introduced the item.

Proposal 12

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT Vincent Renaud be named delegate to FPSS governing bodies as a substitute for Tarek Khazen when these bodies can be combined at EC meetings and allow equalization claims to the FPSS for travelling.

UNANIMOUSLY ADOPTED

17.2015 Negotiations

17.1 Update

François Beauchemin informed EC members about the state of negotiations at the E3 and S8 tables and the inter-sectorial negotiations.

17.2 Strike

December 9 was a strike day for Common Front members, including Association members, for the first time in the AENQ's history, where picketing occurred in each Nunavik and Eeyou Istchee community, as well as in the South.

Participation of Association members was high and everything went smoothly. Delegates have started sending in their picketing participants' lists. Strike fund compensation cheques will be issued and sent to delegates after the holidays.

18.Labour Relations

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

18.1 Presentation

Given the confidential nature of cases presented, no details were recorded in these minutes.

18.2 Recommendations

No recommendations were made.

18.3 Decisions

Since there were no recommendations, no decisions were made.

19. Sector Life

19.1 CSK Support Staff

Vincent Renaud introduced the item.

- Vincent will be on unpaid leave from his computer technician position until December 2015;
- Vincent has been relocated to Puvirnitug;
- Tool box for union delegates: Some delegates don't have tool boxes. A copy will be sent to them;
- Communications: We're still trying to improve;
- Sector council and training in Kuujjuaq: success, good participation, synergy between teacher and support staff delegates. Experience to be repeated. We must make advance reservations (June? August?);
- Camera for *Behavior Technicians* to monitor the corridors.
- New Special Needs Students Committee member: Mike Ivillaq, in Puvirnitug;
- Christmas vacation for local maintenance and on call 365 days a year;
- Behavior Technicians training;
- Support staff to assist in buses?
- Jaani Arnaitug, union delegate for many years, has retired;
- Sector Council recommendation that the Sector Director participate in governing bodies that involve the sector;
- Management has been given 40% leave;
- Consolidation: Villages without delegates.

19.2 KSB Teachers

Daniel Charest introduced the item.

1. SCHEDULE OF ACTIVITIES

- CF-FSE: September 23-24-25
- National BGS session: October 8-9
- Board Committee: November 15-16 by phone delegates: October 21
- Unesco schools network: October 23
- Teacher mobilization activity: October 26
- Strike vote: October 29
- BGS-CSQ phone conference: December 13
- Sector Council: November 14
- Delegate training: November 15
- Special Needs Students Committee: November 25 (minutes to come)
- Phone conference: December 1
- Francization: December 7

- Strike: December 9

2. CF-FSE

The Sector Director represented the Association during this meeting. Documents were sent to Larry Imbeault by internal mail. An activity report was written.

3. BGS-CSQ NATIONAL SESSION

The Sector Director represented the Association during this meeting. A summary action plan was done by participants during a conference call on November 13. The Francization and Unesco schools network files are related to the BGS-CSQ file. An activity report was written.

4. SECTOR COUNCIL

All delegates, except one, attended the sector council that was held in Kuujjuaq. Note that the Support Staff Sector Council was held at the same time. Thank you to Vincent Renaud and Nicole Sauvé for their participation in organizing it.

Tarek Khazen took part in public sector negotiations as well as the mobilization plan for four sectors. His clear and precise interventions were appreciated by participants.

Here are the information objects, discussions and proposals that resulted. The discussions during the Sector Council in Kuujjuaq also allowed for proposals to be developed that will be presented at the next Board Committee meeting (topics: school organization, teachers, technologies and material resources) and to the Special Needs Students Committee (topic: students).

5. TRAINING SESSION

Zéni Andrade, AENQ Advisor, trained delegates regarding collective agreement rights (social leave or family responsibilities, workload, disciplinary measures, employment insurance, resignation and breach of contract, legal qualifications, Occupational Health and Safety including the right to refuse work and its procedure, reassignment of pregnant workers, LATMP rights, procedure to follow when making a claim to the CSST, CSST claim vs. salary insurance. Zéni will responded to certain situations that require verification or research in the coming weeks by email or news bulletin.

6. NEGOTIATIONS - MOBILIZATION

Two conference calls were held to inform and liven up the troops. Tarek Khazen (October 21 and December 1) and Larry Imbeault (October 21) participated in and were part of the negotiations and mobilization plan. The first mobilization activity was held for Kativik teachers on October 26 (Operation posters and post-it). On October 29, the teachers sector voted 83% if favour of the strike. On December 9, strike day in support of the Common Front, teachers and their support staff colleagues demonstrated in their communities.

7. BOARD COMMITTEE MEETING

The proposed agenda was sent to EC members and delegates. Union representatives are Luc Dionne in Akulivik, Jodie Hawkes in Kuuujuaq and the Sector Director. The minutes are to come.

The Professional Improvement Committee met by phone on September 16 (Plan C). The next meeting will be held on December 14, at 11:30 am.

8. SPECIAL NEEDS STUDENTS COMMITTEE

The proposed agenda was sent to EC members and delegates. Union representatives are Paul Maggiolo in Salluit, Mike Ivillaq in Puvirnituaq and the Sector Director. The minutes are to come.

19.3 CSB Teachers

Tarek Khazen introduced the item.

- Union delegate training was held in Val D'or September 26 followed by a Sector Council on September 27, 2015;
- The CSB symposium was held in Montréal on October 21 and 22, 2015. We were happy to see that the CSB answered positively to many accommodations requests made by teachers;
- A complaint was lodged with the CSB to denounce the attitude of the Elementary School Principal towards teachers who had mobilized against the austerity measures of the Couillard Government;
- Recurring hygiene problems at Waskaganish Elementary School. Urgent measures must be taken by the CSB to solve this problem;
- There will be a Board Committee on January 12, 2012 in Oujé-Bougoumou;
- The union will begin a series of consultations on teachers who are not legally qualified to help them in the Quebec qualification process and to give them all the required information on this subject;
- An FSE questionnaire that was adapted to our reality will be distributed to vocational education teachers at the Cree and Kativik School Boards.

19.4 CSB Support Staff

Christine Coonishish introduced the item.

- September 26th Sector Council:
- 14 out of 18 delegates were present; Special Needs Students Committee: Margaret Pachano, TES at James Bay Eeyou School, was elected support staff representative;
- Labour Relations Committee members are:
 - Christine Coonishish, Sector Director
 - Barry Commando, Union Delegate, Mistissini Elementary School
 - Adamie Mathias, Union Delegate, Rainbow Elementary School in Waswanipi.
- Union training given on September 26 by Zéni Andrade;
- Sector Council by phone on October 28 in which 8 delegates participated;

- Tarek Khazen presented a negotiations document and steps to follow for having a general meeting to hold a strike vote;
- General meetings for the strike vote were held on November 4 in 9 Cree communities as well as in Montréal and Gatineau;
- Sector Council conference call on December 1st to provide information on the December 9 strike;
- CRT (Labour Relations Committee) December 3: was presented to consult the “Emergency Management Policy.”

19.5 CPE

Ève-Lyne Fecteau introduced the item.

20. Varia

20.1 Survey

Larry Imbeault introduced the item.

Surveys are being written and will be presented at the next EC meeting.

20.2 CSQ Training

This item was postponed to a future meeting.

20.3 Technology

This item was postponed to a future meeting.

20.4 Vocational Education Questionnaire

Tarek Khazen introduced the item.

20.5 Substitute Delegates

Larry Imbeault introduced the item.

During the tour of the communities by the President, members suggested that substitute delegates be given union training and attend sector council meetings.

Training could be given over the phone. We need to see if it can be done with Advisors. Sector councils are made up of managements and union delegates. Substitutes when delegated cannot attend.

20.6 Social Networks

Larry Imbeault.

An Advisor recommended the EC to review its decision to remove the AENQ's Facebook page AENQ and to open an AENQ channel on YouTube. The President will see what is done in other multi-categorical unions.

21. Next Meeting

Proposal 13

It was moved by par Larry Imbeault and seconded by Alain Lajoie

THAT the next meeting be held in Montréal on January 12-14, 2016.

UNANIMOUSLY ADOPTED

22. Meeting Adjournment

Proposal 14

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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Executive Committee, Minutes

1516CEPV-12

Conference Call of December 16, 2015

Present:

Larry Imbeault	President
Alain Lajoie	Secretary-treasurer
Daniel Charest	Sector Director – KSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff

Absent:

Tarek Khazen	Vice-president and Sector Director – CSB Teachers
Christine Coonishish	Sector Director – CSB Support Staff

1. Presentation and adoption of the Agenda

Alain Lajoie introduced the item.

Motion 1

Larry Imbeault moved, Alain Lajoie seconded

THAT The agenda be adopted as presented.

- 1. Presentation and adoption of the agenda
- 2. Union Advisors of the Association
- 3. New Membership
- 4. Adjournment

UNANIMOUSLY ADOPTED

2. Union Advisors of the Association

Larry Imbeault introduced the item.

Motion 2

Larry Imbeault moved, Alain Lajoie seconded

THAT In accordance with clause 9-5.01 of the AENQ-SEESOCQ collective agreement, the Association receives and accepts Zéni Andrade's the request for a leave without pay beginning February 1st, 2016.

THAT Association initiates as soon as possible the replacement process of Mr. Zéni Andrade by posting as of December 21, 2015, under the usual practice.

AND

THAT The Executive Committee nominates Larry Imbeault as the employer's representative on the Selection Committee.

UNANIMOUSLY ADOPTED

3. New Membership

Motion 3

Larry Imbeault moved, Alain Lajoie seconded

THAT The executive Committee accepts as members of the Association the persons whose names appear on the list of December 10, 2015.

UNANIMOUSLY ADOPTED

4. Adjournment

Motion 4

Larry Imbeault moved, Vincent Renaud seconded

THAT The EC meeting be adjourned.

UNANIMOUSLY ADOPTED



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

1516CEPV-13

Conference call of January 12, 2016

Present:

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

Absent:

Christine Coonishish	Sector Director – CSB 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. 2015 Negotiations: Intersectorial Agreement
 - 2.1. Executive Committee's Recommendation
 - 2.2. Sector Councils
 - 2.3. General Meetings
3. AENQ-SEESOCQ Negotiations
 - 3.1. Updating
 - 3.2. External Resource
4. AENQ Congress
 - 4.1. Social Outings
5. Adjournment

UNANIMOUSLY ADOPTED

2. 2015 Negotiations: Intersectorial Agreement

Larry Imbeault introduced the item.

2.1 Executive Committee's Recommendation

Motion 2

Daniel Charest moved, Tarek Khazen seconded

THAT The Executive Committee recommends to the members the acceptance of the agreement in principle of December 17 on the issues negotiated by the Central table.

UNANIMOUSLY ADOPTED

2.2 Sector Councils

The Sector Councils' conference calls will take place on January 14, 2016, teachers and support staff will participate at the same time.

2.3 General Meetings

The General Meetings will take place on January 19, 2016, and will also be held teachers-support staff but with separate results since the votes are done by bargaining units. The results have to be sent to the CSQ before January 27.

3. AENQ-SEESOCQ Negotiations

Larry Imbeault introduced the item.

3.1 Up-Dating

The SEESOCQ members working at the AENQ wish to have the negotiations done before the AENQ Congress of March 18 to 20, 2016.

3.2 External Resource

Motion 3

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee mandates Mr. Jean-Pierre Labelle to negotiate the renewal of the AENQ-SEESOCQ collective agreement as the employer's representative pour la partie patronale.

UNANIMOUSLY ADOPTED

4. AENQ Congress

4.1 Social Outings

Daniel Charest and Larry Imbeault introduced the item.

Departures and returns will take place on the set dates.

5. Adjournment

Motion 4

Larry Imbeault moved, Tarek Khazen seconded

THAT The EC meeting be adjourned.

UNANIMOUSLY ADOPTED



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

1516CEPV-14

January 23 to January 25, 2016 Meeting

Present:

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 (January 24 and 25)

Absent:

Christine Coonishish	Sector Director – CSB Support Staff (January 23)
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Resources:

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

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. Adoption of previous minutes
3. Follow-up
4. Decision-making bodies report

5. 2016 Congress
 - 5.1. Delegation
 - 5.2. By-Law Amendments
 - 5.3. Election Committee President Nomination
 - 5.4. Social event
 - 5.5. Congress Meeting Secretary
 - 5.6. Reports
 - 5.7. Promotional articles
 - 5.8. Provisional agenda
 - 5.9. Sharing rooms
 - 5.10. Simultaneous translation
6. Internal governance
 - 6.1. Claims to concerned individuals
 - 6.2. Employee complaints
7. Association members
 - 7.1. AENQ-SEESOCQ negotiations
 - 7.2. Replacements
8. Budget
9. FIPEQ
10. 2015 negotiations
 - 10.1. Vote results
 - 10.2. Current situation
11. Labour relations
 - 11.1. Presentation
 - 11.2. Recommendations
 - 11.3. Decisions
12. Sector Life
 - 12.1. KSB Support Staff
 - 12.2. KSB Teachers
 - 12.3. CSB Teachers
 - 12.4. CSB Support Staff
 - 12.5. CPE
13. Varia
 - 13.1. Survey
 - 13.2. CSQ training
 - 13.3. Technology
 - 13.4. Social media
 - 13.5. Symposium on the transfer of knowledge
 - 13.6. Taxation of members on leave
14. BGS
15. Decision-making bodies delegation
16. Next meeting
17. Meeting adjournment

UNANIMOUSLY ADOPTED

2. Adoption of the previous minutes

Alain Lajoie introduced the item.

Motion 2

Larry Imbeault moved, Daniel Charest seconded

THAT the 1516CEPV-11, 1516CEPV-12 and 1516CEPV-13 minutes be adopted as amended.

UNANIMOUSLY ADOPTED

3. Decision Follow-up

Larry Imbeault introduced the item.

- Members of the Opitciwan Negotiations Committee will be met at the beginning of February. Negotiation preparations are on track. The President will explain to the delegates their functions;
- The 2015-2020 lease with the Centrale was signed;
- Interviews to replace Zéni Andrade will be held on January 26. Seven applicants have been selected;
- Meetings were held and an inter-sectoral agreement was approved by the four sectors.

4. Governing Bodies Report

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

December 13, 2015 – CGN at the Hilton Hotel in Québec City

- 5 other sectoral agreements in principle;
- Back on strike December 9, the biggest since 1972;
- Inter-sectoral negotiations:
 - The TB wants to settle soon;
 - Agreement on some items;
 - What's left to settle;
 - For the TB, the pension issue is a must;
 - The TB is aware of the 2 conditions in order to reach a settlement: no drop or freeze;
 - Presentation and adoption of an exploratory union proposal.

December 18, 2015 – CGN in Boucherville

- Presentation and acceptance of an inter-sectoral agreement in principle reached on December 17 on salary, pension, parental rights and regional disparities.

January 18 and 19, 2016 – CF-FPSS in Québec

- According to the FPSS, school network negotiation coordination went well;
- Presentation of the draft law on school governance. The Kativik and Cree School Boards are not affected since once this law is adopted, it will only change the LIP and not the LIPACIN;
- Adoption of the 2014-2015 financial statements and adoption of the 2015-2016 budget that forecasts a small deficit (about \$25,000) and that provides \$55,000 in equalization to affiliates (note: the same amount was allocated last year to this budget item and it seems to have all been spent). In addition, The AREQ residual debt will be fully repaid this year, two years earlier than planned;
- Presentation of S3 and S12 sectoral agreements in principle;
- Presentation of the inter-sectoral agreement. Surprise among affiliates regarding certain details that had not been understood.

January 20 and 21, 2016 – CG-CSQ in Québec

- During her opening address, the Centrale's President confirmed what she told the media after the holidays: the fight against the Couillard government's austerity program will continue;
- Adoption of the 2014-2015 financial statements and adoption of the 2015-2016 budget that forecasts a slight deficit (about \$175,000);
- Presentation of the information campaign and citizen mobilization for the adoption of a fully public drug insurance program;
- Childcare issues;
- Adoption of the 2015-2018 triennium action plan.

5. 2016 Congress

Larry Imbeault introduced the item.

5.1 Delegation

The number of members coming to the Congress is based on the number of members. Sector directors must ensure that the figures we have are accurate.

5.2 By-Law Amendments

Motion 3

Larry Imbeault moved, Alain Lajoie seconded

THAT the Executive Committee adopt changes to booklets #1 and #2 that will be presented to Congress in March 2016.

UNANIMOUSLY ADOPTED

5.3 Election Committee President Nomination

Motion 4

Larry Imbeault moved, Daniel Charest seconded

THAT the Executive Committee name Marie-Claude Morin, Advisor to the FPSS, President of the Election Committee for the 2016 Congress.

UNANIMOUSLY ADOPTED

5.4 Social Event

The social event will be held on Friday night. The band *Saali & the Ravenhearts* will perform a show.

5.5 Congress Meeting Secretary

Marie-France Primeau, retired Centrale employee who was FPSS meeting secretary, will be approached to ask her if she is interested in performing this duty at the next Congress.

5.6 Reports

Some reports are still missing. The ones that have not been done should be completed as soon as possible.

5.7 Promotional Items

Various items that will be sent to delegates have been ordered.

5.8 Provisional Agenda

EC members have composed a draft agenda. It must be adopted and sent to members.

5.9 Room Sharing

As is the usual practice, members who want a single-occupancy room will have to pay half the cost of the room which amounts to about \$85.

5.10 Simultaneous Translation and Document Translation

SDL International will handle the simultaneous translation. Documents that will be given to members will be translated in the 4 languages. They must know the desired language in advance.

6. Internal Governance

Larry Imbeault introduced the item.

6.1 Complaints to concerned individuals

Verifications with the employer will be done to learn about the steps undertaken.

6.2 Employee Complaints

This subject will not be part of the negotiations despite the wishes of employees. A letter will be sent to them.

7. Association Members

Larry Imbeault introduced the item.

7.1 AENQ-SEESOCQ Negotiations

EC members confirmed the direction that negotiations must take.

7.2 Replacements

Zéni Andrade is finishing on February 1st and will be leave without pay for a year. His position has been posted and candidates have been selected. Interviews will be held shortly.

Monique Nepveu has been on disability since January 18. Steps will be taken as soon as possible in order to find a replacement for her.

8. Budget

Alain Lajoie introduced the item.

Motion 5

Alain Lajoie moved, Vincent Renaud seconded

THAT the 2015-2016 amended budget be accepted.

UNANIMOUSLY ADOPTED

9. FIPEQ

Larry Imbeault introduced the item.

FIPEQ representatives will be met with to discuss the equalization agreement.

10.2015 Negotiations

10.1 Voting Results

Larry Imbeault introduced the item.

Members voted overwhelmingly in favour of the inter-sectoral agreement. However, there is a clear difference between the level of support between Kativik School Board and Cree School Board members.

10.2 Current Situation

François Beauchemin introduced the item.

Negotiations at the E3 table are not progressing much. The major issue involves special needs students.

Negotiations at the S8 table aren't going much better. There are few, if any, issues in which the parties agree, including the improvement of members' working conditions.

Negotiations with the Kativik School Board are not about to start because the KSB claims that articles of Act 37 are unconstitutional. Steps have been taken with the Labour Administrative Tribunal to force the KSB to negotiate in good faith. This challenges TAT's jurisdiction.

11. Labour Relations

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

11.1 Presentation

Given the confidential nature of the cases presented, no details were recorded in these minutes.

11.2 Recommendations

No recommendations were made.

11.3 Decisions

As there were no recommendations, no decisions were made.

12. Sector Life

12.1 KATIVIK SCHOOL BOARD SUPPORT STAFF

Vincent Renaud introduced the item.

- Kuujjuaq office;
- LRC February 4 Kuujjuaraapik;
- Joint sector council for the agreement in principle;
- Vote on the agreement in principle;
- Conference call sector council on January 27.

12.2 KATIVIK SCHOOL BOARD TEACHERS

Daniel Charest introduced the item.

1. ACTIVITIES

- Board Committee – Professional Improvement Committee: December 14;
- Memo from Sector Director - Holidays: December;
- Conference call interview with Guillaume Piedboeuf from Le Soleil newspaper about Northern reality: January 7;
- Sector meeting – Agreement in principle, January 14;
- Vote on the agreement in principle in schools: January 19;
- Letters of support for the Alliance and for a university research project, BGS-CSQ partners: end of January;
- Request for financing from the BGS for launching the AENQ-BGS Working Committee: January.

2. SUBJECTS

- English test and engagement tolerance;
- Driver's licence and use of KSB vehicles by teachers (KSB insurance);
- Inukjuak: knee injury procedure (teacher);
- Ivujivik: compassionate leave (uncle);
- Quaqtac: teacher departure (personal situation);
- Akulivik: school water supply problem, school with no principal, case of violence;
- Akulivik, Quaqtac, Umiujaq, Kangiqsujuaq: change of the second cultural week, Congress social trip;
- Kangiqsualujjuaq: tense relations between a teacher and management member (inappropriate comment).

12.3 CREE SCHOOL BOARD TEACHERS

Tarek Khazen introduced the item.

- The Board Committee meeting on January 12, 2016 in Oujé-Bougoumou is postponed to February 10, 2016 at the same location.

- There was a Cree-Teachers Council meeting to organize the voting of our members on the inter-sectoral agreement in principle reached on December 17, 2015 between the Common Front and the Quebec government.
- General meetings were held on January 19, 2016 in CSB schools so teachers could vote on the inter-sectoral agreement in principle.
- Great concern on the part of employees at Willie John Happyjack Memorial School following the hiring of a very controversial Vice-Principal.
- Health problems continue at Waskaganish Elementary School. This item will be raised at the next Board Committee meeting.

12.4 CREE SCHOOL BOARD SUPPORT STAFF

Christine Coonishish introduced the item.

12.5 CPE

Ève-Lyne Fecteau introduced the item.

13. Varia

13.1 Survey

Larry Imbeault introduced the item.

A survey on the rate of members' satisfaction for services provided by the Association will be written.

13.2 CSQ Training

Vincent Renaud introduced the item.

13.3 Technology

Vincent Renaud introduced the item.

13.4 Social Media

Larry Imbeault introduced the item.

Motion 6

Larry Imbeault moved, Tarek Khazen seconded

THAT an AENQ Facebook page be created that will be moderated by the President and Vice-President.

UNANIMOUSLY ADOPTED

13.5 Symposium on the Transfer of Knowledge

Tarek Khazen introduced the item.

13.6 Taxation of members on leave

Tarek Khazen introduced the item.

14.BGS

Daniel Charest introduced the item.

Two letters of support have and will be sent to Frédéric L. Phillippe, Research Professor at UQAM and to M. Benoît Mercille from Fédération Monique-Fitzback.

Motion 7

Daniel Charest moved, Vincent Renaud seconded

THAT the AENQ form an AENQ-BGS Committee to achieve the targeted objectives as presented.

UNANIMOUSLY ADOPTED

15. Decision-making Bodies Delegation

Vincent Renaud introduced the item.

He wants to ensure that President informs his Sector Council of the reasons for the decisions made regarding their recommendation that he attend FPSS governing bodies, while the EC made the decision to delegate to the FPSS governing bodies which will allow the Association to access FPSS equalization funds.

16. Next meeting

Motion 8

Larry Imbeault moved, Alain Lajoie seconded

THAT the next meeting be held in Montréal on March 16, 17 and 21.

UNANIMOUSLY ADOPTED

17. Meeting Adjournment

Motion 9

Larry Imbeault moved, Tarek Khazen seconded

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

1516CEPV-15

Conference Call Meeting, January 31, 2016

Present:

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

Absent:

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

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. Advisor replacement position
3. 2015 Negotiations – current situation
4. 2016 Congress
5. Adjournment

UNANIMOUSLY ADOPTED

2. Advisor Replacement Position

Larry Imbeault introduced the item.

Motion 2

Tarek Khazen moved, Daniel Charest seconded

THAT the EC endorses the recommendation of the Selection Committee and the President be mandated to take the necessary steps to temporarily fill Zéni Andrade's vacant position as of February 2016.

UNANIMOUSLY ADOPTED

3. Negotiations – current situation

Larry Imbeault introduced the item.

4. 2016 Congress

Larry Imbeault introduced the item.

5. Meeting Adjournment

Motion 3

Larry Imbeault moved, Tarek Khazen seconded

THAT the Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED



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

1516CEPV-16

Conference Call Meeting, February 22, 2016

Present:

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

Absent:

Christine Coonishish	Sector Director – CSB Support Staff
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1. Presentation and adoption of the agenda

Alain Lajoie introduced the item.

Motion 1

Alain Lajoie moved, Larry Imbeault seconded

THAT The agenda be adopted as presented.

1. Presentation and adoption of the agenda
2. By-law amendments
3. 2015 Negotiations – mobilization
4. Adjournment

UNANIMOUSLY ADOPTED

2. By-Law Amendments

Larry Imbeault introduced the item.

3. 2015 Negotiations – Mobilization

Tarek Khazen and Larry Imbeault introduced the item.

4. Adjournment

Motion 2

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee be adjourned.

UNANIMOUSLY ADOPTED



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

1516CEPV-17

Conference Call, February 25, 2016

Present:

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

Absent:

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. 2016 Congress
 - 2.1 By-law amendment proposals
 - 2.2 Election Committee
 - 2.3 Provisional agenda adoption
3. New memberships
4. Adjournment

UNANIMOUSLY ADOPTED

2. 2016 Congress

Larry Imbeault introduced the item.

2.1 By-Law Amendment Proposals

Motion 2

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee adopt the final version of the 3 booklets of amendment proposals to the Association's by-laws that will be presented at Congress.

UNANIMOUSLY ADOPTED

2.2 Election Committee

Motion 3

Larry Imbeault moved, Alain Lajoie seconded

THAT The Executive Committee name François Beauchemin, Stéphane Boulanger, Ève-Lyne Fecteau and Carine Sabourin as members of the Election Committee.

UNANIMOUSLY ADOPTED

2.3 Provisional Agenda Adoption

Motion 4

Larry Imbeault moved, Alain Lajoie seconded

THAT The Executive Committee adopt the provisional agenda for the 2016 Congress.

UNANIMOUSLY ADOPTED

3. New Memberships

Larry Imbeault introduced the item.

Motion 5

Larry Imbeault moved, Christine Coonishish seconded

THAT The Executive Committee accept the names of individuals whose names appeared on the February 25, 2016 list as regular members of the Association.

UNANIMOUSLY ADOPTED

4. Adjournment

Motion 6

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED



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

1516CEPV-18

Conference Call, March 10, 2016

Present:

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

Larry Imbeault introduced the item.

Motion 1

Larry Imbeault moved, Alain Lajoie seconded

THAT The agenda be adopted as presented.

1. Presentation and adoption of the agenda
2. Aboriginal Committee
3. 2016 Congress
4. AENQ-SEESOCQ Negotiations
5. Adjournment

UNANIMOUSLY ADOPTED

2. Aboriginal Committee

Larry Imbeault introduced the item.

The Association received two applications for the Inuk Representative position following a second posting.

Motion 2

Larry Imbeault moved, Vincent Renaud seconded

THAT The Association name Ulaayu Pilurttut as Inuk Representative to the Aboriginal Committee until the end of this mandate.

ADOPTED BY A MAJORITY

3. Congress

Larry Imbeault introduced the item.

The group that will be performing the night of the social event on March 18 won't have access to the room until 5pm. In order for them to have the time to do the set up, it would be preferable to push back dinner time to 7:30pm and the show to 9pm. Verifications will be made to confirm everything.

4. AENQ-SEESOCQ Negotiations

Larry Imbeault introduced the item.

It was hoped that negotiations would begin before Congress. Given that the union speaker was named late and given the availability of the employer spokesperson, it would be impossible to begin negotiations before March 24.

5. Adjournment

Motion 3

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee be adjourned.

UNANIMOUSLY ADOPTED



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

1516CEPV-19

March 16, 17 and 21, 2016 Meeting

Present:

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 (March 17 and 21)

Absent:

Christine Coonishish	Sector Director – CSB Support Staff (March16)
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Resources:

Stéphane Boulanger	Union Advisor
Ève-Lyne Fecteau	Union Advisor
Carine Sabourin	Union Advisor
François Beauchemin	Union Advisor

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. Agenda presentation and adoption
2. Adoption of previous minutes
3. Follow-up
4. Decision-making bodies report

5. Labour relations
 - 5.1. Presentation
 - 5.2. Recommendations
 - 5.3. Decisions
6. Sector Life
 - 6.1. KSB Support Staff
 - 6.2. KSB Teachers
 - 6.3. CSB Teachers
 - 6.4. CSB Support Staff
 - 6.5. CPE
7. 2016 Congress
8. AENQ-SEESOCQ Negotiations
9. Finances
 - 9.1. Budget
 - 9.2. AccèsD Administrator
10. 2015 Negotiations
 - 10.1 Current state of the situation
 - 10.2 Mobilization
11. Varia
 - 11.1 Membership
 - 11.2 Complaint by a member
 - 11.3 CSQ Education Forum
12. Next meeting
13. Meeting adjournment

UNANIMOUSLY ADOPTED

2. Adoption of Previous Minutes

Alain Lajoie introduced the item.

Motion 2

Larry Imbeault moved, Daniel Charest seconded

THAT The 1516CEPV-14, 1516CEPV-15, 1516CEPV-16, 1516CEPV-17 and 1516CEPV-18 minutes be adopted as amended.

UNANIMOUSLY ADOPTED

3. Decisions Follow-Up

Larry Imbeault introduced the item.

- Marie-France Primeau has accepted to be Meeting Secretary at the next Congress of the Association;

- Following Zéni Andrade's departure on leave without pay, and following steps taken, Carine Sabourin was hired as the replacement Union Advisor.

4. Decision-making Bodies Report

There haven't been any governing bodies held since the last Executive Committee meeting.

5. Labour Relations

5.1 Presentation

Ève-Lyne Fecteau and Stéphane Boulanger introduced the item.

The union advisors present the principal grievances and the latest decisions. Since the details are confidential, they will not be written in the present minutes.

5.2 Recommendations

There were no advisory staff recommendations.

5.3 Decisions

There were no decisions to be made.

6. Sector Life

6.1 KSB Support Staff

Vincent Renaud introduced the item.

6.2 KSB Teachers

Daniel Charest introduced the item.

Motion 3

Tarek Khazen moved, Alain Lajoie seconded

THAT Daniel Charest be granted 50% leave for the 2016-2017 school year to carry out his Sector Director duties.

UNANIMOUSLY ADOPTED (2 abstentions)

6.3 CSB Teachers

Tarek Khazen introduced the item.

Motion 4

Tarek Khazen moved, Christine Coonishish seconded

THAT Alain Lajoie be granted 35% leave for the 2016-2017 school year to carry out his Sector Director duties.

UNANIMOUSLY ADOPTED (3 abstentions)

6.4 CSB Support Staff

Christine Coonishish introduced the item.

6.5 CPE

Larry Imbeault introduced the item.

7. Congress

Motion 5

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee add recommendation 7 f) to the 2016-18 CONGRESS document.

UNANIMOUSLY ADOPTED

Motion 6

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee adopt the last version of the provisional agenda.

UNANIMOUSLY ADOPTED

8. AENQ-SEESOCQ Negotiations

Larry Imbeault introduced the item.

The negotiations will start in May.

9. Finances

9.1 Budget

This item is postponed until the next in-person meeting.

9.2 AccèsD Administrator

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The President be designated the main AccèsD Affaires Administrator, retroactively to March 8, 2016.

UNANIMOUSLY ADOPTED

10.2015 Negotiations

10.1 State of the Current Situation

François Beauchemin introduced the item.

Motion 7

Alain Lajoie moved, Vincent Renaud seconded

THAT François Beauchemin be mandated, in accordance with Article 54 of the Labour Code, for using a conciliator's services from the Ministry of Labour, preferably M^e Richard Champagne, for the S8 and E3 tables, when deemed appropriate.

UNANIMOUSLY ADOPTED

10.2 Mobilization

Tarek Khazen introduced the item.

Members will be consulted to establish an action-mobilization plan for members of each school board.

11. Varia

11.1 Membership

Larry Imbeault introduced the item.

Motion 8

Larry Imbeault moved, Vincent Renaud seconded

THAT The Association accept the members registered on the March 16, 2016 list.

UNANIMOUSLY ADOPTED

11.2 Complaint by a Member

Larry Imbeault will contact the person who lodged a complaint to ask the individual to clarify the nature of the complaint.

11.3 Education Forum

François Beauchemin introduced the item.

He briefly summarized the event.

12. Next Meeting

Motion 9

Larry Imbeault moved, Alain Lajoie seconded

THAT The next meeting be held in Montréal on June 11, 12 and 13, 2016.

UNANIMOUSLY ADOPTED

13. Meeting Adjournment

Motion 10

Larry Imbeault moved, Tarek Khazen seconded

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

1516CEPV-20

Conference call of April 4, 2016

Present:

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

Absent:

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

Alain Lajoie introduced the item.

Motion 1

Alain Lajoie moved, Larry Imbeault seconded

THAT The agenda be adopted as presented.

1. Presentation and adoption of the Agenda
2. Hiring
3. Union Leave
4. Delegation to the FPSS Congress
5. Adjournment

UNANIMOUSLY ADOPTED

2. Hiring

Larry Imbeault introduced the item.

Motion 2

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee retroactively authorize the hiring of Isabelle Perron as a replacement employee for the time Monique Nepveu was on disability (February 2nd to March 25, 2016).

UNANIMOUSLY ADOPTED

3. Union Leave

Larry Imbeault introduced the item.

Motion 3

Larry Imbeault moved, Alain Lajoie seconded

THAT The Vice-president, Tarek Khazen, be granted a 100% union leave in 2016-2017.

UNANIMOUSLY ADOPTED

4. Delegation to the FPSS Congress

Larry Imbeault introduced the item.

Motion 4

Alain Lajoie moved, Daniel Charest seconded

THAT Larry Imbeault, Vincent Renaud, and Tarek Khazen be mandated in order to represent the Association at the FPSS Congress that will take place from June 7 to 9.

UNANIMOUSLY ADOPTED

5. Adjournment

Motion 5

Larry Imbeault 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

1516CEPV-21

Conference Call Meeting April 14, 2016

Present:

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

Absent:

Christine Coonishish	Sector Director – CSB Support Staff
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Resource:

François Beauchemin	Union Advisor
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1. Presentation and Adoption of the Agenda

Alain Lajoie introduced the item.

Motion 1

Alain Lajoie moved, Larry Imbeault seconded

THAT the agenda be adopted as presented.

1. Presentation and adoption of the agenda
2. Intersectorial negotiations
 - 2.1. Food transportation
 - 2.2. Sectors
3. Kativik negotiations
4. Action-Mobilization
 - 4.1. CSB
 - 4.2. KSB

5. Adjournment

UNANIMOUSLY ADOPTED

2. Intersectorial Negotiations

Larry Imbeault and François Beauchemin introduced the item.

2.1 Food Transportation

Motion 2

Larry Imbeault moved, Tarek Khazen seconded

THAT The President be mandated to make the required political representations on how AENQ demands on food transportation were dealt with;

AND

THAT The negotiations team be mandated to continue pushing forward the original demands on food transportation at all AENQ tables.

UNANIMOUSLY ADOPTED

2.2 Sectors

Motion 3

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Association express its dissatisfaction and discontent to the CSQ, and if possible, with other unions, regarding the intersectorial agreement signed on regional disparities, mainly the fact that the new provisions on sector changes and premiums attached thereto will only take effect at the signing of the collective agreements, not at the same time as salary adjustments.

UNANIMOUSLY ADOPTED

3. Kativik Negotiations

Larry Imbeault and François Beauchemin introduced the item.

- The Labour Administrative Tribunal (TAT) Judge rendered her decision on April 13. KSB had filed a preliminary objection to suspend the hearing on AENQ's and other unions' complaints that believed KSB violated its obligation to negotiate diligently and in good faith.

- The judge dismissed KSB's preliminary objection which attempts to postpone the said hearing until its case before the Quebec Superior Court related to the implementation of the CBJNQ has been definitively resolved.
- The TAT judge has summoned the parties to a hearing to be held on May 5, 2016.
- Two other hearing dates have been set (June 28 and 30), if required. On May 5, the unions will be able to make their case against KSB allowing the TAT to judge on the claim that KSB is contravening its obligation to negotiate diligently and in good faith.
- KSB may, however, ask for a review of the decision rendered on April 13, which would risk further delay the start of actual negotiations.

4. Action-Mobilization

Tarek Khazen and François Beauchemin introduced the item.

Tarek Khazen and François Beauchemin gave their first impressions on the format that various action-mobilization plans could take and that must be adapted to the reality of each negotiation.

5. Adjournment

Motion 5

Larry Imbeault moved, Tarek Khazen seconded

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

1516CEPV-22

Conference Call Meeting April 18, 2016

Present:

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

Absent:

Christine Coonishish	Sector Director - CSB 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. AENQ Staff
 - 2.1. Advisory Staff: maternity leave
 - 2.2. Support Staff: disability leave
 - 2.3. AENQ-SEESOCQ Negotiations
 - 2.4. AENQ-SEESOCQ LRC
3. Group Insurance: GC Representatives' mandates
4. FPSS Congress – By-Laws
5. World Social Forum
6. 2015 Negotiations
 - 6.1. Action-Mobilization
7. Policy on Participation

- 7.1. Waiver Request
- 8. Adjournment

UNANIMOUSLY ADOPTED

2. AENQ Staff

Larry Imbeault introduced the item.

2.1 Advisory Staff: Maternity Leave

Motion 2

Larry Imbeault moved, Alain Lajoie seconded

THAT The President be mandated to undertake the necessary steps to replace Carine Sabourin for the duration of her maternity leave starting June 23, 2016;

THAT Tarek Khazen be the Employer's Representative on the Selection Committee;

AND

THAT The entry into service of the replacement person be June 20, 2016.

UNANIMOUSLY ADOPTED

2.2 Support Staff: Disability Leave

Motion 3

Alain Lajoie moved, Daniel Charest seconded

THAT Larry Imbeault be mandated to check with the Centrale's Human Resources regarding the employer's rights concerning the management of disability leaves of its employees.

ADOPTED BY A SIMPLE MAJORITY WITH ONE DISSENT

Tarek Khazen dissented because he stated that the request for a disability leave certificate is managed by the Association.

2.3 AENQ-SESOCQ Negotiations

Employer's offer was made on March 24, 2016.

2.4 AENQ-SESOCQ LRC

Discussion over the items that might be part of the next Labour Relations Committee meeting agenda.

3. Group Insurance: GC Representatives' Mandates

Larry Imbeault introduced the item.

Motion 4

Considering the amounts that will be paid to the Centrale by the Treasury Board for group insurance;

Considering that these amounts are intended for Centrale members that benefit from a share from the employer;

Considering that the handling of these sums will be voted on at the General Council despite the fact that they are the result of an administrative letter from the Treasury Board to Common Front members during the last round of inter-sectoral negotiations;

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT Association delegates to the GC be mandated to influence the vote so that the decision made at the GC respect the spirit of the administrative letter.

UNANIMOUSLY ADOPTED

4. FPSS Congress – By-Laws

Larry Imbeault introduced the item.

Motion 5

Considering the CSQ's by-laws, especially the last paragraph of clause 3:04: *The federation's by-laws cannot, however, force a union to delegate people from a given category;*

Considering the next FPSS Congress in which the federation's by-laws will be amended;

Considering that certain amendment proposals go against clause 3.04 of the Centrale's by-laws;

Considering the President's interventions at the last Federal Council of the Federation in which he questioned the admissibility of these amendment proposals;

Considering that these proposals are still in booklet 1A (FPSS-CSQ by-law amendments proposals booklet);

Considering that the Association is a multi-categorical union;

Considering that the Association's by-laws stipulate that it is its Executive Committee that decides who participates in federal decision-making bodies;

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT Association delegates to the FPSS Congress try to bring down the proposals that go against the Centrale's by-laws;

THAT If these amendments to the federation's by-laws are adopted, the Association's discontentment be expressed and a formal complaint to the CSQ be sent.

UNANIMOUSLY ADOPTED

5. World Social Forum

Tarek Khazen introduced the item.

Motion 6

Tarek Khazen moved, Daniel Charest seconded

THAT At the Centrale's request, the Association delegate one of its members to attend the World Social Forum and the President be mandated to consult the Aboriginal Committee.

UNANIMOUSLY ADOPTED

6. 2015 Negotiations

6.1 Action-Mobilization

Tarek Khazen introduced the item.

Tarek Khazen gave a summary of the consultation carried out with delegates. The response rate was low. Sector council conference calls will be organized to consult them and discuss action-mobilization plans that are currently being written.

7. Policy on Participation

7.1 Waiver Request

Motion 7

Alain Lajoie moved, Vincent Renaud seconded

THAT The waiver requested by Tarek Khazen for a hotel stay for the CF-FSE from June 15-17 be granted.

8. Adjournment

Motion 8

Vincent Renaud moved, Tarek Khazen seconded

THAT 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

1516CEPV-23

Conference Call of April 28, 2016

Present:

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

Absentee:

Tarek Khazen	Vice-President and Sector Director – CSB Teachers
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1. Presentation and Adoption of the Agenda

Alain Lajoie introduced the item.

Motion 1

Alain Lajoie moved, Larry Imbeault seconded

THAT The agenda be adopted as presented.

1. Presentation and Adoption of the Agenda
2. 2015 Negotiations
 - 2.1. Action-mobilisation
 - 2.2. Update
3. Adjournment

UNANIMOUSLY ADOPTED

2 2015 Negotiations

Larry Imbeault introduced the item.

2.1 Action-mobilisation

Motion 2

Larry Imbeault moved, Alain Lajoie seconded

THAT The Executive Committee receives the actions proposed by the different sector councils in their respective recommendations and that the mobilisation actions be the following:

CSB Teachers and Support Staff

1. Operation T-shirts (visibility): AENQ logo on the front, number of the collective agreement on the back with the slogan on special needs students;
2. Recreational activities on June 21st, 2016, in all CSB schools;
3. Production of material to inform the parents on the lack of resources for the special needs students;
4. Petition to CSB.

KSB Teachers and Support Staff

1. Petition to KSB;
2. Use the media, social networks, radio and the newspapers;
3. Inform the parents on the lack of resources for the special needs students;
4. Visibility Operation: T-Shirts and impactful posters on the special needs students, visibility during the visit of the General Governor of Canada in Salluit.

UNANIMOUSLY ADOPTED

2.2 Update

Following-up on the decisions taken by the Executive Committee during a conference call on April 18, the President asked CSQ to convene a CCNN meeting in order to give the Association's point of view on the intersectorial agreement.

As for the non-negotiation with KSB, the hearing of May 5 at the TAT is still scheduled. The latest news is to the effect that KSB will not appeal of the decision rendered by the TAT judge on April 13. In addition, a letter will be sent to the KSB's GM in order to make her aware that KSB employees working in Kuujuaq and Kuujuaaraapik will not be entitled to any retroactivity on the premiums related to the sectors as long as there are no new E4 and S9 collective agreements. Finally, following discussions between CSQ and the Treasury Board, it appears that the Treasury Board is ready to fund KSB for the costs related to the lump sum, and make the pay adjustments as foreseen in the intersectorial agreement.

3. Adjournment

Motion 3

Larry Imbeault moved, Christine Coonishish seconded

THAT The meeting of the Executive Committee be adjourned.

UNANIMOUSLY ADOPTED



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

1516CEPV-24

Conference Call of May 4, 2016

Present:

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 1

Larry Imbeault moved, Tarek Khazen seconded

THAT The agenda be adopted as presented.

1. Presentation and Adoption of the Agenda
2. Kativik Negotiations
3. Adjournment

UNANIMOUSLY ADOPTED

2 Kativik Negotiations

Larry Imbeault introduced the item.

The hearing at the TAT on the question of KSB violating its obligation to negotiate diligently and in good faith will take place tomorrow (May 5). CSQ asks to its concerned affiliates to mandate its legal department to defend the constitutionality of Bill 37. For the Association and its members, the JBNQA is above all subsequent laws. Are some clauses of Bill 37 anti-constitutional? If KSB wants to say so, it's up to her. However, to avoid any further delays, the Association agrees to have its EC members vote on the following proposal:

Motion 2

Larry Imbeault moved, Tarek Khazen seconded

THAT AENQ give CSQ' legal department the mandate to defend the constitutionality of Bill 37 at the TAT hearing of May 5, if necessary.

UNANIMOUSLY ADOPTED

3. Adjournment

Motion 3

Larry Imbeault moved, Tarek Khazen seconded

THAT The meeting of the Executive Committee be adjourned.

UNANIMOUSLY ADOPTED



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)
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Executive Committee, Minutes **1516CEPV-25**

Conference Call of May 19, 2016

Present:

- 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

Alain Lajoie introduced the item.

Motion 1

Larry Imbeault moved, Tarek Khazen seconded

THAT The agenda be adopted as presented.

- 1. Presentation and Adoption of the Agenda
- 2. Complaint from a member
- 3. Unionisation
- 4. Adjournment

UNANIMOUSLY ADOPTED

2. Complaint from a member

Larry Imbeault introduced the item.

On May 11, a complaint from a member against another member under the By-laws of the Association was sent to the President. The member targeted by the complaint did not take part in the decision process. Clause 12.02 of the By-laws foresees that: The

complaint must be sent to the President or the Secretary-treasurer of the Association who, after having acknowledged receipt of it to the plaintiff, to the accused and to his/her union delegate will bring the complaint before the Executive Committee. The Executive Committee must make an investigation of the complaint.

Motion 2

Larry Imbeault moved, Vincent Renaud seconded

THAT The EC nominate Alain Lajoie and Tarek Khazen to make the inquiry on the complaint from a member against another member sent to the President on May 11, 2016.

UNANIMOUSLY ADOPTED

3. Adjournment

Larry Imbeault introduced the item.

Motion 3

Larry Imbeault moved, Tarek Khazen seconded

THAT The Association welcomes in its ranks the teachers of the Kanatamat School of the Innu community of Matimikush.

UNANIMOUSLY ADOPTED

4. Adjournment

Motion 4

Larry Imbeault moved, Tarek Khazen seconded

THAT The meeting of the Executive Committee be adjourned.

UNANIMOUSLY ADOPTED



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

1516CEPV-26

Meeting on June 3, 4 and 5, 2016

Present:

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:

Stéphane Boulanger	Union Advisor
Ève-Lyne Fecteau	Union Advisor
Carine Sabourin	Union Advisor
François Beauchemin	Union Advisor
Alexandre Guité	Elected Secretary-Treasurer

1. Presentation and adoption of the agenda

Alain Lajoie introduced the item.

Proposal 1

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT The agenda be adopted as presented.

1. Presentation and adoption of the agenda
2. Sector Life
 - 2.1. KSB Support Staff
 - 2.2. KSB Teachers
 - 2.3. CSB Teachers
 - 2.4. CSB Support Staff

- 2.5. CPE
- 3. Labour Relations
 - 3.1. Presentation
 - 3.2. Installers Network
 - 3.3. Sharing information
 - 3.4. Recommendations
 - 3.5. Decisions
- 4. 2015 Negotiations
 - 4.1 Update
 - 4.2 Action-Mobilization
 - 4.3 Sectoral Negotiations
- 5. Adoption of Previous Minutes
- 6. Follow-Up
- 7. Decision-Making Bodies Report
- 8. 2016 Congress
 - 8.1 Report
 - 8.2 Special Contribution
 - 8.3 Varia
- 9. BGS
- 10. Support Staff Sector Directors' Leaves
- 11. AENQ-SEESOCQ Negotiations
- 12. Internal Management
 - 12.1 Member Management
 - 12.2 Participation Policy
 - 12.3 Self Evaluation Tool
 - 12.4 Translation Policy
 - 12.5 Policy for EC Members on Full-Time Leave
- 13. World Social Forum
- 14. 2016-2019 Action Plan
- 15. Finances
 - 15.1 Financial Statements
 - 15.2 2015-2016 Budget
 - 15.3 2016-2017 Budget
- 16. Varia
 - 16.1 Professional Development
 - 16.2 RREGOP
 - 16.3 Derogation to the Participation Policy
- 17. Next Meeting
- 18. Adjournment

UNANIMOUSLY ADOPTED

2. Sector Life

2.1 KSB Support Staff

Vincent Renaud introduced the item.

2.2 KSB Teachers

Daniel Charest introduced the item.

School Organization

- 2016-2017 Calendar
- 2016-2017 List of subjects
- Position allocation criteria
- Position allocation policy (seniority, skills, diplomas, experience)
- Unpaid leave criteria (5-15.05)
- Teacher replacement
- Call back list – Adult education and vocational training
- School budget – information
- Cargo transport, individuals, moving
- Cultural week: 2014-2015, 2015-2016 assessment
- Organization of the second cultural week and teacher involvement (pilot schools)
- Blizzard closures (elementary vs secondary)
- Union membership form and employee list
- Fire alarms

Educational Services

- Pedagogical days
- Sharing and development workshops at school
- Non-legally qualified teachers
- Teacher evaluation vs Pedagogical supervision
- Pedagogical supervision: PDP school operations assistance, PIP Human Resources assistance
- Orientation booklet
- Skill levels
- Promotion and grouping policy – grade repetition
- High school reports
- New specific pathway programs (KSB Working Committee)
- New pathways
- Culture Program (MEESR) at school
- Return of BGS schools
- Special needs students survey for June 15
- Psychological needs
- Elementary screening (specialists: eyes, ears...)

Technology

- GPI: Note-taking duplication and attendance, student departures and tracks, alternative
- *Smart Board*
- Internet access code
- Applications
- School budget for new computers vs New Path

- Access to KSB documents - MS Office vs Open Office

Material Resources

- KSB Policy – First Air
- Reservation changes outside work hours

Healthy Schools

- SST Committee

Suicide Protocol

- Vocational training
- Crisis protocol - suicide
- *Healthy School*
- Francisation Explore
- Camera and software
- Anti-vandalism program

Meetings

- Bruntland Green Schools, St-Paulin: April 7, 8
 - Adult Education Network, Québec: April 11
 - Adult Education Consulting Committee, Montreal: May 27
- To come:
- Carrefour National Teacher Integration: June 9

Delegates proposal submitted to the Board Committee

- Meeting May 10-11, 2016

2.3 CSB Teachers

Tarek Khazen introduced the item.

1- The Board Committee meeting on April 13, 2016 in Mistassini was postponed to May 17, 2016 at the same location. We demonstrated our strong disagreement at this meeting on the amendment that the CSB wanted to make to the professional development policy and their desire to use the professional development fund at their leisure for training new teachers.

We will do whatever it takes to keep them from using this fund that is exclusively dedicated to teachers.

2- On April 19, 2016 a young student in Mistissini caused a shockwave at the elementary school by threatening the principal to bring a gun to seek revenge against her. The teaching staff and support staff have experienced moments of intense stress and panic. During the Board Committee meeting, we strongly suggested that CSB representatives remain alert to this situation, to give training sessions to all employees for violence incident cases and to increase the supervision of arrivals and departures of all its schools and education centres.

3- A Sector Council was held on May 30, 2016 to follow up on the mobilization that continues at the CSB, to organize recreational activities for Aboriginal Day on June 21, 2016, and to inform the Sector Council on AENQ participation in the FSE I'm proud of my teacher! campaign.

4- T-shirts have started to arrive at CSB schools. Delegates must distribute them as soon as possible and members must wear them each Monday and Thursday during the week until the end of the 2015-16 school year.

5- On June 21, 2016, CSB teaching staff members will organize recreational activities and a BBQ after regular work hours to highlight National Aboriginal Day. The Association will financially support this activity up to \$15.00 per member.

2.4 CSB Support Staff

Christine Coonishish introduced the item.

2.5 CPE

Ève-Lyne Fecteau introduced the item.

Problem with the seniority list in Oujé-Bougoumou.

2.6 Opitciwan

Larry Imbeault introduced the item.

Negotiations to reach a first collective agreement continue. These negotiations are the CSQ's responsibility.

3. Labour Relations

3.1 Presentation

Ève-Lyne Fecteau introduced the item.

Given the confidential nature of the cases presented, no information can be recorded.

3.2 Network of Interpreters

Advisory staff presented the item.

3.3 Sharing information

Advisory staff presented the item.

3.4 Recommendations

There weren't any recommendations.

3.5 Decisions

No decisions were made.

4. 2015 Negotiations

4.1 Update

François Beauchemin introduced the item.

Regarding negotiations with the Cree School Board, negotiations are moving slowly, but we are confident that we will reach an agreement in principle soon, particularly at the Support Staff Table.

Regarding the non-negotiations with the Kativik School Board, administrative tribunal hearings are planned for the end of June.

4.2 Action-Mobilization

Tarek Khazen introduced the item.

T-shirts have been sent to all our members at both school boards. These black t-shirts with the number of each sector's collective agreement in white will be worn by our members to show our dissatisfaction with the progress of negotiations with the two school boards.

Both Sector Councils of our members working at the CSB (teachers and support staff) have decided to organize a BBQ to celebrate National Aboriginal Day on June 21, 2016. Money has been sent to delegates who will make sure our members will be wearing our t-shirt on this day. Photos and videos will be sent to the Association for everyone's collective memory.

4.3 Sectoral Negotiations

Tarek Khazen introduced the item.

Discussion of the importance of voting at the Federal Council (FPSS and FSE) on Southern sectoral agreements since they will have an impact on our members.

5. Adoption of previous minutes

Larry Imbeault introduced the item.

Proposal 2

It was moved by Daniel Charest and seconded by Alain Lajoie

THAT the 1516CEPV-19, 1516CEPV-20, 1516CEPV-21, 1516CEPV-22, 1516CEPV-23, 1516CEPV-24 et 1516CEPV-25 minutes be adopted as amended.

UNANIMOUSLY ADOPTED

6. Follow-up

Larry Imbeault introduced the item.

- The leaves of absence of the three teachers, members of the Executive Committee, have been done and sent off;
- Interviews for replacing Carine Sabourin will be held on June 13 and June 14;
- The other items are agenda items.

7. Decision-Making bodies Report

Larry Imbeault and Tarek Khazen introduced the item.

May 26, 2016, Emergency FPSS CF (Québec)

- Appropriation of amendment proposals to the federation's by-laws and regulations.

May 18 to May 20, 2016, CSQ General Council (Val d'Or)

- CSQ's decision that they will demand a minimum wage of \$15 / hour;
- Period of change in health allegiance;
- World Social Forum will be held in Montreal from August 9 to 14, 2016 (participation of 2 teachers, Aboriginal Committee members, to the workshop *Fight for an education for and by aboriginals*);
- A union activities week will be held in April each year. In 2017, a union activities week will be held from August 24 to 28 with a union activities camp on April 27 and 28 in which training will be given on culture, operations, history, battles, and action from our organization (CSQ)

May 4 to 6, 2016, FSE CF (Boucherville)

Sectoral negotiations (E1): monitoring final stages of writing the final texts.

Inter-sectoral negotiations: No documents distributed, but there was a summary presentation on writing the final agreement in principle texts reached in December 2015.

Regarding regional disparities, Tarek Khazen intervened to express our dissatisfaction and disappointment at the fact that the premium amounts for regional disparities will not be retroactive to April 1st, 2015 but will be adjusted when signing the Cree and Kativik collective agreement.

A lump sum of \$500.00 will be calculated for teachers as follows:

A teacher's hourly wage is 1826.3 hr/ year

The government gives 30 cents/ hour

Multiplying 30 cents by 1826.3 to reach an amount of \$547 (the government gives \$500)

Dividing \$547 by 200 (that's the number of days a teacher works during the year) to reach an amount of \$2.73/ day.

Whatever the teacher's status,

The teacher gets this amount in proportion to the number of days worked.

Examples:

1-A teacher who worked a full year in 2015 will receive \$500 in a single payment

2- A substitute who worked 50 days will receive $\$2.73 * 50$ days

A lump sum will be paid after the collective agreements are signed.

May 3 to May 5, 2016, FPSS CF (Québec)

- Presentation of the inter-sectoral agreement in principle;
- Follow-up of S3, S12 and S13 negotiations;
- The importance of the declaration of enrollment;
- Toward the 2016 Congress.

March 31, 2016, CGN (Trois-Rivières)

Sectoral Negotiations:

- There was a meeting on March 18, 2016 with representatives from the Treasury Board to receive results of the negotiations with FSSS and the CNN.
- For the remainder, discussions are continuing with the Treasury Board which is showing a willingness to finish the work and end the negotiations as quickly as possible.
- Writing the final texts is planned in the coming weeks.

Sectoral Negotiations:

- On the union side, the federations are to refine the drafting of the final texts.
- Work is underway for the renewal of the arbitrators.
- Cree School Board Tables: possibility of having a conciliator intervene.

- Kativik School Board Tables: negotiations have still not started yet, high-level action is expected to try and resolve the crisis.

March 22 to March 24, 2016, FPSS CF (Trois-Rivières)

- Bill 86 Action Plan and communications;
- Toward the 2016 Congress: Affiliates delegation, guidelines;
- Executive Council and By-Law Committee elections procedure;
- FPSS by-laws and regulations: presentation, exchanges and affiliate proposal announcements;
- Group insurance agreement letter (\$4.83 million for the CSQ).

March 22 to March 24, 2016, FSE CF (Québec)

1- Sectoral negotiations: follow-up on the writing (E1) and FSE-FAE comparative stage

Here are the main changes that affect all Quebec teachers:

- Addition of 400 new permanent contracts in Adult Education (EDA) and Vocational Training (FP) for the FSE (250 for the FAE, depending on its representation in these sectors) – Reached by the FSE
- Lowering of 5-year-old kindergarten ratio – Reached by the FSE
- Lowering of the 4-year-old kindergarten ratio – Reached by the FAE
- Improvement of the amounts allocated for class support and composition – Reached by the FSE
- “Cash convertibility” of six sick days (without losing any) at the end of the school year – Reached by the FSE

2- My teacher, my pride!: This project was conceived following an in-depth investigation by the FSE on the enhancement of the teaching profession, whose conclusions invited the affiliated unions to develop tools in order to value the work of teachers from across Quebec and to breath new hope and pride for its members.

Tarek Khazen intervened to emphasize that the AENQ, which has never participated in this sort of promising project for the teaching profession, will now be among the participating unions. The Executive Committee will take up the issue at its next meeting.

3- Complaints made against teachers: It is essential that our AENQ members inform us daily about the difficulties experienced in their communities so that we can assess the impact of actions taken and to either reopen or not reopen certain files.

4- 4-year-Kindergarten: Tarek Khazen intervened to know why the Cree and Kativik School Boards are not included on the list of beneficiaries of an additional class for 2015-2016 4-year-old kindergarten. A week later, we received the answer from the FSE. It's the Act changing the Act on Public Instruction which allows the organization, through the school boards, TMPD 4-year-old kindergarten. However, this Act does not apply to the Cree and Kativik

School Boards. So it's a legal issue that is preventing the organization of this educational service in these school boards.

5- Election of Mr. Richard Bisson to the position of 1st FSE Executive Committee Advisor. Mr. Paul St-Hilaire submitted his candidature for the 2nd Vice-Presidency of the FSE and Mr. François Brault submitted his candidature for the 2nd FSE Advisor position.

6- Act otherwise intervention strategy (SIAA): This program doesn't apply to the Cree and Kativik School Boards.

7- A motion of support to the AENQ was presented by Tarek Khazen:

It was moved by: Tarek Khazen and seconded by: Aline Beaudoin that the CF-FSE support the AENQ in its fight to reach a new collective agreement for Kativik School Board teachers

February 23, 2016, CGN (Montreal)

- Coordination report on inter-sectoral negotiations including the consultation result;
- Coordination report on sectoral negotiations.

January 20 to 22, 2016, CSQ CG (Quebec City)

- Presentation of 2014-15 financial statements and 2015-16 budgetary forecasts;
- Adoption of the Centrale's 2015-2018 Action Plan;
- School board governance draft bill;
- Election Committee Report following the Congress.

January 18 and 19, 2016, FPSS CF (Quebec City)

- CCNRS: The FPSS deems that in general, the coordination was good;
- Presentation of Bill 86;
- Presentation of S3 and S12 agreements in principle.

8. 2016 Congress

Larry Imbeault introduced the item.

8.1 Report

More than 40 Congress participants have completed the evaluation form. For grades concerning the organization, an average mark of 4.1 to 4.7 out of 5 was given by participants. The comment that was made 5 times was the wish to have organized transportation from the airport to the hotel. In terms of content, average marks ranged from 4.1 to 4.5 out of 5. Participants would like to have

more time to exchange between delegates. An average mark of 4.6 out of 5 was given for overall appreciation. Many kind words and thanks.

8.2 Special Contribution

Workers at Oujé-Bougoumou and Némaska early childhood centres will pay the special contribution.

8.3 Varia

The by-laws will be updated by Marie-France Primeau.

9. EVB

Daniel Charest introduced the item.

10. Support Staff Sector Management Leave

Larry Imbeault introduced the item.

Proposal 3

It was moved by Daniel Charest and seconded by Tarek Khazen

THAT Christine Coonishish be granted a 20% leave, or its equivalent, from August 1st, 2016 to June 30, 2017 to carry out her duties as CSB Support Staff Sector Director;

AND

THAT Vincent Renaud be granted a 40% leave, or its equivalent, from August 1st, 2016 to June 30, 2017 to carry out the duties of KSB Support Staff Sector Director.

UNANIMOUSLY ADOPTED

11. AENQ-SEESOCQ Negotiations

Larry Imbeault introduced the item.

The last day of negotiations was held on May 30. The next will be held on June 9. Negotiation days are planned for July.

12. Internal Management

Larry Imbeault introduced the item.

12.1 Member Management

Proposal 4

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT As for the acceptance of members by the Executive Committee, a decision must be taken before removing names from the list of the Association's regular members.

UNANIMOUSLY ADOPTED

12.2 Participation Policy

Proposal 5

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT *The Policy on Participation and reimbursement for Union Activities and Affairs* be amended in the following way and that these amendments come into effect on July 1st, 2016:

Change the title of Article1: Generalities

Insertion of a new clause:

1.5 Only the following activities that are held within an 80-km radius of the usual workplace are admissible in articles 7 and 8. These activities are:

- Executive Committee meetings;
- Negotiation sessions for the renewal of the collective agreements of the members of the Association;
- Workshops, seminars, symposium or conferences
- Federal Council, Congress or other decision-making bodies of a federation to which the Association is affiliated to;
- CSQ General Council;
- CSQ Congress;
- Committees and networks.

Reimbursement of expenses for any other activity represents a taxable benefit.

7.5 Transportation by personal vehicle: the member will be reimbursed at the rate of ~~6055~~¢ per kilometer.

7.6 Transportation by personal vehicle on unpaved roads: the member will be reimbursed at the rate of ~~7065~~¢ per kilometer.

7.8 Carpooling: in the case of carpooling, the member will be reimbursed at the rate of ~~4720~~¢ per kilometer per passenger participating in a union activity (up to a maximum of 3 passengers). The rate is 25¢ on unpaved roads.

UNANIMOUSLY ADOPTED

Proposal 6

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT *The Policy on Participation and reimbursement for Union Activities and Affairs* be amended in the following way and that these amendments will come into effect on July 1st, 2016:

4.1 On reception of duly completed forms submitted at least two weeks before the union activity, the Association will, at the beginning of the activity, pay the equivalent of ~~5067~~% of the amount the member is entitled to. The remaining ~~5033~~% 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.

UNANIMOUSLY ADOPTED

12.3 Self-Evaluation Tool

This item was postponed to another meeting.

12.4 Translation Policy

Larry Imbeault will consult the Aboriginal Committee about changes to the translation policy.

12.5 Policy of EC Members on Full-time Union Leave

Vincent Renaud introduced the item.

13. World Social Forum

Tarek Khazen introduced the item. Two Aboriginal Committee members will participate in the World Social Forum.

14.2016-2019 Action Plan

At the beginning of the next mandate, the members of the executive Committee will have to establish an action plan for the 2016-2019 three-year term taking into accounts the priorities adopted at the last Congress and the comments voiced during that same Congress.

15. Finances

15.1 Financial Statements

Alain Lajoie presented the financial statements.

15.2 2015-2016 Budget

Proposal 7

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT the amended 2015-2016 budget be accepted.

UNANIMOUSLY ADOPTED

15.3 2016-2017 Budget

Larry Imbeault and Alain Lajoie will help Alexandre Guité to prepare the 2016-17 budget.

16. Varia

16.1 Professional Development

Daniel Charest introduced the item.

16.2 RREGOP

Larry Imbeault introduced the item.

Proposal 8

RREGOP Proposal

Whereas the *Policy governing the working conditions of employees released full-time to carry out their duties of Association President or Vice-President* provides that where no provision is made in this policy, it is what is provided in the collective agreement of the original bargaining unit of the person on full-time

leave that must be part of the working conditions of the full-time released person;

Whereas no provision is made in this policy regarding the pension plan;

Whereas an additional salary portion is provided in this policy that is paid directly by the Association to the person on full-time leave;

Whereas RREGOP provisions are foreseen in the S9 agreement;

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT the additional salary paid to Larry Imbeault by the Association be subjected to the RREGOP.

UNANIMOUSLY ADOPTED

16.3 Derogation to the Participation Policy

Proposal 9

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT A derogation be granted to Guillaume Quirion regarding the time period specified in Clause 2.4 of the *Policy on Participation and reimbursement for Union Activities and Affairs* and that his expense account be reimbursed.

UNANIMOUSLY ADOPTED

Proposal 10

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT A derogation be granted to Christine Coonisish regarding the payment provided in Clause 4.1 of the *Policy on Participation and reimbursement for Union Activities and Affairs* and that her expense account be reimbursed.

UNANIMOUSLY ADOPTED

16.4 Groupwise

Vincent Renaud introduced the item.

16.5 Training

Vincent Renaud introduced the item.

17. Next Meeting

Proposal 11

It was moved by par Larry Imbeault and seconded by Alain Lajoie

THAT the next meeting be held in Montreal on June 9, 10 and 11, 2016.

UNANIMOUSLY ADOPTED

18. Adjournment

Proposal 12

It was moved by Vincent Renaud and seconded by Larry Imbeault

THAT the Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED



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Executive Committee, Minutes

1516CEPV-27

Conference Call of June 14, 2016

Present:

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

Alain Lajoie introduced the item.

Motion 1

Alain Lajoie moved, Larry Imbeault seconded

THAT The agenda be adopted as presented.

1. Presentation and Adoption of the Agenda
2. Staff Management
3. Derogation to the Policy on Participation
4. Negotiations 2015
5. Adjournment

UNANIMOUSLY ADOPTED

2. Staff Management

Larry Imbeault introduced the item.

Motion 2

Larry Imbeault moved, Vincent Renaud seconded

THAT The Association does not give right to the grievance received on June 7, 2016.

UNANIMOUSLY ADOPTED

Motion 3

Larry Imbeault moved, Alain Lajoie seconded

THAT Following the recommendation of the Selection Committee, the President be mandated to proceed to the hiring of Ms. Michelle Théberge as a replacement union advisor as of August 8, 2016, and this for the duration of Carine Sabourin absence, or until the return of a union advisor on leave without pay. In case of a refusal from Ms Théberge, that the position be offered to the candidate recommended in second by the Selection Committee, namely Ms. Mélissa Bazin.

UNANIMOUSLY ADOPTED

3. Derogation of the Policy on Participation

Larry Imbeault introduced the item.

Motion 4

Tarek Khazen moved, Vincent Renaud seconded

THAT A derogation to clause 2.4 of the Policy on Participation and Reimbursement for Union Activities and Affairs be granted to Daniel Charest for his travel claims submitted on June 14, 2016.

UNANIMOUSLY ADOPTED

4. Negotiations 2015

Larry Imbeault and Tarek Khazen introduced the item.

Exchange on the Nego-Newsletter n° 9 that was sent to the members and CSQ's reaction. A new version was put online.

5. Adjournment

Motion 5

Larry Imbeault moved, Tarek Khazen seconded

THAT The meeting of the Executive Committee be adjourned.

UNANIMOUSLY ADOPTED



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Executive Committee, Minutes

1516CEPV-28

Conference Call of August 25, 2016

Present:

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

Absent:

Alexandre Guité	Secretary-Treasurer
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1. Presentation and Adoption of the Agenda

Alain Lajoie introduced the item.

Motion 1

Larry Imbeault moved, Alain Lajoie seconded

THAT The agenda be adopted as presented.

1. Presentation and Adoption of the Agenda
2. Staff Management
3. Adjournment

UNANIMOUSLY ADOPTED

2. Staff Management

Larry Imbeault introduced the item.

Motion 2

Larry Imbeault moved, Vincent Renaud seconded

THAT The President be mandated to proceed as soon as possible with the hiring of Ms. Danielle Joly to fill the replacement position of administrative agent for the duration of Monique Nepveu's absence. In case of a refusal from Ms Joly, the position be offered to Ms. Nathalie Brulotte.

UNANIMOUSLY ADOPTED

3. Adjournment

Motion 3

Larry Imbeault moved, Tarek Khazen seconded

THAT The meeting of the Executive Committee be adjourned.

UNANIMOUSLY ADOPTED