



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee Minutes

1617CEPV-01

Meeting of September 10, 11 and 12, 2016

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Alexandre Guité	Sector Director
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

Guests:

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

1. Presentation and Adoption of the Agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The agenda be adopted as presented (Appendix 1).

UNANIMOUSLY ADOPTED

2. Nomination of Chairperson and Secretary of Assembly

Motion 2

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT For the duration of the 2016-2019 term, Tarek Khazen be nominated Chairperson and Alexandre Guité Secretary of Assembly.

UNANIMOUSLY ADOPTED

3. Adoption of Assembly Procedures

Tarek Khazen introduced the item.

Motion 3

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The Assembly Procedures of the Executive Committee Meetings be adopted as presented (Appendix 2).

UNANIMOUSLY ADOPTED

4. Adoption of previous Minutes

Alain Lajoie introduced the item.

Motion 4

It was moved by Tarek Khazen and seconded by Larry Imbeault

THAT The 1516CEPV-26, 1516CEPV-27 and 1516CEPV-28 minutes be adopted as presented and corrected.

UNANIMOUSLY ADOPTED

5. Follow-up

Larry Imbeault introduced the item.

- Christine Coonishish's union leave was done but one week late;
- Michelle Théberge started working at the Association on August 8 as replacement Union Advisor. Because Emma Dallas will be back on September 19, Michelle Théberge's assignment will end on September 16, but she'll come back to work for the Association from October 5 to 28 to help Advisory Staff with certain grievances;
- Monique Nepveu's disability leave was extended until January 2017;

- Nicole Sauvé's disability leave was extended until October 6, 2016, but the SSQ assessment had confirmed her leave until November;
- Monique Nepveu's replacement will start working for the Association on September 12;
- On September 22, the President will meet Ms. Robitaille, the outside counsel hired by the Association in the case of an employee's harassment grievance against the employer. She would have received more details from the employees' union in connection with the grievance;
- Ida Faries and Ulaayu Pilurttut made a presentation on the reality of their respective community environment at the World Social Forum (August 2016). It was presented in the workshop *Fight for an Education for and by Aboriginals*;
- A survey conducted by the Aboriginal Committee on the teaching of Native languages and cultures was to be handed out last June. Lacking comments from any of the Committee members, the distribution was delayed. A reminder was given to the members. The new objective is to present the survey to delegates at the union training;
- The other topics are agenda items.

6. Decision-Making Bodies Report

Tarek Khazen introduced the item.

June 15, 16 and 17, 2016 – FSE-FC (Vaudreuil)

- A FSE consultation with all affiliated unions concerning the position allocation criteria at Vocational Training and Adult Education will be held. The AENQ will participate;
- The AENQ will participate for the first time in the FSE project on the enhancement of the teaching profession. Some FSE members will go to two CSB schools and two KSB schools to produce video clips and regional events such as the *My teacher, my Pride!* Marathon.
- The FSE creates a new network for teachers to handle and study the question of professional development and pedagogical supervision in the regular sector. Among the topics submitted, the AENQ chose professional autonomy, special needs students and professional development. Moreover, the AENQ proposed to add LIPACIN (Education Act – JBNQA);
- A presentation followed by a productive exchange took place on professional learning communities (CAP), which is the equivalent of the PLC at CSB;
- Paul Saint-Hilaire was reappointed to the position of second FSE VP.

7. Internal Management

7.1 2016-2019 Action Plan

Motion 5

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The 2016-2019 Action Plan of the Association be adopted (Appendix 3).

UNANIMOUSLY ADOPTED

7.2 2016 By-laws

The French version of the by-laws is ready and will be put on the AENQ internet site as soon as the English version is ready.

7.3 Representation at Federations Decision-Making Bodies

Motion 6

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT In accordance with clause 18.02 v) of the Association by-laws, the President and the Vice-President be mandated to represent the Association in FSE and FPSS decision-making bodies, and that the President be mandated to represent the Association in FIPEQ decision-making bodies.

AND

THAT Vincent Renaud be the substitute delegate in FPSS decision-making bodies and Daniel Charest be the substitute delegate in FSE decision-making bodies.

UNANIMOUSLY ADOPTED

7.4 Sectors with less than 90 members

Motion 7

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT In accordance with clause 18.10 d) of the Association by-laws, the Sector Director's mandates for CPE and Band Council Schools be carried out by the President.

UNANIMOUSLY ADOPTED

7.5 Self-Evaluation Tool

- Larry Imbeault will coordinate work on criteria;
- Each of us will review evaluation criteria in his section;
- Feed-back is expected from each of us by mid-October;
- The preamble will be drafted by Daniel Charest.

7.6 Training for EC Members

- CE members are invited to consult CSQ extranet pages containing information on trainings offered by the Centrale;
- Suggestions and ideas on these trainings will be discussed later.

7.7 Management of AENQ Documents

- Discussion on the Association management of documents. Documents are archived on the CSQ server and cannot be accessed remotely;
- We will see what the options are for remote consultation and classification of documents;
- Daniel Charest suggests that we deal with a CEGEP professor who could help us with a free and professional transfer-of-knowledge program.

7.8 Complaint from a Member

Motion 8

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT Decisions for this item be deferred to the next CE conference call meeting.

UNANIMOUSLY ADOPTED

7.9 Desjardins Signatory

Motion 9

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT Procedures to add the name of Alexandre Guité to the list of authorized signatories be initiated.

UNANIMOUSLY ADOPTED

7.10 Nicole Sauvé's Replacement

Motion 10

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The President be mandated to proceed with the hiring of Isabelle Perron to the Office Agent replacement position for the period beginning on September 19, 2016 and ending upon the return of Nicole Sauvé.

UNANIMOUSLY ADOPTED

8. Training and Sector Councils

Larry Imbeault introduced the item.

- Larry Imbeault requests the agendas;
- Information will be available on USB keys and paper;
- AENQ pamphlets will be distributed at Sector Councils.

9. Budget

Larry Imbeault introduced the item.

Alain Lajoie and Larry Imbault will help Alexandre Guité to prepare the first 2016-2019 budget.

10. AENQ-SEESOCQ / AENQ-SESOCQ Negotiations

Larry Imbeault introduced the item.

Motion 11

It was moved by Larry Imbeault and seconded by Alexandre Guité

THAT The negotiation team be mandated to ask the union the suspension of negotiations until the reception of the job description that administrative employees on disability leave will have to fill upon their return.

UNANIMOUSLY ADOPTED

11. Unionization

Larry Imbeault introduced the item.

- Teachers of Matimekusk-Lake-John and Wemotaci are well underway of joining our members.

12. Varia

12.1 My Teacher, My Pride!

Tarek Khazen introduced the item.

- This is a FSE campaign to enhance the teaching profession and the AENQ will be participating for the first time;
- The Cree communities of Waskaganish and Mistissini were selected for the project. On KSB's side, delegates will be consulted in order to see who is interested.

12.2 Technologies

Vincent Renaud introduced the item.

- Vincent explains the problems experienced by certain EC members with GroupWise;
- As to documents presently available on intranet, they cannot be accessed by people outside the CSQ office;
- The CE is resolved to find a solution.

12.3 National Support Staff Day

Larry Imbeault introduced the item.

A contest will be organized.

12.4 Survey on Teaching of Aboriginal Cultures and Languages

Larry Imbeault introduced the item.

- Members of the Aboriginal Committee are presently consulted on the final project of the survey;
- When finalized, it will be distributed to Aboriginal Language and Culture teachers;
- The Aboriginal Committee will then prepare an Action Plan.

12.5 BGE

Daniel Charest introduced the item.

At the January 25, 2016 meeting, the Executive Committee gave its consent to relaunch the BGE movement. A presentation was made at the Congress on

March 19, 2016. A work committee was set up and a series of objectives was proposed for school year 2016-2017. The Association encourages schools of Cree and Kativik Schoolboards to share BGE's values and to implement simple and practical actions for better living in the communities.

OBJECTIVES

1. Promote teaching for a sustainable future and BGE-AENQ (CSQ) values in the schools of the Cree and Inuit communities'.
2. Set out a local action plan (for each community) for the 2016-2017 school year.
3. Encourage the creation of concrete links between young Inuits and Crees around the same shared values based on ecology, pacifism, solidarity and democracy.
4. Support school resources: information sharing, teaching aids, networking, and training.
5. Carry out a pilot project on residual waste management.

BGE- AENQ COMMITTEE-(CSQ)

KSB

- Sector Director – KSB Teachers: Daniel Charest
- Sector Director – KSB Support Staff: Vincent Renaud
- Teacher: Cheryl Saumure
- Member of Support Staff Sector: to come

CSB

- Sector Director – CSB Teachers: Alain Lajoie
- Sector Director – CSB Support Staff: Christine Coonishish
- Teacher: Rubin McNeely
- Member of Support Staff Sector: Alexandre Guité
- Representative for the FPPE: to come

Schools

- One resource-person per school

CALENDAR

April - June:

Training of the BGE-AENQ Committee

Presentation to the Board Committee

August – beginning of September:

Election of BGE representatives in schools;

Possibility of cooperation with Desgagnés (Luc Denault and Vincent Renaud).

Mid-September:

First meeting of the BGE-AENQ Committee.

October:

BGE National session, Québec (October 6-7).

Information at the October 16 sector meeting:

- BGE Committee vs. complementary task;
- List of suggested activities;
- Suggestion of one regional event and local activities;
- BGE Resources;
- Possibility of trainings for students.

December and May:

Evaluation of actions in schools.

12.6 Travel Agency

Vincent Renaud introduced the item.

- It is very difficult, if not impossible, to reach the agency on weekends. Outside work hours, there are sometimes emergency numbers, but it's not always the case;
- A more effective communication protocol should be implemented;
- If this is not feasible, a new agency should be hired.

13. Labour Relations

13.1 Presentation

Advisory Staff members introduced the item.

Main disputes and grievances are presented.

13.2 Learning Assessment Committee

Tarek Khazen introduced the item.

A study project to evaluate learning assessment issues.

13.3 Enquiry on Sick Days (CSB and KSB)

Tarek Khazen introduced the item.

A survey will be done to assess the problems.

13.4 Recommendations

No recommendations.

13.5 Decisions

No decisions were made since there were no recommendations.

14. Sector Life

14.1 KSB Support Staff

Vincent Renaud introduced the item.

- The election process is now underway. We always have some difficulty reaching delegates and holding elections. Certain union delegates from last year are not interested in resuming their duties;
- At the next Sector Council, we will try a new experiment by creating various committees with the intention to be more in touch with specific needs of some job groups;
- On June 29, 2016, Michel Dion was hired as “Kuujjuaq Maintenance Manager”. Beforehand, Michel was a teacher and gave courses in connection with maintenance. A project is currently underway so that his employees’ working hours are recognized, which would eventually culminate in a certification. With the retention premium for certified maintenance staff negotiated at the intersectoral table, this could prove very interesting;
- A mediation is presently engaged at the Kuujjuaq warehouse in order to resolve some conflicts;
- The school board tried not to rehire some behavior technicians who had been temporarily laid off by replacing them with JBNQA beneficiaries;
- Certain maintenance employees contacted their Sector Director to get new uniforms. The school board was informed and asked the employees to address their request to their immediate supervisor. If the employer does not cooperate, the delegate or the sector director can then step in;
- The school board continues to fail in their obligation to have the union membership form completed and sent to us. We will follow up on it;
- The Support Staff Sector Director’s leave without pay comes to an end on October 31.

14.2 KSB Teachers

Daniel Charest introduced the item.

- **Election of Union Delegates:** Union delegates have until September 23 to convene meetings in order to nominate representatives, in accordance with new article 16 in our by-laws and regulations. The list of delegates should be completed by this deadline. Delegates handed out union membership forms to new members. Steve Bérubé will be the Vocational Training representative this year. The election process is underway at Adult Education.
- **Professional Integration:** On June 9, the Sector Director participated, together with Judith Michel of HR-KSB, in a forum organized by Carrefour

National Teacher Integration (CNIPE) at UQTR, for the purpose of stimulating exchanges between Board Committee members in the support of teachers' professional development.

- **Brundtland Green Establishments (BGE) at Kativik and Cree School Boards:** Objectives of the BGE-AENQ Committee were released to delegates who informed their members at the end of the school year. Several schools will be represented by individuals or by committees. The list of participating schools should be available for the sector meeting taking place in Kuujjuaq in October. The Sector Director will attend the national session.
- **Special Needs Students:** The survey intended to provide an overview of services offered at KSB was completed by 30% of the delegates. We will discuss it again at the next sector meeting because it is a priority for the AENQ. A reorganisation of Complementary Services at KSB is underway. Delegates will be made aware of how important a role Special Needs committees play in schools. Two persons will accompany the Sector Director at joint committee meetings; they are Paul Maggiolo of Salluit and Mike Ivillak of Puvirnituk.
- **Technologies:** Nothing new, internet breakdowns are numerous and the GPI system is ineffective, which causes time delays in communications.
- **Sector Council Meetings:** Support Staff and Teachers sectors will hold their meetings and trainings on October 15-16, 2016 at the Kuujjuaq Inn in Kuujjuaq. Larry Imbeault, President, and Stéphane Boulanger, Union Advisor, will attend these meetings.
- **Board Committee Meetings:** The first conference call will take place on September 16 (selection committee - development), to be followed by meetings on October 12-13, 2016. Marcel Duplessis was appointed Director of Human Resources, succeeding Natasha MacDonald.

14.3 CSB Teachers

Alain Lajoie introduced the item.

- All the delegates were elected at the regular sector. Voting is underway at Adult Education and the return of the delegate to proceed with the voting at Vocational Training is expected in October;
- Union training will take place on September 24-25 in Val-d'Or. Stéphane will be the instructor. The President and the Vice-president are invited. All the elected delegates indicated which means of transportation they wanted to use and the information was relayed to the office;
- Housing allocation problems were reported in Waswanipi and Oujé-Bougoumou;
- Issues that will be raised at the Board Committee meeting on September 20:
 - Disciplinary measures were or will probably be taken against several teachers for actions in connection with end-of-year exams;
 - Certain schools do not have head teachers;

- Questions were raised regarding the RTI program that is being tested at Oujé-Bougoumou and Wemindji schools;
- For the umpteenth time, gaps and shortcomings in call-back lists at Adult Ed and Vocational Training;
- Training covering the preparation of travel expense reports;
- Consultation, at the local as well as the regional levels.
- In addition, an enquiry will be carried out on the healthiness and security of schools and employees' houses, and a second one, with the Native Committee's participation, on pedagogical resources for Cree culture and language teachers.

14.4 CSB Support Staff

Christine Coonishish introduced the item.

- A memo was sent to delegates concerning the election of union delegates and substitutes;
- So far, there are 6 new delegates and 7 delegates were re-elected, 8 new substitutes were elected and 3 substitutes were re-elected. The election of one substitute delegate still remains to be held;
- Elections to be held in Mistissini (CSB Head Office), Eastmain, Oujé-Bougoumou, Waswanipi W.J. Happyjack, Whapmagoostui and Gatineau;
- This means that there will be 19 delegates for the 2016-2017 school year;
- There will be a meeting of the Sector Council on September 24, followed by the annual training on September 25, all of this will take place in Val d'Or. Stéphane Boulanger will be the training instructor;
- On August 26, discussions took place on the subject of the *School Age Program Educators Training*. Thirteen educators went to this training in Val d'Or from August 9 to 11;
- A meeting of the LRC is planned for the fall. The date has not been set yet.

14.5 Daycare Centers

Larry Imbeault introduced the item.

The FIPEQ has convened an extraordinary congress for the end of the month. The items to be discussed are by-laws and regulations, organizational framework and main guidelines.

14.6 Opitciwan

Larry Imbeault introduced the item.

- A first collective agreement will be presented to the members on September 21;
- The Band Council introduced multi-level classes this year;

- Renovations in teachers' housing units were done during the summer holidays. Doors were left unlocked at times and some teachers had personal belongings stolen or vandalized;
- The union delegate attempted several times to meet with the Director to discuss this issue, but to no avail. A complaint will be filed with the CIRB.

15. Negotiations 2015

François Beauchemin and Larry Imbeault introduced the item.

Table S8 – CSB Support Staff Employees

An agreement-in-principle was signed on August 30 and will be submitted to members for ratification.

Major Gains:

- The 3 working days of absence to cover fortuitous events can be used without justification provided a 5-day notice is given.
- On June 21, cultural activities can be organized and CSB is committed to promote them, including on its internet site.
- Holidays can be taken in 4-day blocks if a statutory holiday falls during that week.
- Amnesty clause: A disciplinary measure can be removed from an employee's personal file if a period of 12 months has elapsed without a similar offence.
- At the school board's request for cause, the probation period will go up from 60 to 90 days for SDE (Direct Services to Students) and Administrative Support employees, and from 90 to 120 days for Technical Support employees. If applicable, the time limit for filing a classification grievance will start at the end of the probation period.

Table E3 – CSB Teachers

Negotiations continue and several meetings are planned between now and the Christmas holidays. The main issue is the question of special needs students.

Kativik School Board

The judge from the TAT is expected to deliver her decision during the month of October.

16. Next Meeting

Motion 12

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The next meeting be held in Montreal on January 9, 10 and 11, 2017.

UNANIMOUSLY ADOPTED

17. Meeting Adjournment

Motion 13

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Comité exécutif de l'AENQ Executive Committee

Ordre du jour / Agenda

Réunion du 10 au 12 septembre 2016 / Meeting of September 10 to 12, 2016

Début à 9h30 / Starting at 9:30 a.m.

Quand When	Durée Length	Sujet / Subject	I-E-D	Qui / Who
Samedi	5	1. Présentation et adoption de l'ODJ Presentation and Adoption of the Agenda	I-E-D	Larry Imbeault
Samedi	10	2. Nomination de la présidence et du secrétariat d'assemblée Nomination of Chairperson and Secretary of Assembly	I-E-D	Larry Imbeault
Samedi	30	3. Adoption des procédures d'assemblées Adoption of Assembly Procedures	I-E-D	Tarek Khazen
Samedi	90	4. Adoption des procès-verbaux précédents / Adoption of Previous Minutes	D	Alexandre Guité
Samedi	10	5. Suivi / Follow-up	I-E	Larry Imbeault
Samedi	15	6. Rapport des instances Decision Making Bodies Report	I-E	Membres du CE EC Members
Samedi et dimanche	60	7. Régie interne / Internal Affairs	I-E-D	Larry Imbeault
	30	7.1 Plan d'action 2016-2019 / 2016-2019 Action Plan	I-E	
	30	7.2 Statuts 2016 / 2016 By-Laws	I-E-D	
	30	7.3 Délégation aux instances fédératives / Delegation to Decision-Making Bodies of the Federations	I-E-D	
	30	7.4 Secteurs avec moins de 90 membres / Sectors with less than 90 members	I-E-D	
	15	7.5 Auto d'auto-évaluation / Self-Evaluation Tool	I-E	
	15	7.6 Formation pour les membres du CE / Training for EC Members	I-E	
	15	7.7 Gestion des documents AENQ Management of AENQ Documents	I-E	
	30	7.8 Plainte d'un membre (suivi) Complaint from a member (follow-up)	I-E-D	
	15	7.9 Signataire Desjardins Signatory	I-E-D	
	10	7.10 Remplacement de Nicole Sauvé / Nicole Sauvé's replacement	I-E-D	
Dimanche	60	8. Formation et Conseils de secteur / Training and Sector Councils	I-E	Larry Imbeault
Dimanche	60	9. Budget	I-E	Larry Imbeault

Appendix 1

Dimanche	60	10. Négociations AENQ-SEESOCQ / AENQ SESOOCQ Negotiations	I-E-D	Larry Imbeault
Dimanche	5	11. Syndicalisation	I-E	Larry Imbeault
Dimanche	45	12. Varia 12.1 Prof, ma fierté! 12.2 Technologies 12.3 Journée nationale du personnel de soutien / Support Staff national Day 12.4 Sondage sur l'enseignement des langues et cultures autochtones / Survey on Aboriginal Cultures and languages Teaching 12.5 EVB / BGE 12.6 Agence de voyage / Travel Agency	I-E I-E I-E-D I I I-E	Tarek Khazen Vincent Renaud Larry Imbeault Larry Imbeault (CA) Daniel Charest Vincent Renaud
Lundi	60 15 15 15 15	13. Relations de travail / Working Relations 13.1 Présentation / Presentation 13.2 Comité d'évaluation des apprentissages 13.3 Enquête sur les congés de maladie / Inquiry on Sick Days 13.4 Recommandations / Recommendations 13.5 Décisions / Décisions	I-E I-E I-E I-E D	Personnel conseil Union Advisors Tarek Khazen Tarek Khazen Personnel conseil Union Advisors Tarek Khazen Membres du CE EC Members
Lundi	90 (10 min de présentation par secteur)	14. Vie de secteur / Sector Life 14.1 Soutien CSK / KSB Support Staff 14.2 Enseignants CSK / KSB Teachers 14.3 Enseignants CSC / CSB Teachers 14.4 Soutien CSC / CSB Support Staff 14.5 CPE / Childcare Centres 14.6 Opitciwan	I-E-D	Vincent Renaud Daniel Charest Alain Lajoie Christine Coonishish Larry Imbeault Larry Imbeault
Lundi	120	15. Négociations 2015 / 2015 Negotiations	I-E-D	François Beauchemin Tarek Khazen Larry Imbeault
Lundi		16. Prochaine réunion / Next Meeting	D	
Lundi		17. Levée de l'assemblée Meeting Adjournment	D	

I = information / Information E = échange / Exchange D = décision / Decision

Horaire / Schedule

2016-09-10 & 11 salle 142 / room 142
2016-09-12 salle 142 / room 142

9h30 – 16h30
9h00 – 16h00

9:30 AM – 4:30 PM
9:00 AM – 4:00 PM

**Assembly Procedures
of the
AENQ Executive Committee Meetings**

Appendix 2

1.01 The agenda

The agenda should indicate the approximate amount of time to be devoted to each point, and should indicate whether the point is one of information, discussion or decision.

1.02 The assembly proceedings

1. **Presentation** of the item by a resource-person (a member of the committee or a person invited for the purpose) and the moving of any motions that might arise (that is, the main motion).
2. **Clarification period.** Question period (understanding), two speaking slots of one minute only, priority to first rounds.
3. **Plenary committee of exchange.** Comment period, two speaking slots of three minutes only, priority to first rounds.
4. **Motions committee.** During this period, other motions and amendments can be made.
5. **Debate.** During this period, members can speak in favour of or against the motions. A speaking slot of three minutes.
6. **The vote.** A procedure of vote cannot be interrupted.

Note: For points of information or points for discussion, only first, second and third stages apply. Motions may be made, however, if there is a reconsideration of the agenda.

1.03 Allocated time

The chairperson can determine the amount of time for each stage; at the end of that time, he/she asks the Executive Committee if it is ready to move to the next stage.

1.04 Obtaining the floor

The chairperson grants members the right to speak. The speaker must address the chairperson at all times.

1.05 The right of reply

The member making the motion always has the right of reply at the end of the debate, unless no one has spoken against the motion.

1.06 Decision on the procedure

The chairperson decides questions on the procedure. A member who disagrees with one of the decisions can appeal it to the Executive Committee. The chairperson explains the reasons for his/her decision and the member explains why he/she disagrees with it. No one else may speak, and the Executive Committee decides either to maintain or to reject the chairperson's decision.

1.07 Privileged motions

Two motions allow a member to interrupt other speakers; points of order and questions of privilege.

Types of Motions

Motions	Procedure	Effect
Main motion	Proposer and seconder Majority vote Debate Amendments <i>Note: A motion from the Executive Committee is considered to be the main motion.</i>	Takes a decision on an item on the agenda.
Opposing motion	Proposer and seconder Majority vote Debate Amendments	Takes a decision that opposes the main motion. (The vote is first taken on the main motion.)
Complementary motion	Proposer and seconder Majority vote Debate Amendments	Adds elements to the point being discussed without modifying the main motion or the opposing motion.
Amendment	Proposer and seconder Majority vote Debate Amendments	Modifies, adds to, eliminates or replaces a motion or an opposing motion.
Secondary amendment	Proposer and seconder Majority vote Debate Amendments	Modifies, adds to, eliminates, or replaces an amendment.
Withdrawal (of a motion)	Majority vote Agreement of the original proposer	Withdraws a motion or an amendment.

Other types of Motions

Motion	Procedure	Effect
Postpone to a fixed time	Proposer and seconder Majority vote No debate Amendments	Ends discussion and postpones the item to a fixed time.
Refer	Proposer and seconder Majority vote Debate Amendments	Refers a motion for study or postpones the decision.
Deposit	Proposer and seconder Majority vote Debate No amendments	Ends exchanges
Call for a secret ballot	No seconder Majority vote No debate No amendments	Enables voting by secret ballot; must be called immediately before the vote is called.
Reconsider the agenda	Proposer and seconder Two-thirds vote (on the opportunity to reconsider) Debate No amendments	Allows to add or change an item on/to the agenda
Dissidence	Following the vote	Expresses disagreement with the decision of the majority and a consequent refusal to defend it. Dissidence may only be recorded in an appendix to the minutes.

Procedural motions

Motions	Procedure	Effect
Question of privilege	No seconder No debate Decision of the chairperson	Considers the rights or the comfort of the members.
Point of order	No seconder No debate Decision of the chairperson	Suggests to the chairperson that there has been a violation of the rules.
Suspend the rules	No seconder Two-thirds vote No debate No amendments	Suspends the rules of procedure because of special circumstances (complicated issues, important debates, etc.)
Appeal (of a decision)	No seconder The chairperson and the proposer present their arguments. Majority vote No debate	Overturns a decision of the chairperson.
Adjournment	Proposer and seconder Majority vote Debate	Closes the assembly.



2016–2019 Action Plan

The 2016–2019 three-year term priorities as voted on at the March 2016 Congress:

- Students with special needs (EHDAA);
- The teaching of aboriginal languages and cultures;
- Communication and visibility, **hospitality** and union training;
- Negotiation and mobilisation;
- Living and working conditions.

During this congress, members shared what they felt should be the priorities for the Association for the three-year term, which began on July 1st, 2016. The Executive Committee took note of everything that was said and categorized each statement by topic. However, some were not included because they either did not fall under the Association's responsibilities, should be part of the negotiation, are already part of the daily actions of any trade union, or were based on false premises.

Following the Executive Committee's recommendation, these priorities were unanimously accepted by the delegates to the Congress who voted.

Students with Special Needs (EHDAA)

<i>Action</i>	<i>Time Frame</i>	<i>Budget</i>	<i>Person in charge</i>
Ensure the proper functioning of the EHDAA joint committees	continuous	-	Sector Directors
Ensure the EHDAA committees are put in place in all of the CSB and the KSB schools and conduct a follow-up	continuous	-	Sector Directors
Ensure the use of EHDAA funds	continuous	-	Sector Directors
Inform members on how to obtain services when a student has persistent difficulties	continuous	-	Sector Directors
Assess the progress of the joint committees' work	continuous	-	President
Ensure that the SBs train the support staff who work with students with special needs	continuous		Sector Directors
Ensure the SBs apply their policies or directives on the services rendered to students with special needs	continuous		Sector Directors

The Teaching Aboriginal Languages and Cultures

<i>Action</i>	<i>Time Frame</i>	<i>Budget</i>	<i>Person in charge</i>
Consolidate the Aboriginal Committee by insuring greater participation in the Association's union life and in the different sectors (Board Committees and Labour Relations Committees)	2016-2017		President Teachers' Sector Directors
Conduct a survey of the teachers of aboriginal languages and culture to get a real picture of the situation in schools of the Cree and Kativik school boards	2016-2017		Aboriginal Committee Teachers' Sector Directors
Establish an action plan based on the survey results	2017-2018		Aboriginal Committee Teachers' Sector Directors

Communication and Visibility, Hospitality and Union Training

<i>Action</i>	<i>Time Frame</i>	<i>Budget</i>	<i>Person in charge</i>
Ensure good communication: <ol style="list-style-type: none"> 1. between the Sector Directors 2. between the Sector Directors and the union advisors 3. between the Sector Directors and the members <ol style="list-style-type: none"> 1. between the Sector Directors and the President and/or Vice President 	continuous		President Vice-President
Include the substitute union delegates in union life of their sectors	continuous		Sector Directors
Improve the AENQ website by making it more user-friendly, enhancing the content and promoting it	continuous		President Vice-President
Create a welcoming document for new members	2016-2017		Sector Directors
Review the content of the union training given at the beginning of the year and perform a follow-up	2016-2017		Sector Directors Union Advisors
Finalize and distribute the AENQ leaflet	2016-2017		President
Review the membership management of the Association	2016-2017		President
Visit the schools and ensure a physical presence when possible	continuous		Executive Committee
Participate in the local or regional media when necessary	continuous		President
Update the toolkits	continuous		President

Negotiation and Mobilisation

<i>Action</i>	<i>Time Frame</i>	<i>Budget</i>	<i>Person in charge</i>
Continue and conclude negotiations with the Cree and Kativik school boards	continuous		Heads of negotiations
Establish a mobilisation plan according to the state of the negotiations	Until the end of negotiations		Responsible of the Action-Mobilisation
Assess the feasibility of creating a strike fund	2016-2017		Secretary Treasurer President
Assess the intersectorial negotiations, the sectorial negotiations of the South and the sectorial negotiations of the North as well as of the mobilisation	2016-		President Spokesperson at the negotiation tables Responsible of the Action-Mobilisation
Conclude negotiations for the Ojibwa teaching staff's first collective agreement	2016-2017		CSQ negotiating team

Living and Working Conditions

<i>Action</i>	<i>Time Frame</i>	<i>Budget</i>	<i>Person in charge</i>
Require the SBs to provide training for staff who are already employed so they can receive the necessary qualifications in their respective jobs while being paid	continuous		President Vice-President Area offices
Participate in the network of individuals applying the agreement	continuous		President Vice-President
Participate in the federations' committees/networks to improve professional working conditions	continuous		President Vice-President
Represent members before the school board when problems arise	continuous		Sector Directors
Housing	continuous		Vice-President Sector Directors
Have communities located outside of the territory covered by the agreement recognized as remote areas (regional disparities)	continuous		President

Appendix 3

Other priority mandates

<i>Action</i>	<i>Time Frame</i>	<i>Budget</i>	<i>Person in charge</i>
Develop the Association	continuous		President
Consolidate the areas	continuous		President Sector Directors Representative for sector with less than 90 members



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1617CEPV-02

Electronic Meeting of September 28, 2016

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Alexandre Guité	Secretary-Treasurer
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

1. Complaint from a Member

Motion 1

Larry Imbeault moved and Alexandre Guité seconded

THAT The complaint received on May 11, 2016 be rejected.

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

1617CEPV-03

Electronic Meeting of October 7, 2016

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Alexandre Guité	Secretary-Treasurer
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

1. Nomination of a Union Delegate in Akulivik for the Teachers

Motion 1

Larry Imbeault proposed and Vincent Renaud seconded

THAT Under clause 17.03 of the By-laws of the Association, Mr Hébert Thériault be nominated Union Delegate for the teachers of Tukisiniarvik School in Akulivik.

UNANIMOUSLY ADOPTED



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Executive Committee, Minutes

1617CEPV-04

Conference Call of November 1st, 2016

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Alexandre Guité	Secretary-Treasurer
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

1. Presentation and Adoption of the Agenda

Alexandre Guité introduced the item.

Motion 1

Larry Imbeault moved and Alain Lajoie seconded

THAT The agenda be adopted as presented (Appendix 1).

UNANIMOUSLY ADOPTED

2. 2016-2017 Budget

Alexandre Guité introduced the item.

Motion 2

Alexandre Guité moved and Larry Imbeault seconded

THAT The 2016-2017 budget be adopted as amended.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 3

Larry Imbeault moved and Alain Lajoie seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 1^{er} novembre 2016 / Phone Conference of November 1st, 2016

Début à 18h30 / Starting at 6:30 p.m.

Durée Length	Sujet / Subject	I/E/D	Qui / Who
	1. Présentation et adoption de l'ordre du jour Presentation and Adoption of the Agenda	D	Alexandre Guité
45	2. Budget 2016-2017	I-E-D	Alexandre Guité
	3. Levée de l'assemblée / Meeting Adjournment	D	

I = information / Information E = échange / Exchange D = décision / Decision



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Executive Committee, Minutes

1617CEPV-05

Conference Call of November 17, 2016

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Alexandre Guité	Secretary-Treasurer
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

1. Presentation and Adoption of the Agenda

Larry Imbeault introduced the item.

Motion 1

Larry Imbeault moved and Alain Lajoie seconded

THAT The agenda be adopted as presented (Appendix 1).

UNANIMOUSLY ADOPTED

2. Union Leave, Sector Director – KSB Support Staff

Larry Imbeault introduced the item.

Motion 2

Alain Lajoie moved and Daniel Charest seconded

THAT The Sector Director – KSB Support Staff be granted, as soon as possible, a union leave of 15 hours per week until June 30th, 2017 instead of a 40% union leave, or its equivalent, that he has presently.

UNANIMOUSLY ADOPTED

3. Request to extant a leave without pay

Larry Imbeault introduced the item.

Motion 3

Larry Imbeault moved and Alain Lajoie seconded

THAT The Association receives and grants Zéni Andrade's request of extending his leave without pay for one year, as per clause 9-5.01 b) of the AENQ-SEESOCQ collective agreement.

UNANIMOUSLY ADOPTED

4. E3 Negotiations

Larry Imbeault and François Beauchemin introduced the item.

Motion 4

Alain Lajoie moved and Larry Imbeault seconded

THAT The Executive Committee mandates the spokesperson to the negotiations to follow the strategy set in option A as presented.

UNANIMOUSLY ADOPTED

5. Meeting Adjournment

Motion 5

Larry Imbeault moved and Alain Lajoie seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 17 novembre 2016 / Phone Conference of November 17, 2016

De 11h00 à midi / From 11:00 a.m. to noon

Durée Length	Sujet / Subject	I/E/D	Qui / Who
	1. Présentation et adoption de l'ordre du jour Presentation and Adoption of the Agenda	D	Larry Imbeault
5	2. Libération, Direction de secteur – soutien CSK Union Leave, Sector Director – KSB Support Staff	I-E-D	Vincent Renaud
5	3. Demande de prolongation de congé sans solde Request to extant a leave without pay	I-E-D	Larry Imbeault
50	4. Négociations E3 / E3 Negotiations	I-E-D	Larry Imbeault François Beauchemin
	5. Levée de l'assemblée / Meeting Adjournment	D	

I = information / Information E = échange / Exchange D = décision / Decision



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

1617CEPV-06

Conference Call of November 25, 2016

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Alexandre Guité	Secretary-Treasurer
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:

Christine Coonishish	Sector Director – CSB Support Staff (legitimate absence)
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Guest:

François Beauchemin	Spokesperson for the Negotiations
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1. Presentation and Adoption of the Agenda

Alexandre Guité introduced the item.

Motion 1

Alexandre Guité moved and Larry Imbeault seconded

THAT The agenda be adopted as presented (Appendix 1).

UNANIMOUSLY ADOPTED

2. Next EC In-Person Meeting

Larry Imbeault introduced the item.

Discussion and planning of the meeting.

Motion 2

Larry Imbeault moved and Tarek Khazen seconded

THAT The next EC in-person meeting takes place in Montreal from January 9 to 13, 2017.

UNANIMOUSLY ADOPTED

3. Kativik Negotiations

Larry Imbeault and François Beauchemin introduced the item.

The Director General of KSB has contacted the Association and the SPPOM to invite them for a discussion at the MNCKSB, mentioning that there was still no agreement with the government on the negotiation protocol.

Following the reception of this invitation, a coordination meeting with the federations and the Centrale took place on November 17. It was decided that an answer letter be prepared by the legal services of the Centrale, signed by the same persons. This letter was to inform them that the unions would be present only if all the representatives of the MNCKSB were also to be present.

Furthermore, a follow-up before the Labour Administrative Tribunal took place in order to set a hearing date. The hearing is set for December 2nd, 2016, in order to request an order of safeguard since, under those circumstances, it was urgent to act.

4. Meeting Adjournment

Motion 3

Larry Imbeault moved and Alexandre Guité seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 25 novembre 2016 / Phone Conference of November 25, 2016

De 10h00 à 11h00 / From 10:00 to 11:00 a.m.

Durée Length	Sujet / Subject	I/E/D	Qui / Who
	1. Présentation et adoption de l'ordre du jour Presentation and Adoption of the Agenda	D	Alexandre Guité
30	2. Prochaine réunion du CE en personne Next EC in-person meeting	I-E-D	Larry Imbeault
30	3. Négos Kativik	I-E	Larry Imbeault François Beauchemin
	4. Levée de l'assemblée / Meeting Adjournment	D	

I = information / Information E = échange / Exchange D = décision / Decision

THAT The Executive Committee recommends to the members of the CSB teaching staff the agreement in principle that was reached on November 30, 2016, for the renewal of the E3 collective agreement.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 3

Larry Imbeault moved and Alain Lajoie seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 7 décembre 2016 / Phone Conference of December 7, 2016

De 19 h 00 à 20 h 00 / From 7:00 to 8:00 p.m.

Durée Length	Sujet / Subject	I/E/D	Qui / Who
	1. Présentation et adoption de l'ordre du jour Presentation and Adoption of the Agenda	D	Alexandre Guité
60	2. Négociations 2015 / 2015 Negotiations	I-E-D	Larry Imbeault François Beauchemin
	3. Levée de l'assemblée / Meeting Adjournment	D	

I = information / Information E = échange / Exchange D = décision / Decision



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1617CEPV-08

Conference Call of December 14, 2016

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Alexandre Guité	Secretary-Treasurer
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

1. Presentation and Adoption of the Agenda

Alexandre Guité introduced the item.

Motion 1

Alexandre Guité moved and Larry Imbeault seconded

THAT The agenda be adopted as presented (Appendix 1).

UNANIMOUSLY ADOPTED

2. 2015 Negotiations

Larry Imbeault introduced the item.

Motion 2

Whereas the KSB has been refusing to negotiate for more than 2 years;

Whereas the consultation of the members was done in 2013;

Larry Imbeault moved and Daniel Charest seconded

THAT The Kativik Negotiation Committees be consulted before the Christmas holidays in order to set a consultation process on the union demands to be undertaken, if possible, right after the Christmas holidays.

UNANIMOUSLY ADOPTED

Motion 3

Tarek Khazen moved and Vincent Renaud seconded

THAT As a pressure tactics to be undertaken before the holidays, a letter be sent to the commissioners to inform them and to ask them to intervene so that KSB negotiates;

AND

THAT Publicity be purchased in the Nunatsiaq News in order to inform the population on the situation, being understood that a more detailed action-mobilisation plan would be put in place at the EC meeting of January 2017.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 4

Larry Imbeault moved and Alain Lajoie seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Ordre du jour / Agenda

Réunion téléphonique du 14 décembre 2016 / Phone Conference of December 14, 2016

De 9 h 00 à 10 h 30 / From 9:00 to 10:30 a.m.

Durée Length	Sujet / Subject	I/E/D	Qui / Who
	1. Présentation et adoption de l'ordre du jour Presentation and Adoption of the Agenda	D	Alexandre Guité
90	2. Négociations 2015 / 2015 Negotiations	I-E-D	Larry Imbeault François Beauchemin
	3. Levée de l'assemblée / Meeting Adjournment	D	

I = information / Information E = échange / Exchange D = décision / Decision



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Executive Committee, Minutes

1617CEPV-09

Electronic Meeting of December 23, 2016

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Alexandre Guité	Secretary-Treasurer
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

1. Action-mobilisation Plan for the 2015 Negotiations (Kativik)

Motion 1

Whereas the employers demands for the negotiations with KSB were received on December 16, 2016;

Whereas the decisions taken by the Executive Committee on its conference call of December 14, 2016;

Larry Imbeault moved and Daniel Charest seconded

THAT The Executive Committee postpones to a moment deemed appropriate the execution of its decision of December 14, 2016, in regards to the Negotiations with the Kativik School Board (letter to the commissioners and advertising in the Nunatsiaq News).

UNANIMOUSLY ADOPTED



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Executive Committee Minutes

1617CEPV-10

Meeting of January 9-12, 2017

Present:

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

Absent:

Christine Coonishish	Sector Director – CSB Support Staff (Legitimate absence)
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Guests:

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

1. Presentation and Adoption of the Agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The agenda be adopted as presented (Appendix 1).

UNANIMOUSLY ADOPTED

2. Nomination of Chairperson and Secretary of Assembly (if necessary)

Larry Imbeault introduced the item.

Since the Chairperson and the Secretary of Assembly are present, no nominations are necessary.

3. Adoption of Previous Minutes

Alexandre Guité introduced the item.

Motion 2

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The 1617CEPV-01 to 1617CEPV-09 be adopted as amended.

UNANIMOUSLY ADOPTED

4. Follow-up

Larry Imbeault introduced the item.

- Surveys on teaching of Aboriginal languages and cultures were sent to communities. No feedback from KSB and 27 answers from CSB teaching staff members. There will be a meeting of the Aboriginal Committee soon to draw up an action plan.
- The English and French versions of the by-laws are available on the Association internet site.
- The AENQ leaflets were distributed in person at Sector Councils in the fall 2016 and the electronic version was sent to the delegates.
- The Travel Agency has a new owner with a new emergency number.

5. Decision-Making Bodies Report

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

September 14-15, 2016 – FSE-FC in Québec City

- Amendment to the union action funds regulation;
- Resource persons explained the *My Teacher, My Pride!* 2016-1019 campaign. The AENQ will be there and participate for the first time in the enhancement of the teaching profession project;
- Assessment of the sectoral negotiation (adoption of the timetable);
- FSE work calendar on draft legislation #105;

- 2016-2017 priorities;
- The Association's president and the vice-president had lunch with the 3 members of the FSE EC. The purpose of this meeting was to reinforce our position within the FSE and to look for solutions to enhance the participation of the AENQ in terms of content. Many subjects are of direct concern to us, but due to our special status, it has often been difficult to participate fully. Other topics were raised as well, such as the translation of documents into English and the time coordination of documents sent to our members. We are very satisfied with this meeting that we deemed essential and that we hope it will bear fruit as soon as possible.

September 29-30, 2016 – Extraordinary Congress of the FIPEQ

- Changes to by-laws and regulations;
- Proposed changes to the organizational framework;
- Kindergarten at age 4 in underprivileged areas;
- General guidelines;

October 5-6, 2016 FPSS-FC in Sherbrooke

- Adoption of the 2016-2019 Action Plan. At the AENQ's request, theme #5 concerning negotiations was amended in order to reflect our reality (negotiations with CSB not yet completed and not started with KSB) rather than only refer to the next round of negotiations;
- 2013-2016 Triennial summary.

October 12-13, 2016 – GNC in Québec City

- Report on the coordination of the intersectoral negotiation;
- Report on the coordination of sectoral negotiations, including negotiations in the North (Cree and Kativik);
- Assessment of the intersectoral negotiation: the main purpose of the assessment is to conduct a critical and objective analysis of various aspects of the negotiation process carried out by the Centrale so as to be positioned for the next round of negotiations. The proposed course of action is different from previous years. After the presentation of the Centrale's resource-person, the Association Vice-President made the following intervention: "Dear GNC friends, I wish to inform you that at the AENQ the negotiations are not completed yet. At table S8 (CSB – Support Staff), we just reached an agreement-in-principle, which should be ratified by the members in a few days. At table E3 (CSB Teachers) negotiations are underway; at table E4 (KSB Teachers) and at table S9 (KSB Support Staff), negotiations have not even started because of legal and constitutional actions that KSB has chosen to undertake. And today we hear of assessment! What assessment while the AENQ is left on its own to finalize negotiations? With due respect and transparency, I would have liked to hear the Centrale's president acknowledge these realities I just mentioned. For us, solidarity must be demonstrated in words and in action also. We talk about inclusive schools, an inclusive society, but let's begin

by being inclusive with one another. Right now as we speak, none of our teachers or support staff employees has received a single penny of the salary increases you all received.” Six tables had been planned to participate in workshops on the following themes: alliances, strategic framework, negotiating bodies (GNC), strategy-related decisions, mobilization and communication action plans. The president of the Association took the microphone to request a 7th table reserved solely for Northern unions. This strategy allowed us to address the same themes from an angle more specific to Northern realities, given the distinctiveness that characterizes us, and to avoid being diluted with the other unions thus risking minimizing our impact within the Southern majority. The resource persons did not agree with this proposition but at the vote, we were granted this 7th table. The next morning as decided, representatives from the Association and other Northern unions got to work, and the moderator presented our reflections and ideas to the GNC members; these compiled considerations will be presented in the form of a report at the next GNC meeting on December 1-2, 2016.

October 19 to 21, 2016 - GC in Lévis

- Debate on group insurances (administrative letter);
- Renewal conditions of group insurances;
- Union revitalization;
- Consultation on the formation of a Council of Québec Colleges. The AENQ asked that the concerns of Aboriginal people be taken into account;
- Consultation on the creation of a Council of Québec Universities. The concerns of Aboriginal people should be taken into account;
- Change of union allegiance campaign in healthcare.

November 3-4, 2016 –FSE-FC in Boucherville

- Follow-up on the teaching profession action plan;
- Consultation on educational success.

December 1-2, 2016 – GNC in Québec City

- Comeback on the workshops report on the state of the intersectoral negotiation put together at the GNC meeting in October 2016.

December 7 to 9, 2016 – FSE-FC in Laval

- The teachers’ initial training is an important issue for the AENQ because it ensures a proper follow-up on admission criteria, the qualification process, professional skills and the Aboriginal-oriented training model;
- There was a follow-up on the subject and in connection with the GNC meeting of December 1-2, 2016. Solutions are clear at the AENQ: Educational success among Aboriginal students will improve with more services to special needs students and support to teachers, a greater balance in the classroom composition and more professional autonomy. There is an urgent need for the government to take responsibility, to listen

- to teachers and to develop a coherent and complete vision of the situation, with the necessary resources to invest in the success and the future of Aboriginal youth;
- Continuation of the work in connection with professional development: Six proposals are at stake. Proposal 1: Action plan and rights regarding professional development. Proposal 2: Declaration of principle. Proposal 3: Proposal of principles integrated in the declaration of the teaching profession. Proposal 4: The FC mandates the EC to set up a work committee whose purpose will be to reflect on elements that should be included in the declaration on professional development. Proposal 5 is already implemented and completed. “The Federal Council mandates its representatives to put forward, while awaiting a Declaration of principles that will be submitted for adoption, in the FSE brief on educative success as part of the ministerial consultation process, the preliminary positions in document A1617-CF-13.” Proposal 6, in reference with document A1617-CF-DEC-02, indicates that “The Federal Council mandates its representatives to intervene with the Ministry in order to provide a visibility and recognition plan of what teachers have already accomplished regarding professional development.” This approach could proceed as follows: second committee meeting on January 13, presentation of the declaration’s main points to the EC on January 20;
 - Action trainings must ensure a prominent position to activism and protest activities in institutions, federative dossiers as well as hands-on expertise. They must also enhance the teaching profession. Union education can be a crucial element in the pursuit of these objectives. It is suggested to develop a series of tools that would be included to the existing sessions. In terms of logistics, unions wish to be directly involved in organizing their members’ trainings; additional information would be conveyed to key people in the form of multipliers training sessions. The service offered would thus be tailored to local realities. See the implementation procedure of 4-point action trainings and the appendix on trainings offered to affiliated unions;
 - National Advisory Committee – Report on the December 1, 2016 meeting:
 1. Work experience calculation (clause 6-4.02). There cannot be two ways of calculating work experience from one school board to the other. It is up to teachers to be aware of the impact of their leaves of absence on the recognition of their work experience. Employers favour a guidance based on examples;
 2. Piori weighting: rule to be clarified;
 3. Special leaves in the event of death: No matter at what time of the day the teacher is informed of the death, if the work day is completed, the leave starts on the next day;
 4. Resource teacher;
 5. Salary cuts protocol;
 6. Use of funds allocated to special need students: some school boards, within the framework of the special needs joint committee, are making

proposals that differ significantly from the objectives implemented in the negotiation between national delegations. E.g.: diversion of funds towards leaves for the development of intervention plans or again for professional integration or training;

7. New budget rule (measure 30170): neither the union nor the employer is aware of the provisions in this new rule (\$25 millions recently injected in Aboriginal communities).

December 15-16, 2016 – GC in Québec City

- In her opening remarks, the Centrale’s president talked of the need to stand together in the CSQ and not drive a wedge between us;
- At the last CSQ congress, it had been decided to include in the Centrale calendar one week dedicated to the new generation of union leaders during which members would take part in activities and trainings. This week’s events will be held between April 24-28, 2017 and the Centrale is offering \$10,000 to affiliates who wish to organize events at a regional level. The AENQ let resource persons know our interest in participating and we also explained the difficulty in planning regional activities considering the geographic distance between our communities;
- During the “changes in education” point, in the segment concerning the consultation on educative success, the AENQ is mentioned;
- Mom goes to school: *Mom goes to school* is a non-profit organization with the primary objective to help mothers in single-parent families complete their first degree and enter the labour market, while developing parent skills. Mrs. Paula Duguay introduced us to an Aboriginal woman who, in spite of social difficulties she faces, has succeeded in going back to school to better her life. The Association should follow suit, and the idea of working on a similar project would make our union an extraordinary lever for school perseverance and educational success;
- Changes in education: two approaches currently under way, one being the legislative approach embodied in draft legislation 105 to amend the Education Act and the other, the consultation on educational success.

6. Internal Affairs

6.1. Web Site

François Beauchemin and Vincent Renaud introduced the item.

The possibility of migrating the AENQ website to the FPSS website platform is discussed. The visual quality of the FPSS site is interesting, but migration costs seem to be too high for such a change to be worthwhile.

Some questions need to be answered:

- What are our members’ needs in relation with the website?

- What improvements to the existing website could be made?
- Improve the homepage and add the Association mission?

6.2. 2016-2019 Action Plan

Larry Imbeault introduced the item

EC members review the 2016-2019 Action Plan and amendments are made. The amended version of the plan will be adopted at the next meeting.

6.3. Self-Evaluation Tool

Larry Imbeault introduced the item.

Daniel Charest was to draft the document preamble, which he did. EC members propose some changes. This leads to an exchange on how this tool will be used. Everyone agrees that the final version of the document should be adopted at the in-person EC meeting in March 2017. In order to do so, EC members must revise their own section of the document.

6.4. Complaint from a member (Follow-up)

Daniel Charest introduced the item.

Following the proposed course of action and its application, the situation is resolved to the satisfaction of all parties involved.

6.5. AENQ-SEESOCQ Negotiations

Larry Imbeault introduced the item

Motion 3

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The Executive Committee mandates the President and the Vice-President to bring the AENQ-SEESOCQ negotiations to a conclusion.

UNANIMOUSLY ADOPTED

6.6. Harassment Grievance

Larry Imbeault introduced the item.

An agreement was signed to suspend the time limits provided for in the employees' collective agreement. Furthermore, at the request of the employees' union, mediation will take place upon the return of the employee involved.

6.7. New Memberships

Larry Imbeault introduced the item.

Motion 4

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The persons on the list submitted on January 9, 2017 be accepted as members of the Association, as laid down in clause 9 d) of the by-laws.

UNANIMOUSLY ADOPTED

6.8. Follow-up on the 2014-2015 Inquiry

Larry Imbeault introduced the item.

Motion 5

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee mandates the President to reach a final and comprehensive settlement with the SEESOCQ regarding the complaint they filed on May 7, 2014.

UNANIMOUSLY ADOPTED

6.9. Budget

Alexandre Guité introduced the item.

Statements updated as of December 21, 2016 are presented to EC members. Actual expenditures are compared to the budget adopted in the month of October. Certain changes to the 2016-2017 budget are proposed.

Motion 6

It was moved by Alexandre Guité and seconded by Tarek Khazen.

THAT The 2016-2017 amended budget be adopted.

UNANIMOUSLY ADOPTED

6.10. Complaint from Member

Larry Imbeault introduced the item.

Motion 7

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee mandates Daniel Charest and Vincent Renaud to investigate a complaint received on December 19, 2016 from one member against another, in accordance with Article 13 of the Association by-laws.

UNANIMOUSLY ADOPTED

6.11. Computers

Larry Imbeault introduced the item.

Motion 8

It was moved by Larry Imbeault and seconded by Alexandre Guité

THAT The Association proceeds with the replacement of three portable computers used by advisory staff.

UNANIMOUSLY ADOPTED

7. Video Clips

7.1. Synopses

Daniel Charest introduced the item.

Daniel Charest presents a technical document on the creation of video scripts. Alain Lajoie shows us a few examples of lay-outs on PowerPoint, which we could use to create videos.

Exchange on possible video contents:

- Questions from members;
- Introduction of the Association employees and the EC team in one clip;
- Frequently asked questions;
- Clips on KSB negotiations;
- Vignettes on questions from our members;
- Vignettes on incident reports;
- Vignettes on the importance of not resigning;
- Clips on the right to refuse;
- Clips about preventive withdrawal;
- Clip on normal classroom temperatures.

7.2. Filming (if possible)

Due to the time constraint, no filming took place.

8. 2015 Negotiations

Motion 9

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The KSB information sector councils be organized as soon as possible in order to inform delegates on the negotiation's major issues and on the mobilization plan that was adopted as amended.

UNANIMOUSLY ADOPTED

8.1. Update

François Beauchemin introduced the item

Cree School Board

Support Staff (S8): The retroactivity must be paid within 60 days from the date of signing by the Minister. Classification grievances must be filed within 30 days from the ratification of the new agreement. The Sector director must inform her delegates of these matters.

Teachers (E3): The agreement-in-principle was adopted by more than 90% of the members who voted. The change of date to make their intentions known seems to have been the most difficult item to accept. We are now at the proofreading stage. We share the same desire to conclude as quickly as possible.

Kativik School Board

Support Staff (S9): Management offers were received by email on December 16, 2016. The first negotiation meeting with the conciliator in attendance is scheduled for January 30, 2017.

Teachers (E4): Management offers were received by email on December 16, 2016. The first negotiation meeting with the conciliator in attendance is scheduled for February 7, 2017.

8.2. Consultation

François Beauchemin introduced the item.

Consultations with members were held in 2013. Amended items will be deposited following problems encountered since then.

8.3. Action-Mobilization

Tarek Khazen introduced the item.

Presentation of pressure tactics. EC members choose items 2 and 11:

- Operation T-shirts on negotiating days
- “Media and Social Networks” Operation

9. Labour Relations

9.1. Presentations and Recommendations

The Advisory staff introduced the item.

Major claims and grievances are introduced, followed by an exchange on outings for medical reasons at KSB.

9.2. Staff Management

- Danielle Joly will be finished with us on the week of January 13, 2017. She is willing to work a few hours for the Association between January 16 and the return of Monique Nepveu.
- Nicole Sauvé comes back 1 day a week on the week ending on February 3, 2017, 2 days a week on the week ending on February 10, and then full time (3 days a week) the following week.
- Monique Nepveu’s invalidity leave ends at the beginning of January 2017, but she’ll be taking a holiday then. She will start to work 3 days a week again on the week of February 6.
- Isabelle Perron will continue working for the Association on the weeks that Nicole Sauvé is gradually returning to work, so she should end her employment with us on February 3, 2017.

9.3. Decisions

No decisions were made since there were no recommendations at item 9.1.

10. Sector Life

10.1.KSB Support Staff

Vincent Renaud introduced the item.

- A safety training was given on working at height, using scaffolding and hazardous materials;
- An employee was refused a medical leave (dental appointment);
- Committees specific to employment categories were formed;
- There will be an IT committee meeting with KSB in February;
- Professional Improvement:
 - An employee's request to take an evening course was refused with the argument that the policy only covers courses offered during work hours;
 - An employee who was misinformed by HR must pay the fees for a training course approved by the Professional Improvement Committee;
 - Omega training;
 - There has been a request for a training that is not relevant to the employee's work. Management has approved, whereas the union has denied the request.
 - The policy will have to be reviewed: HR counsellors are working on it and the topic will be discussed at the next LRC meeting. The union believes that the maximum amount granted should be readjusted.
- Behavior technician & reference form. Reason: The student refuses to work;
- There is every indication that next year, KSB employees will be forced to use charters;
- Job posting for someone who is unqualified providing that the person agrees to follow a study program: following a LRC meeting, KSB will check to find out who was hired under this condition;
- Statistics on the Employee Assistance Program were requested;
- A consultant is doing work that should be performed by support staff (Student File Management);
- Responsibility of CD which has a major impact on members. KSB is responsible.

10.2. KSB Teachers

Daniel Charest introduced the item.

Summary of the sector council from September 14, 2016 to January 11, 2017:

1. ACTIVITIES

- Delegates' elections: August 25
- AE and VT elections: September 15
- Board Committee (Professional Improvement): September 16
- Sector conference call: September 21
- Nomination of representatives to the Board Committee: September 21
- BGE national session, Québec City: October 6-7
- Board Committee, Kuujjuaq: October 12-13
- Sector council, Kuujjuaq: October 15

- Sector training, Kuujjuaq: October 16
- Follow-up on Stéphane Boulanger's training: October 17
- Petition: October 18
- Operation T-shirts: October 24
- My Teacher, My Pride!: October 27
- Budget request for BGE structuring activity, \$900: October 28
- Conference call with Alain Lajoie and Tarek Khazen: October 27
- Procedure following a complaint, Quaqtac: October 26, November 9 and 30
- Executive Committee conference call: November 1, 17 and 25, December 14
- Union representation at an employee's inquiry, Quaqtac: November 2
- Petition Blitz: November 17
- Professional Development: November 14
- FSE-FC, Laval: December 7 to 9
- Board Committee (Professional Improvement): December 14
- EHDA (Special Needs Students) survey: December 16
- Mobilization Committee - Negotiations Conference call: December 20

2. Committees were formed:

- School Organization Committee
- Pedagogical, Services and Evaluation Committee;
- Human Resources Committee
- Material Resources Committee

3. ISSUES (in order of appearance):

- Work schedule
- Task
- Letter to the ombudsman
- Adapted calendar
- NLQ
- Recognition of academic years
- Teaching intern
- Complaint from a parent
- Classroom size
- Additional student
- Doctor's report and temporary absence, salary insurance
- Education Committee
- Compensation - Ped days
- One teacher, two phys ed groups
- Home invasions
- Vandalism and violence in Salluit
- Visits of teachers' lodgings in the summer
- Minimum indoor temperature for teaching
- School management unavailable in the morning
- Resignation of teachers

- 200-day calendar
 - 32 hours
 - Teachers' rights, contract
 - Recording of a disciplinary meeting
 - A principal's non-ethical behaviour towards teachers (allegations, attitude, defamation)
 - Medical appointment on December 19 (social trips)
 - No lodging planned for teaching intern
 - No available teacher for grades 4-5 – English secondary classes in 4 schools
 - Dissenting teacher
 - Water shortage in one school
 - SSQ insurances
4. TO COME
- Second election at Vocational Training: in January;
 - BGE Action Plan (communities): January 20;
 - Board Committee, Kuujjuaq : February 28 to March 1;
 - BGE National Session, Rivière-du-Loup: April 12-13.

10.3. CSB Teachers

Alain Lajoie introduced the item.

- Teachers have adopted the agreement-in-principle for the renewal of their collective agreement;
- We brought up the following items at the Board Committee meeting:
 - Our enquiry on safety in schools and housing units;
 - Teachers' access to schools during and after work hours;
 - Renovations taking place in certain schools during teaching hours or having an impact on the health and safety of students and staff.
- The school board signed an agreement to allow the transfer of information between the Department of Justice, the school board and its schools, and the Health and Social Services Commission in case of students who would have certain needs or obligations;
- Requests for conferences and professional development have been rising since previous years. This increase is due, partially at least, to the possibility of taking English courses in Ontario and to a larger amount of members requesting conferences and training on Aboriginal education;
- The schoolboard Director General is on leave for the first 4 months of 2017;
- One of the Sector Director's priorities will be to elect a delegate at Vocational Training;
- Ignorance of the existing policy on safe and secure schools and the high incidence of attacks on teachers are emerging from a quick reading of our enquiry on safety in schools and homes;

- The Sector Director and the President attended a presentation on the school board strategic action plan.

10.4. CSB Support Staff

In the absence of Christine Coonishish, this item is deferred to the next in-person meeting.

10.5. Daycare Centers

Larry Imbeault and Eve-Lyne Fecteau introduced the item.

- A training session for delegates should be organized soon;
- Two members were dismissed;
- The subject of a full time kindergarten at age 4 in an underprivileged environment is a major concern to the members of the FIPEQ. This topic should be discussed in greater depth at the next in-person meeting;
- Training for Daycare Centers' delegates will be given at the beginning of 2017.

10.6. Band Council Schools

Larry Imbeault introduced the item.

- Matimekush
 - The majority of teachers who signed their membership cards were fired;
 - Complaints to the CIRB were lodged;
 - The president will meet with the members at the beginning of the year.
- Opitciwan
 - Union demands to be submitted were presented to the members at the end of 2016 and should be finalized soon;
 - The union demands should be filed within the next couple of weeks;
 - The necessary steps will be taken to recognize Opitciwan as an intermediate zone by Canada Revenue Agency. The band council would be willing to work together in this direction;
 - The employer requested additional time to answer the CICRB in relation with the case of the member who was suspended with pay, which we agreed to.
- Wemotaci
 - The President met with the delegates in La Tuque on December 12;
 - Throughout the day, the delegates worked with the Centrale's representatives on the union demands to be filed;
 - The delegates were informed of the steps being taken to have Opitciwan recognized as an intermediate zone. They expressed an interest in

- working with the Association to also have Wemotaci recognized as an intermediate zone;
- A letter was sent to the band council DG on January 9, 2017 to ask that he reconsiders their refusal to grant newly unionized teachers the announced salary increase.

Training will be given to the band council school delegates at the beginning of 2017.

11. Computer Technician (KSB)

Larry Imbeault introduced the item.

Motion 10

Considering that all parties were heard;

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee declares the file in connection with grievance 2011-2012-KS-12 closed and others as appropriate, and the period prior to the filing of the grievance.

UNANIMOUSLY ADOPTED

12. Consultation on Educational Success

Larry Imbeault introduced the item.

Last fall, the minister of Education conducted a public consultation on educational success. One extra day was added (November 28, 2016) to focus exclusively on the Aboriginal element. The AENQ presented a brief, and the President and the Vice-President participated to the November 28 consultation. The President took the opportunity to call directly on the Minister of Education to intervene with KSB in order to begin the negotiations.

13. Union Training – Fall of 2017

13.1. CSB Staff

François Beauchemin introduced the item.

There is an exchange on offering an additional training day for CSB delegates to cover the new provisions of their respective collective agreement.

13.2. Training Content

Larry Imbeault introduced the item.

The content of training courses should be reviewed. These trainings should not be used to train enforcers, but rather to provide participants with tools to fulfill their role as union delegates.

14. Budget

Alexandre Guité introduced the item.

Motion 12

It was moved by Alexandre Guité and seconded by Tarek Khazen

THAT The Executive Committee receive and accept the financial statements as at August 31, 2016 for the financial year ending on that date.

UNANIMOUSLY ADOPTED

15. Varia

15.1. My Teacher, My Pride!

Tarek Khazen introduced the item.

An activity on the theme of “My Teacher, My Pride!” is planned in Mistissini this winter.

15.2. “Schools need Support”

Vincent Renaud introduced the item.

A program created to enhance the work of Support Staff. There is an internet site on the subject: <http://www.besoindesoutien.org/>.

15.3. RREGOP

Larry Imbeault introduced the item.

Follow-up on a file in connection with a decision taken at an earlier meeting. A decision must also be taken concerning a staff member’s request. This item is deferred to the next in-person meeting.

15.4. BGE

Daniel Charest introduced the item.

2016-2017 Objectives:

1. Promote teaching for a sustainable future and BGE-AENQ (CSQ) values in the schools of the Cree and Inuit communities;
2. Set out a local action plan (for each community) for the 2016-2017 school year;
3. Encourage the creation of concrete links between young Inuits and Crees around the same shared values based on ecology, pacifism, solidarity and democracy;
4. Support school resources: information sharing, teaching aids, networking and training;
5. Carry out a pilot project on residual waste management.

BGE-AENQ Committee

Representatives:

CSQ:

- Mario Beauchemin

KSB:

- Daniel Charest, Sector Director - Teachers, Committee co-coordinator
- Vincent Renaud, Sector Director – Support Staff, Committee co-coordinator
- Cheryl Saumure, Representative for the Teaching Staff

CSB:

- Alain Lajoie, Sector Director – Teachers
- Christine Coonishish, Sector Director – Support Staff
- Rubin McNeely, Representative for the Teaching Staff

Professional Staff:

- To be determined.

In addition, resource persons were nominated in KSB schools.

15.5. Educational and Professional Action Network

Tarek Khazen introduced the item.

15.6. Omega Training

Vincent Renaud introduced the item.

A training in behavioral crisis management in the healthcare milieu. There are trainers on KSB territory. The content and its adaptation to the education environment need to be done.

16. Next Meeting

Motion 13

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The next meeting be held in Montreal on March 7 to 10, 2017.

UNANIMOUSLY ADOPTED

17. Meeting Adjournment

Motion 14

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Annexe 1

Comité exécutif de l'AENQ Executive Committee
 Ordre du jour provisoire / Provisional Agenda
 Réunion du 9 au 12 janvier 2017 / Meeting of January 9 to 12, 2017
 Début à 9h00 / Starting at 9:00 a.m.

Quand When	Durée Length	Sujet / Subject	I-E-D	Qui / Who
lundi 9h00	5	1. Présentation et adoption de l'ODJ Presentation and Adoption of the Agenda	I-E-D	Larry Imbeault
lundi 9h05	10	2. Nomination de la présidence et du secrétariat d'assemblée (si besoin) Nomination of Chairperson and Secretary of Assembly (if necessary)	I-E-D	Larry Imbeault
lundi 9h15	60	3. Adoption des procès-verbaux précédents Adoption of Previous Minutes	D	Alexandre Guité
lundi 10h15	15	4. Suivi / Follow-up	I-E	Larry Imbeault
lundi 10h30	30	5. Rapport des instances Decision Making Bodies Report	I-E	Membres du CE EC Members
lundi 11h00	60	6. Régie interne / Internal Affairs	I-E-D	Vincent Renaud François Beauchemin
	30	6.1 Site internet / Web Site 2016-2019 Action Plan	I-E	Larry Imbeault
	60	6.2 Plan d'action 2016-2019 2016-2019 Action Plan	I-E	Larry Imbeault
	15	6.3 Outil d'auto-évaluation Self-Evaluation Tool	I-E	Larry Imbeault
	30	6.4 Plainte d'un membre (suivi) Complaint from member (follow-up)	I-E	Larry Imbeault
	10	6.5 Négociations AENQ-SEESOCQ AENQ-SEESOCQ Negotiations	I-E-D	Larry Imbeault
	5	6.6 Grief d'harcèlement Harrassment Grievance	D	Larry Imbeault
	30	6.7 Nouvelles adhésions New Membership	I-E-D	Larry Imbeault
	45	6.8 Suite de l'enquête 2014-2015 Follow-up on the 2014-2015 Inquiry	I-E	Alexandre Guité
	15	6.9 Budget	I-E-D	Larry Imbeault
	15	6.10 Plainte d'un membre Complaint from Member	I-E-D	Larry Imbeault
	15	6.11 Parc informatique / Computers	I-E-D	Larry Imbeault
mardi 9h00	390	7. Capsules vidéo / Video Capsules 7.1 Scénarios / Synopsis 7.2 Tournage (si possible) Filming (if possible)		Larry Imbeault

mercredi 9h00	10 25 25	8. Négociations 2015 Negotiations 8.1 État des lieux / Update 8.2 Consultation 8.3 Action-Mobilisation	I-E I-E-D I-E-D	François Beauchemin Larry Imbeault Tarek Khazen
mercredi 10h00	120	9. Relations de travail / Labour Relations 9.1 Présentation et recommandations Presentation & Recommendations	I-E	Personnel conseil Union Advisors
mercredi 13h00	10	9.2 Gestion du personnel Staff Management	I	Larry Imbeault
mercredi 13h10	110 (15 min de présenta tion par secteur) 20 min Q&A	10. Vie de secteur / Sector Life 10.1 Soutien CSK / KSB Support Staff 10.2 Enseignants CSK / KSB Teachers 10.3 Enseignants CSC / CSB Teachers 10.4 Soutien CSC / CSB Support Staff 10.5 CPE / Childcare Centres 10.6 Écoles de conseil de bande Band Council Schools	I-E-D	Vincent Renaud Daniel Charest Alain Lajoie Christine Coonishish Larry Imbeault Larry Imbeault
mercredi 15h00	60	11. Techniciens en informatique (CSK) Computer Technicians (KSB)	I-E-D	Larry Imbeault
mercredi 16h00	15	9. Relations de travail (suite) Labour Relations (cont'd) 9.3 Décisions / Decisions	D	Larry Imbeault
mercredi 16h20	15	12. Consultation sur la réussite éducative Consultation on Educational Success	I-E	Larry Imbeault
jeudi 9h00	30	13. Formation syndicale - automne 2015 Union Training - Fall 2015 13.1 Personnel de la CSC CSB Personal 13.2 Contenu / Content	I I-E	Tarek Khazen Larry Imbeault
jeudi 9h30	60	14. Budget	D	Alexandre Guité
jeudi 10h30	85 (10) (10) (10) (20) (10) (5)	15. Varia 15.1 Prof ma fierté! My Teacher My Pride! 15.2 « L'école a besoin de soutien » 15.3 RREGOP 15.4 EVB / BGE 15.5 Réseau de l'action pédagogique et professionnel 15.6 Formation Oméga Training	I-E I-E I-E-D I-E I-E I-E	Tarek Khazen Vincent Renaud Larry Imbeault Daniel Charest Tarek Khazen Vincent Renaud
jeudi 11h55	5	16. Prochaines réunions / Next Meeting	D	
jeudi		17. Levée de l'assemblée Meeting Adjournment	D	

Appendix 2

Budget 2016-2017

Produits

Cotisations – secteur cri	812 505 \$
Cotisations – secteur Inuit	720 856 \$
Cotisations CPE	18 317 \$
Cotisations – défense des membres	23 636 \$
Péréquation FSE	278 781 \$
Péréquation FPSS	0 \$
Péréquation FIPEQ	0 \$
Intérêts	3 000 \$
Intérêts – défense des membres	600 \$
Revenus - autres	5 000 \$
Revenus – commandites du Congrès	0 \$

TOTAL PRODUITS

1 862 695 \$

Charges

Participation générale

Congrès de l'AENQ	150 000 \$
Comité exécutif de l'AENQ	85 000 \$
Comité autochtone de l'AENQ	8 000 \$
Congrès de la CSQ	0 \$
Conseil général de la CSQ	6 500 \$
Conseil général de négociation de la CSQ	5 500 \$
Conseil fédéral de la FSE	10 000 \$
Conseil fédéral de la FPSS	10 000 \$
Conseil fédéral de la FIPEQ	2 000 \$
Autres instances de la FIPEQ	1 000 \$
Autres activités	15 000 \$
Activités générales de la présidence	5 000 \$
Dépenses de la trésorerie	200 \$
Griefs et arbitrages	70 000 \$
Réserve « Qui perd paye »	25 000 \$
Relations de travail	10 000 \$
Négociations	10 000 \$
Action, mobilisation, communication	20 000 \$
Articles promotionnels	20 000 \$
Conseillers syndicaux	5 000 \$
Négociations et relations du travail – employés	5 000 \$
Syndicalisation	2 500 \$

TOTAL PARTICIPATION GÉNÉRALE

465 700 \$

Secteur enseignants CSC

Activités et vie de secteur	2 000 \$
Comité de la commission	15 000 \$
Rencontres et formations	15 000 \$
Éducation des adultes	1 000 \$
Conseil de secteur	15 500 \$
Libération de la direction de secteur	33 333 \$
TOTAL DU SECTEUR	81 833 \$

Secteur soutien CSC

Activités et vie de secteur	1 500 \$
Comité des relations du travail	2 000 \$
Rencontres et formations	18 000 \$
Conseil de secteur	18 500 \$
Libération de la direction de secteur	10 150 \$
TOTAL DU SECTEUR	50 150 \$

Secteur enseignants CSK

Activités et vie de secteur	4 000 \$
Comité de la commission	3 000 \$
Rencontres et formations	25 000 \$
Éducation des adultes	6 000 \$
Conseil de secteur	25 500 \$
Libération de la direction de secteur	50 000 \$
TOTAL DU SECTEUR	113 500 \$

Secteur soutien CSK

Activités et vie de secteur	6 000 \$
Comité des relations du travail	20 000 \$
Rencontres et formations	23 000 \$
Conseil de secteur	23 000 \$
Libération de la direction de secteur	25 000 \$
TOTAL DU SECTEUR	97 000 \$

Secteur CPE

Activités et vie de secteur	4 000 \$
Comité des relations du travail	0 \$
Rencontres et formations	0 \$
Conseil de secteur	0 \$
TOTAL DU SECTEUR	4 000 \$

Secteur Écoles de conseil de bande

Activités et vie de secteur	4 000 \$
Comité des relations du travail	0 \$
Rencontres et formations	5 000 \$
Conseil de secteur	0 \$
TOTAL DU SECTEUR	9 000 \$

TOTAL DES SECTEURS	355 483 \$
<u>Administration</u>	
Employés	740 000 \$
CSST	6 700 \$
Libération syndicale – présidence	53 000 \$
Libération syndicale – vice-présidence	46 000 \$
Libération syndicale – secrétaire-trésorier	1 200 \$
Bureaux : loyer, taxes, assurances	65 000 \$
Téléphone et courrier électronique	11 000 \$
Site internet de l'AENQ	400 \$
Publicité	2 500 \$
Expédition et affranchissement	10 000 \$
Revue, journaux, volumes et photocopies	4 000 \$
Papeterie et articles de bureau	8 000 \$
Location d'équipement	2 800 \$
Achat et entretien, matériel et équipement	12 500 \$
Interprète et traduction	20 000 \$
Dons	250 \$
Honoraires	23 000 \$
Frais de banque	100 \$
Cotisation FSE	24 000 \$
Cotisation FPSS	30 000 \$
Cotisation FIPEQ	5 000 \$
Intérêt sur emprunt	7 500 \$
Amortissement – immobilisations	25 000 \$
TOTAL ADMINISTRATION	1 097 950 \$
TOTAL – CHARGES	1 919 133 \$
EXCÉDENT (PERTE)	(56 439 \$)



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1617CEPV-11

Electronic Meeting of January 24, 2017

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Alexandre Guité	Secretary-Treasurer
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

1. Nomination of a Union Delegate

Motion 1

Larry Imbeault moved and Tarek Khazen seconded

THAT In accordance with clause 17.03 of the By-laws of the Association, Mrs. Katherine Salt be nominated Union Delegate for the Childcare Center of Oujé-Bougoumou.

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

1617CEPV-12

Electronic Meeting of January 25, 2017

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Alexandre Guité	Secretary-Treasurer
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

1. Nomination of a Mediator

Motion 1

Larry Imbeault moved and Tarek Khazen seconded

THAT The Association gives a mediation mandate to Mrs. Nathalie Croteau in the file of the support staff employee.

UNANIMOUSLY ADOPTED



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

1617CEPV-13

Electronic Meeting of February 1st, 2017

Present:

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

Absent:

Daniel Charest	Sector Director – KSB Teachers
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1. Derogation to the Policy on Participation and Reimbursement for Union Activities and Affairs

Motion 1

Larry Imbeault moved and Tarek Khazen seconded

THAT The Association derogates to the delay foreseen in clause 2.4 of its *Policy on Participation and Reimbursement for Union Activities and Affairs* and reimburses Daniel Charest \$400 for expenses incurred on March 10, 2016.

UNANIMOUSLY ADOPTED



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

1617CEPV-14

Meeting of March 7, 8 and 10, 2017

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Alexandre Guité	Secretary-Treasurer
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:

Larry Imbeault	President (legitimate absence on March 7 in the morning)
Daniel Charest	Sector Director – KSB Teachers (legitimate absence on March 7 in the afternoon)
Christine Coonishish	Sector Director – CSB Support Staff (legitimate absence on March 10 in the afternoon)

Guests:

Ève-Lyne Fecteau	Union Advisor (for items 8.1 and 9)
François Beauchemin	Union Advisor (for items 7 and 9)

1. Presentation and Adoption of the Agenda

Tarek Khazen introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The agenda be adopted as amended (Appendix 1).

UNANIMOUSLY ADOPTED

2. Nomination of Chairperson and Secretary of Assembly (substitutes)

Tarek Khazen introduced the item.

Motion 2

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT For the duration of the 2016-2019 mandate, Larry Imbeault and Vincent Renaud be nominated substitute chairpersons of assembly, and that Larry Imbeault and Alain Lajoie be nominated substitute secretaries of assembly.

UNANIMOUSLY ADOPTED

3. Adoption of Previous Minutes

Larry Imbeault introduced the item.

Motion 3

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The minutes of meetings 1617CEPV-10 à 1617CEPV-13 be adopted as amended.

UNANIMOUSLY ADOPTED

4. Follow-up

Larry Imbeault and Vincent Renaud introduced the item.

- We are still waiting for an estimate of the replacement cost of three laptops for advisors;
- According to researches conducted by members of the advisory staff, the Omega training cannot be adapted to the education sector;
- One of our employees is looking for a credit card with discounts;
- The CSQ will migrate its email service from GroupWise to Outlook. More information will be given at the next GC;
- SharePoint: follow-ups are required. The structure must be developed;
- The other items are on the agenda.

5. Decision-making Bodies Report

Tarek Khazen introduced the item.

January 2017 – FSE-FC in Laval

- Further work related to teachers' professional development: validation procedure and participation to the draft statement on the development of teaching personnel;
- Effective schools: the professional autonomy of teachers is increasingly attacked by school boards that support a document calling for practices to implement in order to achieve effective schools. This document refers to, in particular, results-based management (RBM), evidence-based education policies (EBP), a professional learning community (PLC) and the response to intervention (RTI);
- Follow-up on Kindergarten at age 4 file: Although the ministry of Education somehow responded to the FSE recommendations on this file, it offered very few answers to the FSE's questions and barely followed up on the recommendations. The AENQ should soon meet with the Cree and Kativik school boards in order to discuss the possibility of implementing full time kindergarten at age 4;
- Summary of November 23-24, 2016 Professional and Educational Network: 181 people attended the meeting, half of which were working teachers and the other half, political representatives and local union advisors. The level of satisfaction is quite high (97%). The Federal Council extended the Network initiative to next year;
- Alliances FSE-FAE: The strategic alliance project for the next round of negotiations continues to move forward between the two federations;
- Resignation of Paul Saint-Hilaire as 2nd Vice-President of the FSE. This resignation is effective as of June 30, 2017.

6. Internal Affairs

6.1. 2017-2018 Union Leaves

Larry Imbeault introduced the item.

We must inform school boards of the union leaves of EC members, who are working teachers, before May 1st, 2017. Also, these EC members must inform their employer of their return to work for school year 2017-2018 before April 1st, 2017.

Motion 4

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT Tarek Khazen be released full-time for the 2017-2018 school year so that he can carry out his duties as Vice-President.

UNANIMOUSLY ADOPTED

Motion 5

It was moved by Daniel Charest and seconded by Alexandre Guité

THAT Daniel Charest be granted a 50% leave for 2017-2018 school year so that he can carry out his duties as Sector Director – KSB Teachers.

UNANIMOUSLY ADOPTED

Motion 6

It was moved by Alain Lajoie and seconded by Vincent Renaud

THAT Alain Lajoie be granted a 50% leave for 2017-2018 school year so that he can carry out his duties as Sector Director – CSB Teachers.

UNANIMOUSLY ADOPTED

Motion 7

It was moved by Vincent Renaud and seconded by Larry Imbeault

THAT Vincent Renaud be released 15 hours a week for 2017-2018 school year so that he can carry out his duties as Sector Director – KSB Support Staff.

UNANIMOUSLY ADOPTED

Motion 8

It was moved by Christine Coonishish and seconded by Tarek Khazen

THAT Christine Coonishish be granted a 20% leave for 2017-2018 school year so that she can carry out her duties as Sector Director – CSB Support Staff.

UNANIMOUSLY ADOPTED

6.2. 2016-2019 Action Plan

Larry Imbeault introduced the item

Members of the EC went over the 2016-2019 Action Plan. Some amendments were made to it.

Motion 9

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The 2016-2019 Action Plan be adopted as amended.

UNANIMOUSLY ADOPTED

6.3. Self-Evaluation Tool

Larry Imbeault introduced the item.

Motion 10

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The document *Self-Evaluation of the Executive Committee Members of the Association of Employees of Northern Quebec* be adopted.

UNANIMOUSLY ADOPTED

6.4. Complaint from Member (follow-up)

Vincent Renaud introduced the item.

Daniel Charest and Vincent Renaud led an investigation. Several phone interviews were conducted.

Motion 11

It was moved by Vincent Renaud and seconded by Larry Imbeault

THAT The complaint received on December 20, 2016 from a member against another member be dismissed.

UNANIMOUSLY ADOPTED

In spite of this ruling, a reminder will be issued to union delegates to review their responsibilities as delegates and caution them to avoid real or apparent conflicts of interest.

6.5. AENQ-SEESOCQ Negotiations

Larry Imbeault introduced the item.

Negotiations are progressing. The next session is scheduled for March 13.

Motion 12

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee receives the progress report given orally by the spokesperson.

UNANIMOUSLY ADOPTED

6.6. Harassment Grievance (follow-up)

Larry Imbeault introduced the item.

The mediator will meet with the worker in question on March 17 and the President on March 30. A joint meeting will take place on March 31.

6.7. Membership

Larry Imbeault and Daniel Charest introduced the item.

Discussion on management of membership.

Motion 13

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT Persons registered on the list filed on March 8, 2017 be accepted as regular members of the Association in accordance with clause 10.01 d) of the Association's by-laws.

UNANIMOUSLY ADOPTED

6.8. Follow-up on the 2014-2015 Inquiry

Larry Imbeault introduced the item.

A proposal for a regulation was sent to the union president on January 17 of this year. It was signed by the presidencies of the SEESOCQ and the AENQ. Before bringing the file to a close, some Association employees must sign a notice of confidentiality.

UNANIMOUSLY ADOPTED

6.9. Budget

Alexandre Guité introduced the item.

Given that Monique Nepveu has returned and the work load, there are no updated financial statements available except for the ones that were presented at the last in-person meeting.

6.10. Policies

Larry Imbeault introduced the item.

Motion 14

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee adopts the following amendments to the *Policy on translation*:

3.3 The authorized translation rates for a freelance translator, professional or otherwise, recommended by the Executive Committee of the Association are:

a) Translation ~~into English or French~~ from French to English or from English to French:

Hourly rate: \$50.00/hour

Per-word rate: \$0.~~48~~22/word

b) Translation from or into Inuktitut or Cree:

\$40.00/page (~~less than~~ maximum of 155 words per page)

Per-word rate: \$0.45/word

UNANIMOUSLY ADOPTED

Motion 15

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee adopts the following amendments to the *Policy on confidentiality*:

II. Collection of nominative information

AENQ collects and maintains only nominative information necessary to the performance of its duties of representation under the Labour Code, particularly with reference to its obligations to the employees it represents regarding:

- application of the collective agreement;
- grievance;
- appeals to the [CSST, DRA or CLPCNESST](#) or to the [TAT](#);
- personal appeal to the [Labour Relations Commission](#) [TAT](#);
- any other recourse arising from the obligation of representation.

UNANIMOUSLY ADOPTED

Motion 16

It was moved by Larry Imbeault and seconded by Alexandre Guité

THAT The Executive Committee adopts the following amendments on the *Policy on the defence of rights of workers represented by AENQ*:

1- General Principles

...

...

AENQ's by-laws go beyond this rigid legal obligation by stipulating that the goal of AENQ is the "(...)defence and development of the professional, economic, social and moral interests of its members, the negotiation and application of collective agreements, especially in the context of particularities of Aboriginal environments, including the particularities arising under the James Bay and Northern Québec study, defence and development of the professional, economic, social and moral interests of its members, particularly the negotiation and the application of collective agreements, as well as the promotion of workers' interests."

AND

THAT The heading of the Policy on the Defence of Rights of Employees in French - *Politique de défense des droits des salariés représentés par l'AENQ* - be changed to *Politique de défense des droits des personnes salariées représentées par l'AENQ*.

UNANIMOUSLY ADOPTED

7. 2015 Negotiations

7.1. Update

François Beauchemin introduced the item.

- Negotiations started on January 30, 2017 at table S9. We submitted new demands that were not included in those we filed on October 31, 2014;
- There was unease right from the start: management's desire to have the negotiations take place up North. Agreeing to negotiate in the North would be under the condition that clauses be included in the collective bargaining protocol, which would specify that travelling expenses be borne by the employer;
- The union is ready to settle the negotiations protocol;
- Annie Popert's absence. When she attends the negotiations, she's accompanied by an interpreter;
- When Mrs. Popert is present and that the interpreter provides simultaneous translation, we are left with the impression that the interpreter does not translate everything that's being said;
- At table E4, negotiations resumed on February 8. It is on that day that the employer stressed the wish to hold the negotiations up North;
- The management agrees that the beginning date of the bargaining protocol be August 30, 2014, that is 60 days before filing of union demands, which was the case for the tables in the South and at the CPNCSC' tables;
- The management still does not have mandates for some of its demands, still unknown to us, even though, last December, the CPNCSC confirmed to the judge at the TAT their readiness to negotiate. Furthermore, the employer does not always have answers to many of our questions;
- We have expressed our reluctance to discuss any further until we have the whole picture;
- Given the atmosphere at the negotiation table, the conciliator decided to cancel the next meeting scheduled for March 2;
- Next meetings planned on March 16 for table S9 and on April 26 for table E4;
- A meeting of the NNCC (Northern Negotiations Coordinating Committee) was called on March 17 to discuss whether the judge from the TAT should be made aware of the current situation; it is the Association's wish unless something happens on March 16.

7.2. Action-Mobilization

Tarek Khazen introduced the item.

Motion 17

It was moved by Tarek Khazen and seconded by Larry Imbeault

THAT The Executive Committee adopts the Action-Mobilization plan as presented and amended.

UNANIMOUSLY ADOPTED

8. Labour Relations

8.1. Presentations and Recommendations

Eve-Lyne Fecteau introduced the item.

Major litigations and grievances are presented.

8.2. Decision

Whereas the file dates back to 1990-1991 school year;

Whereas a legal opinion was issued in 2006;

Whereas the member failed to follow up with the Association;

Motion 18

It was moved by Daniel Charest and seconded by Alain Lajoie

THAT The Association discontinues proceedings on file #90-91-KE-28.

UNANIMOUSLY ADOPTED

9. Sector Life

9.1. KSB Support Staff

Vincent Renaud introduced the item.

- There was a sector council conference call on January 24.
- Members from different committees were appointed.
- The meeting of the IT committee scheduled for February 20 was postponed.
- We will try to have a LRC meeting in the month of April.
- KSB's policies must be looked into.
- KSB meal reimbursement rates are no longer realistic.
- We don't have delegates in: Akulivik – Ivujivik – Quaqtac – Salluit – Tasiujaq and Montreal.
- There was one case where KSB refused to grant an employee a leave provided for in clause 5-3.47.
- Recognition of skills and qualifications for maintenance employees. There is a project put in place to evaluate the employees' qualifications in order to lead them to a certificate.
- An activity for emerging union leaders will take place in Puvirnituc with the help of CSQ funding.

- There is some confusion regarding bus drivers' duties.

9.2. KSB Teachers

Daniel Charest introduced the item.

Committees

- Joint Committee or SESC (*Special Education Support Committee*): March 1.
- Adult Education Advisory Committee (AEAC): March 3.
- Board Committee, Kuujuaq: February 28 – March 1 (cancelled).
- KSB Teachers Sector Committee: School organisation (March); Pedagogy, services and evaluation (March); Human Resources (March); Material Resources (April).

Representation

- Visit from the Sector Director and Emma Dallas, union advisor, in Inukjuak: they met with teachers on January 31 and a letter was sent to the Director of School Operations concerning the situation prevailing in the school.
- Visit of the Vocational Training Centre on February 1: meeting with teachers and the centre management. Appointment of the regional VT representative: François Paradis.
- Visit from the Sector Director in Salluit: he met the teachers who expressed their distress concerning some problems they faced in the school on February 1. A report with a list of recommendations was prepared by Daniel Charest (February 22).

Mobilization

- Conference call of the Mobilization Negotiations sector council: January 19.
- Operation T-shirts: February 8, 13 and 21.

Survey, questionnaires

- Questionnaire on educational practices (Tarek Khazen).
- Survey on Special Needs Students.
- Vocational Training statistics (Tarek Khazen).

Membership

- Revision process of the non-members list: February.
- Revision process of the inactive members list: February.

Miscellaneous Issues

- Kangiqsualujuaq: substitute teachers, English exam.
- Inukjuak: ethics and harassment, violence, water supply, medical leaves, problems with school management.
- Tasiujaq: social trips, PBIS coach and substitute resource specialists.
- Salluit: housing allocation, garbage disposal (apartments), incidents of violence, Arctic Winter Game (school closed for teachers), CSST cases, benefits.

- Umiujaq: contracts vs. negotiations.
- Quaqtaq: local hiring, adapted calendar.
- Ivujivik: evaluations.
- Puvirnituq: ped days, cultural weeks.

9.3. CSB Teachers

Alain Lajoie introduced the item.

Board Committee in Mistissini on February 21

- Ped days in next year school calendar
 - Professional Learning Communities (PLC) Conference
- Reference program
- Code of ethics
 - Nepotism
 - Obligation of reporting criminal acts and protection
- Virtual Reality project, presentation by Serge Béliveau
- OSI's APS Physician Statement
- VT teachers
 - Distribution
 - Schedules
- January exam week scheduling

Others

- Issue with teachers being offered contracts, which could later be annulled
- Departure of Mistissini high school principal
- Recruiting at the school board
- VT teachers' list
- Requests for professional development (AQETA and AQUOPS)
- Transfer
- Guaranteed and Viable Curriculum (GVC)
- Training session on retirement
- Enquiry on health and safety
- Next meeting of the school board committee: May 25 in Montreal
- Membership operation

9.4. CSB Support Staff

Christine Coonishish introduced the item.

- LRC meeting on February 20, 2017: follow-up on previous meetings, executive secretary's position in Chisasibi, 2015-2016 and 2016-2017 professional development funds, office agent in Gatineau's office, educators in Wemindji, substitute positions, education services in Chisasibi, professional development policy – travel advances, request for professional development, reference program, code of ethics and employees' conduct.

- At Chisasibi Learning Centre, 3 educators were suspended without pay. They met with the director general, the centre director and the assistant-director on February 20. A grievance was filed.
- The sector director received multiple emails and phone calls concerning retroactivity and lump sum settlements. She informed delegates that Human Resources were presently proofreading the new collective agreement and that the CSB will then proceed with payments of the retroactivity and the lump sum.

To Come:

- Visit in Eastmain in order to meet the new union delegate, Bessie Tomatuk;
- Holding of a Sector Council meeting before or after Goose break;
- LRC meeting on May 24, 2017 in Montreal.

9.5. Childcare Centres

Larry Imbeault and Eve-Lyne Fecteau introduced the item.

- The training for childcare centres' delegates will take place at the same time as the one for CSB support staff delegates.

9.6. Band Council Schools

Larry Imbeault introduced the item.

- Opitciwan
 - On February 17, 2017, a letter was sent to the Band Council concerning housing allocation issues;
 - On February 28, 2017, a letter was sent to members to inform them of possible mistakes on their tax slips;
 - Union demands will be filed on March 8, 2017 at a meeting planned in Roberval;
 - There were some problems with payroll deductions of union dues (substitutes, double deduction);
 - Grievance settlement in sight for a member who had been suspended for 3 weeks with pay.
- Wemotaci
 - A request to meet with the employer for the purpose of filing union demands was sent to management on February 17. The employer answered that they were not available on dates suggested, that the negotiations sessions must take place in Wemotaci, and that Atikamekw is their mother tongue and working language.
- Matimekush

- Hearings before the CIRB will take place from 14 to June 16, 2017. Prior to the hearings, a case management meeting will be held on April 19, 2017.

10. Varia

10.1.CSB Ped days

Alain Lajoie introduced the item.

10.2.Persistence in School

Tarek Khazen introduced the item.

Motion 19

It was moved by Tarek Khazen and seconded by Alain Lajoie

THAT The Association forms a Committee on persistence in school in Eeyou Istchee, consisting of the following individuals: Larry Imbeault, Tarek Khazen, Alexandre Guité and François Beauchemin.

UNANIMOUSLY ADOPTED

10.3.My Teacher My Pride!

Tarek Khazen introduced the item.

The Association will participate in the making of a video on the enhancement of the teaching profession on June 6, 2017. Support employees are invited to take part in the event.

10.4.“Schools need Support”

Vincent Renaud introduced the item.

- The FPSS put together the “Schools need Support” program. Its objective is to raise awareness of the role of support staff members who work behind the scenes to ensure that our school system is successful.
- There is an internet site on the subject: <http://www.besoindesoutien.org/>.

10.5.“Mom goes to school”

Tarek Khazen introduced the item.

The Association will try to participate to this activity, which mainly affects the Adult Ed sector.

10.6.RREGOP

Larry Imbeault introduced the item.

Motion 20

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Association bears the employer's share of contributions to the RREGOP for François Beauchemin for years 2009 to 2014 for the percentage of time devoted to his duties as sector director.

POSTPONED AND DEFERRED UNTIL THE NEXT IN-PERSON MEETING

Motion 21

It was moved by Vincent Renaud and seconded by Alain Lajoie

THAT The decision be deferred until the next in-person meeting.

UNANIMOUSLY ADOPTED

10.7.BGE

Daniel Charest introduced the item.

- BGE action plans: 5 communities handed in their action plan.
- National BGE session, Rivière-du-Loup: April 12-13 (no representation).

10.8.Emerging Union Leaders

Tarek Khazen introduced the item.

Within the context of the week devoted to emerging union leaders, which will be held this year from 24 to April 28, 2017, the AENQ made two participation requests:

- One for the emerging union leaders' camp taking place in Jouvence on April 27-28, 2017. Martine Ottawa accepted the invitation with great enthusiasm;
- The other one is an activity led by Vincent Renaud in Puvirnituc on April 27, 2017.

We are still waiting for an official answer from the CSQ.

10.9.Network on Special Needs Students

Tarek Khazen introduced the item.

Tarek Khazen, Vincent Renaud, Daniel Charest and François Beauchemin will participate in the Network on special needs students organized by the FSE on March 14.

10.10. Kindergarten at Age 4

Tarek Khazen introduced the item.

There are no full-time kindergarten for 4-year-olds at KSB and the one at CSB is only half-time.

10.11. Professional Development

Daniel Charest introduced the item.

A presentation was made to KSB school board committee on October 16, 2016, following the participation to the SNIPE conference in June 2016 along with Mrs. Judith Michel, Human Resources counsellor at KSB.

10.12. Special Needs Students

Daniel Charest introduced the item.

10.13. KSB Strategic Action Plan

Daniel Charest introduced the item.

KSB as adopted a 25-year Action Plan.

10.14. Learning Assessment Committee

Daniel Charest introduced the item.

The need to implement a learning assessment committee should be evaluated.

11. Video Capsules

Alexandre Guité presented a video capsule on the topic of “My Teacher My Pride!” that he made with a teacher from Mistissini.

12. Next Meeting

Motion 22

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The next in-person meeting take place from June 5 until June 7, 2017.

UNANIMOUSLY ADOPTED

13. Meeting Adjournment

Motion 23

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Réunion du Comité exécutif / Executive Committee Meeting

Ordre du jour / Agenda

7, 8 et 10 mars 2017 / March 7, 8 and 10, 2017

Sujet / Subject	I-E-D	Qui / Who
1. Présentation et adoption de l'ordre du jour Presentation and Adoption of the Agenda	I-E-D	Tarek Khazen
2. Nomination de la présidence et du secrétariat d'assemblée (substituts) Nomination of Chairperson and Secretary of Assembly (substitutes)	I-E-D	Tarek Khazen
3. Adoption des procès-verbaux précédents Adoption of Previous Minutes	D	Alexandre Guité
4. Suivi / Follow-up	I-E	Larry Imbeault Vincent Renaud
5. Rapport des instances Decision Making Bodies Report	I-E	Tarek Khazen
6. Régie interne / Internal Affairs		
6.1 Libérations 2017-2018 2017-2018 Union Leaves	I-E-D	Larry Imbeault
6.2 Plan d'action 2016-2019 2016-2019 Action Plan	I-E	Larry Imbeault
6.3 Outil d'auto-évaluation Self-Evaluation Tool	I-E-D	Larry Imbeault
6.4 Plainte d'un membre (suivi) Complaint from member (follow-up)	I-E-D	Daniel Charest Vincent Renaud
6.5 Négociations AENQ-SEESOCQ AENQ-SEESOCQ Negotiations	I-E-D	Larry Imbeault
6.6 Grief d'harcèlement (suivi) Harassment Grievance (follow-up)	I-E	Larry Imbeault
6.7 Membership	I-E-D	Larry Imbeault
6.8 Suite de l'enquête 2014-2015 Follow-up on the 2014-2015 Inquiry	I-E-D	Larry Imbeault
6.9 Budget	I-E-D	Alexandre Guité
6.10 Politiques / Policies	I-E-D	Larry Imbeault
7. Négociations 2015 Negotiations		
7.1 État des lieux / Update	I-E	François Beauchemin
7.2 Action-Mobilization	I-E-D	Tarek Khazen
8. Relations de travail / Labour Relations		
8.1 Présentation et recommandations Presentation & Recommendations	I-E	Eve-Lyne Fecteau
9. Vie de secteur / Sector Life		
9.1 Soutien CSK / KSB Support Staff	I-E-D	Vincent Renaud

9.2 Enseignants CSK / KSB Teachers		Daniel Charest
9.3 Enseignants CSC / CSB Teachers		Alain Lajoie
9.4 Soutien CSC / CSB Support Staff		Christine Coonishish
9.5 CPE / Childcare Centres		Larry Imbeault
9.6 Écoles de conseil de bande Band Councils Schools		Larry Imbeault
10. Varia		
10.1 Journées pédagogiques à la CSC CSB Pedagogical Days	I-E-D	Alain Lajoie
10.2 Persévérance scolaire Persistence in School	I-E	Tarek Khazen (FB)
10.3 « Prof ma fierté! »/ My Teacher My Pride!	I-E	Tarek Khazen
10.4 « L'école a besoin de soutien »/School needs Support	I-E	Vincent Renaud
10.5 « Maman va à l'école »/Mom goes to School	I-E I-E-D	Tarek Khazen Larry Imbeault
10.6 RREGOP	I-E	Daniel Charest
10.7 EVB / BGE	I-E	Tarek Khazen
10.8 Relève syndicale / Emerging Union Leaders	I-E	Tarek Khazen
10.9 Réseau EHDAA / Network on Special Needs Students	I-E-D	Tarek Khazen
10.10 Maternelle 4 ans / Pre-K at Age 4	I-E-D	Daniel Charest
10.11 Développement professionnel Professional Development	I-E-D	Daniel Charest
10.12 EHDAA / Special Needs Students	I-E	Daniel Charest
10.13 Plan stratégique de la CSK KSB's Strategic Action Plan	I-E-D	Daniel Charest
10.14 Comité d'évaluation des apprentissages / Learning Assessment Committee		
8. Relations de travail (suite) Labour Relations (cont'd)		
8.2 Décisions / Decisions	D	Larry Imbeault
11. Capsules vidéo / Video Capsules		CE / EC
12. Prochaine réunion / Next Meeting	D	
13. Levée de l'assemblée / Meeting Adjournment	D	



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1617CEPV-15

Conference Call of March 27, 2017

Present:

Tarek Khazen	Vice-President
Alexandre Guité	Secretary-Treasurer
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

Absentee:

Larry Imbeault	President (motivated absence)
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Guest:

François Beauchemin	Union Advisor and Spokesperson at the Negotiations Tables
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1. Presentation and Adoption of the Agenda

Tarek Khazen introduced the item.

Motion 1

Tarek Khazen moved and Daniel Charest seconded

THAT The agenda be adopted as presented (Appendix 1).

UNANIMOUSLY ADOPTED

2. 2015 Negotiations

François Beauchemin introduced the item.

Following the joint conference call of the CCNN and the CCNRS that took place on March 22, 2017, it was decided to revive the complaint lodged at the TAT against the KSB.

3. Action-Mobilisation

Tarek Khazen introduced the item.

There will be a meeting with Marie-Josée Turgeon, the person responsible for the action-mobilisation at the CSQ, on March 28, to help us set-up an action-mobilisation plan. The person responsible for the action-mobilisation at the Association will write an action-mobilisation plan. It will be approved the same night during the conference call that will take place the evening of this meeting.

4. Meeting Adjournment

Motion 2

Tarek Khazen moved and Alain Lajoie seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Ordre du jour / Agenda

Réunion téléphonique du 27 mars 2017 / Phone Conference of March 27, 2017

Début à 19h00 / Starting at 7 p.m.

Durée Length	Sujet / Subject	I/E/D	Qui / Who
	1. Présentation et adoption de l'ordre du jour Presentation and Adoption of the Agenda	D	Tarek Khazen
	2. Négociations 2015 / 2015 Negotiations	I-E	François Beauchemin
45	3. Action-mobilisation	I-E	Tarek Khazen
	4. Levée de l'assemblée / Meeting Adjournment	D	

I = information / Information E = échange / Exchange D = décision / Decision



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

1617CEPV-16

Conference Call of March 28, 2017

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

Absentee:

Christine Coonishish	Sector Director – CSB Support Staff (motivated absence)
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1. Presentation and Adoption of the Agenda

Tarek Khazen introduced the item.

Motion 1

Tarek Khazen moved, Alain Lajoie seconded

THAT The agenda be adopted as presented (Appendix 1).

UNANIMOUSLY ADOPTED

2. Action-mobilisation

Tarek Khazen introduced the item.

Motion 2

Tarek Khazen moved, Alain Lajoie seconded

THAT The executive Committee adopts the Action-Mobilisation Plan for the negotiations with the KSB as presented and amended.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 3

Tarek Khazen moved and Alain Lajoie seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 28 mars 2017 / Phone Conference of March 28, 2017

Début à 19h00 / Starting at 7 p.m.

Durée Length	Sujet / Subject	I/E/D	Qui / Who
	1. Présentation et adoption de l'ordre du jour Presentation and Adoption of the Agenda	D	Tarek Khazen
45	2. Action-mobilisation	I-E-D	Tarek Khazen
	3. Levée de l'assemblée / Meeting Adjournment	D	

I = information / Information E = échange / Exchange D = décision / Decision



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1617CEPV-17

Electronic Meeting of March 31st, 2017

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

1. Position of Secretary-Treasurer

Motion 1

Larry Imbeault moved and Daniel Charest seconded

THAT The Executive Committee post the position of Secretary-treasurer under the usual practice from April 6 to April 14, 2017.

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

1617CEPV-18

Conference Call of April 13, 2017

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

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 (Appendix 1).

UNANIMOUSLY ADOPTED

2. AENQ-SEESOCQ Negotiations

Larry Imbeault introduced the item.

Motion 2

Larry Imbeault moved, Alain Lajoie seconded

THAT The executive Committee mandates the President and the Vice-President to present to the union the propositions presented and adopted at the present conference call.

UNANIMOUSLY ADOPTED

3. 2015 Negotiations

Larry Imbeault and Tarek Khazen introduced the item.

Motion 3

Larry Imbeault moved and Tarek Khazen seconded

THAT The Executive Committee adopts the Action-Mobilisation Plan for the Negotiations with the KSB as presented and amended.

UNANIMOUSLY ADOPTED

4. Meeting Adjournment

Motion 4

Larry Imbeault moved and Tarek Khazen seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 13 avril 2017 / Phone Conference of April 13, 2017

De 9 h 00 à 11 h 00 / From 9:00 AM to 11:00 AM

Sujet / Subject	I/E/D	Qui / Who
1. Présentation et adoption de l'ordre du jour Presentation and Adoption of the Agenda	D	Larry Imbeault
2. Négociations AENQ-SEESOCQ Negotiations	I-E-D	Larry Imbeault
3. Négociations 2015 2015 Negotiations	I-E-D	Larry Imbeault Tarek Khazen
4. Levée de l'assemblée / Meeting Adjournment	D	



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1617CEPV-19

Conference Call of April 20, 2017

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

Absentee:

Christine Coonishish	Sector Director – CSB Support Staff (motivated absence)
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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 (Appendix 1).

UNANIMOUSLY ADOPTED

2. Secretary-Treasurer Position

Larry Imbeault introduced the item.

Motion 2

Whereas the death of our colleague Alexandre Guité;

Whereas the posting of the position was done with the usual practice;

Larry Imbeault moved, Tarek Khazen seconded

THAT Under clause 18.09 of the By-laws of the Association, the Executive Committee nominates Djibril Niang as Secretary-Treasurer of the Executive Committee of the Association until the end of the present term.

UNANIMOUSLY ADOPTED

3. 2016-2017 Budget

Larry Imbeault introduced the item.

Motion 3

Larry Imbeault moved and Alain Lajoie seconded

THAT The amended 2016-2017 budget be adopted.

UNANIMOUSLY ADOPTED

4. 2015 Negotiations

Larry Imbeault and Tarek Khazen introduced the item.

Discussion on the mobilisation that will take place on April 26, 2017 and on the follow-up that will be done.

A message will be sent to the union delegates before tonight's general meetings in order to inform them on the actions that will take place on April 26 and on the context of the negotiations with the CPNCSK.

Following the demonstration, Sector Councils will be called in order to assess it and to consult the union delegates on means of action to take as next steps.

5. Meeting Adjournment

Motion 4

Larry Imbeault moved and Tarek Khazen seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 20 avril 2017 / Phone Conference of April 20, 2017

De 9 h 00 à 11 h 00 / From 9:00 AM to 11:00 AM

Sujet / Subject	I/E/D	Qui / Who
1. Présentation et adoption de l'ordre du jour Presentation and Adoption of the Agenda	D	Larry Imbeault
2. Poste de Secrétaire-trésorier Position of Secretary-Treasurer	I-E-D	Larry Imbeault
3. Budget 2016-2017	I-E-D	Larry Imbeault
4. Négociations 2015 2015 Negotiations	I-E-D	Larry Imbeault Tarek Khazen
5. Levée de l'assemblée / Meeting Adjournment	D	



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1617CEPV-20

Conference Call of April 24, 2017

Present:

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

Absentee:

Christine Coonishish	Sector Director – CSB Support Staff (motivated absence)
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At the beginning of the conference call, the President welcomes Djibril Niang, the new Secretary-Treasurer of the Association.

1. Presentation and Adoption of the Agenda

Larry Imbeault introduced the item.

Motion 1

Larry Imbeault moved, Daniel Charest seconded

THAT The agenda be adopted as presented (Appendix 1).

UNANIMOUSLY ADOPTED

2. “Semaine de la relève syndicale”

Vincent Renaud introduced the item.

The “semaine de la relève syndicale” is this week but considering the mobilisation for the negotiations with the KSB, the activity that was supposed to take place in Puvirnituk is postponed to the second week of May 2017.

3. 2015 Negotiations

Larry Imbeault and Tarek Khazen introduced the item.

KSB Sector Directors present the situation in regards with the foreseen participation to the demonstration that will take place in front of the schools, centers and establishments.

The follow-up will be done with the union delegates in order to know who has received their cheques, whistles, trumpets, and leaflets for the demonstration.

The president will send a message to the union delegates to let them know that the demonstration is still taking place on April 26.

4. Meeting Adjournment

Motion 2

Larry Imbeault moved and Alain Lajoie seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 24 avril 2017 / Phone Conference of April 20, 2017

De 19 h 00 à 20 h 00 / From 7:00 PM to 11:00 PM

Sujet / Subject	I/E/D	Qui / Who
1. Présentation et adoption de l'ordre du jour Presentation and Adoption of the Agenda	D	Larry Imbeault
2. « Semaine de la relève syndicale »	I-E-D	Vincent Renaud
3. Négociations 2015 2015 Negotiations	I-E-D	Larry Imbeault Tarek Khazen
4. Levée de l'assemblée / Meeting Adjournment	D	



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1617CEPV-21

Conference Call of May 19, 2017

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
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 (motivated absence)

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 (Appendix 1).

UNANIMOUSLY ADOPTED

2. 2015 Negotiations

Larry Imbeault and Tarek Khazen introduced the item.

- The signature of the E3 collective agreement should take place on May 30th, 2017, which will allow the members to receive their lump sums, back pay and pay increase before the end of the summer;
- As agreed between the parties on March 31st at the TAT, the precised employer's demands were received on May 15, 2017;
- After reading those demands, few highlights were noted:
 - Nothing new for S9;

- As for E4, many questions arisen;
- According to the spokesperson, those booklets of demands make him believe that more demands may be deposited by the employer, which would go against the agreement concluded at the TAT on March 31st.
- A phone conference of the CCNN will take place on May 17 in order to make an overview of the action plan and of the negotiations at the three tables;
- The representative from the Ministry informed the parties that the CPNCSK members will be available only 12 days from now until the beginning of this summer. Six of those days will be for the E4 table, and three for S9 and three for P4;
- A nego-newsletter will be written and sent to the union delegates today;
- The KSB Sector-councils (teachers and support staff) had their conference calls on April 26 in order to consult the union delegates on the pressure tactics to undertake;
- It was decided during those conference calls to consult the members;
- All the general meetings for the teachers and most of the general meetings with the support staff members have taken place in the past weeks and members have voted on pressure tactics;
- The results are presented;
- The union delegates will be informed of the common pressure tactic to be undertaken in all communities and those that will be undertaken according to the choices of the union delegates. It will be suggested that they take into account the results of the vote (actions that members voted at 60% and more).

Motion 2

Daniel Charest moved, Tarek Khazen seconded

THAT The Executive Committee adopts the Action Plan as presented and amended.

UNANIMOUSLY ADOPTED

3. Defence Policy: Request from a member

Motion 3

Whereas the recommendation of the union advisors;

Larry Imbeault moved and Alain Lajoie seconded

THAT The Executive Committee accepts the request from a member under the modalities prescribed in the *Policy on the Defence of Rights of Employees represented by AENQ*.

UNANIMOUSLY ADOPTED

4. Meeting Adjournment

Motion 4

Larry Imbeault moved and Alain Lajoie seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 19 mai 2017 / Phone Conference of May 19, 2017

De 10 h 00 à midi / From 10:00 AM to noon

Sujet / Subject	I/E/D	Qui / Who
1. Présentation et adoption de l'ordre du jour Presentation and Adoption of the Agenda	D	Larry Imbeault
2. Négociations 2015 2015 Negotiations	I-E-D	Larry Imbeault Tarek Khazen
3. Politique de défense : demande d'un membre Defence Policy : Request from a Member	I-E-D	Larry Imbeault
4. Levée de l'assemblée / Meeting Adjournment	D	



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee Minutes

1617CEPV-22

Meeting of June 5, 6 and 7, 2017

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
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 (June 6 & 7)

Absent:

Christine Coonishish	Sector Director – CSB Support Staff (legitimate absence on June 5)
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Guests:

François Beauchemin	Union Advisor (for items 6 to 8)
Stéphane Boulanger	Union Advisor (for items 6 to 8)
Emma Dallas	Union Advisor (for items 6 to 8)
Ève-Lyne Fecteau	Union Advisor (for items 6 to 8)
Linda Lépine	Management Secretary (for item 12.2)
Monique Nepveu	Administrative Agent (for item 12.2)
Nicole Sauvé	Office Agent (for item 12.2)

1. Presentation and Adoption of the Agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT That the agenda be adopted as amended (Appendix 1).

UNANIMOUSLY ADOPTED

2. Adoption of Previous Minutes

Larry Imbeault introduced the item.

The minutes of meeting 1617CEPV-14 be adopted at a later date.

Motion 2

It was moved by Tarek Khazen and seconded by Vincent Renaud

THAT The minutes of meetings 1617CEPV-15 to 1617CEPV-21 be adopted as amended.

UNANIMOUSLY ADOPTED

3. Follow-up

Larry Imbeault and Vincent Renaud introduced the item.

- In the harassment grievance file, after mediation, there was an agreement between parties and the grievance will be withdrawn.
- The member concerned was informed of the Executive Committee's decision to approve his request made under the Policy on the defence of rights of employees.
- Laptops for 3 union advisors are still not purchased. The CSQ suggested that the Association buys tablets instead. The advisory employees concerned will be consulted.
- Members of the Aboriginal Committee were unable to meet in order to outline an action plan following the survey conducted on the teaching of Aboriginal languages and cultures. It is very hard to find a time when all members are available.
- The May 2014 SEESOCQ grievance file is closed.
- The administrative agent's efforts to find credit cards with more advantages were not successful.
- The use of SharePoint is strongly suggested. Vincent Renaud in coordination with some members of the CE will develop the structure.
- Alain Lajoie will produce a video capsule. He will send a list of requests to other CE members.
- Other items are on the agenda.

4. Decision-making Bodies Report

Larry Imbeault and Tarek Khazen introduced the item.

FPSS-FC on March 21-22, 2017

- In his opening speech, Éric Pronovost, president of the FPSS, expressed his condolences to the AENQ on the loss of our colleague, friend and member of the Executive Committee, Alexandre Guité.
- Presentation of a new comparative research project on collective agreements. Northern collective agreements are not part of this research.
- Account of the consultation on the summary of sectoral negotiations in the South. (Agreement between Francine Leduc and the President of the Association to present the summary of the negotiation with the CPNCSC at the FC meeting in May.)
- Issue of certified maintenance workmen vs. computer technicians.
- Very interesting discussion on the place of the FPSS within the CSQ.
- Dividing line between AHS assignments versus SET assignments.
- The FPSS is more and more visible in the media and the federation's new website.

FSE-FC on April 5-7, 2017

- The affiliations adopted the summary of sectoral negotiations. This summary did not include the negotiations of the North.
- The President and the Vice-President gave a presentation on the state of negotiations with the CPNCSC. Affiliated members were invited to join in a demonstration to take place outside the MNC offices on May 4, 2017. Unanimous support of Federal Council delegates to KSB teaching and support staff.
- Follow-up on the second "My Teacher My Pride!" triennium and a promotional agreement with TVA.
- Luc Gravel announced his candidacy to the FSE second Vice-President position; this position becomes vacant at the end of June 2017, following Paul St-Hilaire's announcement of his resignation.
- Very interesting presentation by sociologist and emeritus professor at UM, Claude Lessard, on effective schools and teachers' professional development.

FSE-FC on May 3-5, 2017

- Training assignment: does CSB have the right to dip into the teaching staff development funds to finance training days organized by the employer? To be followed.
- Professional development: the Association's Vice-President presented all CSB documents on the subject to the FC: GVC, LSIP, 2015-2020 CSB SAP, weekly observation charts, etc.

- In support of the Association, the majority of federal council members were present at the demonstration outside the MNC offices in Montreal on May 4.

GNC on May 10-11, 2017

- In her opening address, the Centrale's President spoke briefly of the state of negotiations with the CPNCSK. She said that she called out to the minister of Education twice on the subject. The Association's President took the opportunity to thank her and to add that the struggle continues.
- Adoption of the summary on intersectoral negotiations. Comments raised by the Association representatives at previous GNC meetings are included.
- A decision is made to convene a GNC meeting during the 2017-2018 school year in order to examine our negotiation practices, particularly the decision making process.

FPSS-FC from 16 to May 18, 2017

- The FC meeting was preceded by a forum on autonomy. The President of the Association mentioned that he would like even more autonomy in the process of the negotiation of the North. He did add however that the present round went well with the FPSS and that he appreciated the flexibility that was displayed.
- Work committee presentation on different existing models at the CSQ.
- Adoption of summary of the sectoral negotiations with the CPNCSC.
- Adoption of summary of the sectoral negotiations in the South.
- Presentation delivered by the CSQ Secretary-Treasurer on the *Education International* (EI), for which the last meeting took place in May at Rotterdam. Maggie McDonnell, teacher in Salluit and recipient of the *Global Teacher Award 2017*, attended.
- Presentation on the status of women given by a member of the CSQ Status of Women Committee. The President of the Association proposed to the Committee to collaborate in the dossier on missing or murdered Aboriginal women, in order to intervene politically.
- Regulations on volunteer work. One obvious fact: the disengagement of the government.
- Presentation of a guide on homophobia and transphobia developed for educational institutions.

GC from 24 to May 26, 2017

- Election in different committees.
- Presentation by the Committee on organizational models.

- Group insurance of persons: analysis (2% increase of premium volumes) and temporal projection of 2018 renewal. A decision will be made at the October 2017 GC.
- Budget revisions of the Centrale: a budget of almost \$35.5 millions, with an anticipated surplus of more than \$46,000.
- Reflection on communication strategies. Importance of image.
- New version of CSQ News, which will become CSQ Magazine.
- Computer training project in the workplace.
- Discussion on next congress' themes. Many comments in favor of continuing with the main theme of the 2015 congress: union renewal.
- Summary of the Emergence of Union Leaders week. An activity (quiz) was organized by members of the support staff in Puvirnituk. Martine Ottawa, from the Vocational Training Centre in Waswanipi, attended the Emerging Union Leaders' camp organized by the CSQ in Jouvence.

5. Sector Life

5.1. KSB Support Staff

Vincent Renaud introduced the item.

- A LRC meeting was held on May 11, 2017. KSB representatives arrived at the meeting unprepared.
- Some members mentioned being afraid they may be forced to use the charter. KSB says that it is recommended, but not compulsory.
- The policy on First Air flights has been modified.
- Professional development policy:
 - KSB wanted to include cultural training. The union refused since the trainings must be relevant to the employee's work.
 - Sum allocated for personal improvement courses have been increased.
 - KSB was unable to tell us the fund balance.
- The union requested that meals and hotels reimbursement rates be reviewed in order to reflect more accurately the economic reality.
- A protocol should be implemented to determine who's responsible for installing smart boards (*TBI-Smartboard*).
- Possibility of taking up to two sick days for personal reasons (clause 5-3.47): KSB admits that no authorization is required as long as the request is submitted 24 hours in advance.
- Adult Ed Department is working hard to implement recognition of skills and competencies programs for employees in the North.
- The first KSB IT committee meeting has been on hold since the month of February.
- KSB still has not supplied the union with the list of job postings for JBNQA beneficiaries.

- KSB does not share our perception that behavior technicians are not casual positions.
- A position as Director of IT resources will be created.

5.2. KSB Teachers

Daniel Charest introduced the item.

School Board Committee

- The right to the payment of a compensation for statutory holidays, substitute teachers: no comment at this time, the school board is waiting for more information before deciding on a position.
- Training programs: the school board will provide new guidelines to its programs based on a *Global Framework* that is not quite complete. The AENQ points out that there are no Phys Ed, Arts, and Social Studies programs yet, and that it is difficult to tie in assessment components. KSB will focus on literacy, music and visual arts in 2017-2018, but work has just begun. The mathematics program is in place, and the science program is moving along.
- 2017-2018 school calendar: the calendar will be the same in all the schools next year. There will be no more adapted calendars (short calendar) and cultural weeks. The pilot project that was renewed for three years in four communities was thus inconclusive and has ended this year. The Sector Director asked if communities had been consulted on this decision and if the director general had indeed received opinions from various schools. KSB representatives will have the answer for the next meeting.
- Complementary services: following Mrs. Ida Saunders' departure in February, KSB has nominated a new director. The meeting scheduled to take place in May was canceled.
- 2017-2018 Ped Days: according to Vanessa Chaplain, they will be held in October and will focus on the strategic plan and Jump Math. Etua Snowball noted that more information should be provided on Curriculum Training programs.
- SSA and SSD: KSB considers that the situation is caused by a lack of cooperation from the ministry of Education and that, when they reopen the dialogue, SSDs will hopefully be issued retroactively to students.
- Super substitute teacher: at the last committee meeting, KSB presented Super Substitute Teachers as a possible solution to the teacher replacement issue in schools. But no job description was ever established. Since there is no classification provided for in the collective agreement, it is hardly conceivable that this type of position would be offered, other than locally, as a quick fix solution.
- Non-legally qualified teachers (NLQ) and 2017-2018 school organization: KSB was asked if it has statistics on NLQ for the past five-year period. Charles Morin, KSB HR counsellor, commented that there are not many NLQ at KSB and that most of them are employed in cases of temporary

replacement. He added that, sometimes NLQ are rehired because it is more practical (lodging, couple).

- Support program for trainees (physical education): the Sector Director points out that there is a lack of preparation and monitoring of trainees (Inuit) who are taking their first steps as Phys Ed trainees. It seems that the objectives are not clear (especially since there is no training program). Finally, teachers who never had any training to mentor these future educators should be consulted before accepting a trainee. Some teachers saw the number of their students increase. Eliana Manrique, who is responsible for the file at KSB, explains that such a program exists and that perhaps, there is a lack of communication between mentors, Inuit persons in charge and management.
- Teacher trainee (mentoring protocol with universities): EC members were not informed of sums allocated to school boards by the ministry of Education. Nathalie Mercier indicates that, normally, principals are familiar with placement conditions of trainees in their school.
- Allocation of posts mechanism: sometimes, system failures; teachers' assignment requests are not always respected; their seniority, their experience, their knowledge and their qualifications are not always taken into account. It would seem that conflicts with school directions put some teachers at a disadvantage. Essentially, the role of the Education Committee is not understood. There is also a lack of coordination between school operations and human resources.
- Confidentiality of teachers' absence reports: these are considered confidential data. At no time should an Education Committee have access to this information.
- 2017-2018 English language test for teachers (other provinces): teachers do not have the privilege of taking the exam in their community this year. According to Human Resources, it is the responsibility of teachers to pass the test within a reasonable time after they are hired. It is suggested to remind them and to inform them of available dates during holidays.
- Policy guidelines on school lock down: the union inquired as to when the lockdown measure is triggered. The school board answered that the measure is activated when a dangerous individual enters the school. What about threat calls? To be followed.
- NV services (Salluit, Akulivik): there is a problem of accountability when it comes to the water quality in a community. The delegate suggested the installation of a filtration system to prevent teachers from drinking contaminated water (housing units and school). KSB's representatives answered that it was a worthy suggestion, but that water installations do not fall under the school board's responsibility. They recommended boiling the water. The Sector Director recommended that this political issue be solved because it puts the health of members and students at stake.
- GPI (Student File Management): it seems to be working well in schools. Main failures appear to happen because of the schools' internet access.
- Campaign against vandalism (2017-2018 evaluation and follow-up): although the campaign was put forward in Ivujivik and Kangiqsuallujuaq (\$5000 in

each community), we are wondering if the campaign reached its objective in getting rid of this persistent issue. The Sector Director proposed to spread the campaign to several communities so that we have a more important sample size of the experiment.

- Policy on the allocation of housing units when vacant: according to Jeannie Dupuis, the policy is clear. It is up to the Center directors to make sure that it is properly enforced. A vacant housing unit must be posted before allowing any teacher to move in it.
- New delivery procedure for parcels weighing less than 30 kgs: KSB sometimes uses Canada Post when the order is too big and if it is delayed. This was the case for Stay in School projects.
- Taxable travel benefits: certain teachers are poorly informed on taxable travel benefits. KSB tells us each case is different and that teachers should contact their accountant or government resources. An information letter is normally enclosed with the employee's T4 form.
- "My Teacher My Pride!": the project was presented. It was recommended to get in touch with the school direction. Nicolas Cyr will contact teachers and his school management in order to bring the project to fruition.
- Recruitment: it is suggested that school board representatives be accompanied by teachers during recruitment time. The school board informs us that pedagogical counsellors join the recruiters during this marketing operation.
- Mode of operation of the school board Committee: the Sector Director regrets that the last meeting took place on October 2016. The second meeting of the school board committee was scheduled for February 28, but it was moved many times to finally be held on May 30-31 in Kuujuaq. Both, the director of School Operations as well as the director of Human Resources, Marcel Duplessis, were absent. As a result, a few matters were deferred to the next meeting, such as professional development, project coordinator, priorities of KSB strategic plan and the policy on advancement, classification and assessment, and orientation of individual paths of learning programs.

5.3. CSB Teachers

Alain Lajoie introduced the item.

- A great deal of the Sector Director's energy was spent on union-management and dismissal grievance files, particularly connected to members in his community.
- Pierre Desjardins, director of AE and VT, resigned and has not yet been replaced. The status of the assistant-director general of education is still obscure and many management positions remain vacant. The merry-go-round of management resignations has started and several positions will need to be filled.
- Changes carried out by Mr. Desjardins in August to VT and AE schedules led to a payroll imbroglio; contract teachers have already received their end-of-

the-year payment, while their work schedule extends until the end of June. However, the school board will pay them an amount of 1/1000 per hour they taught until the end of the year. At least one permanent teacher complained about this situation seeing as he will not receive this additional payment. False information carried around by people in the entourage aggravated the situation.

- At the Board Committee meeting that was held at the end of May, the following subjects were discussed: the matter of payments that would be owed to occasional substitutes, the assessment policy which has not been updated since 2007, as well as the onerous OSI questionnaire and the Calendar-Pay dilemma at Adult Ed. All the amounts allocated to development were spent, plus a portion of the accrued surplus.
- The Sector Director will receive in March task-related questions from Waswanipi elementary school; he is planning to make the information he received a priority for the beginning of next school year.
- Some school directions blame their questionable decisions on the union and try to interfere in its internal affairs. The Sector Director will send a memo to all members at the beginning of next school year and will make a special effort to take these individuals down a peg (or two).

5.4. CSB Support Staff

Christine Coonishish introduced the item.

- Three educators were suspended with pay in Chisasibi;
- Before *Goose break*, members at the head office in Mistissini were called upon to elect a new union delegate. Two persons applied and Mr. Pierre Trudel was elected;
- A meeting of the LRC took place in Montreal on May 23, 2017. The following items were on the agenda: follow-up, computer training proposal, replacements, salary cut for the educators during *Goose break*, 2017 development funds;
- To do in the near future:
 - Update of members list;
 - Elections of delegates at the end of August and beginning of September;
 - Union training and sector council in the fall of 2017;
 - LRC Meeting on September 6, 2017 in Mistissini.

5.5. Childcare Centres

Eve-Lyne Fecteau introduced the item.

- A dismissal file could be resolved in the near future.
- The other dismissal dossier is more complex.

5.6. Band Council Schools

Larry Imbeault introduced the item.

- Opitciwan
 - There was a negotiation meeting on June 2 and, much to our surprise, it went well.
 - The delegate attended a union training session on April 28 in Québec City.
- Wemotaci
 - Still no date planned for the beginning of negotiations.
 - The delegate and her substitute attended a union training session on April 28 in Québec City.
- Matimekush-Lac John
 - CIRB hearings in the dismissal file will take place on June 14 to 16.
 - The President will be present to meet with the members who were dismissed.

6. Labour Relations

6.1. Presentation and Recommendations

The Advisory staff introduced the item.

Major litigations and grievances are presented.

The issue of problematic personalities and psychological harassment was also discussed.

6.2. Decisions

Motion 3

Whereas cases 2013-2014-KE-34, 2013-2014-KE-35 and 2014-2015-KE-02 are the subject of an out-of-court settlement deemed reasonable by the Association advisory staff;

Whereas the advisory staff recommends that the settlement proposed by KSB in cases 2013-2014-KE-34, 2013-2014-KE-35 and 2014-2015-KE-02 be accepted by the Association;

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee accepts the roadmap suggested by the advisory staff, which is: if necessary, if the member fails to cooperate or if his/her

unrealistic demands persist, the individual's consent will not be required in order to sign the agreement, particularly in the light of the hard work invested in the file, future costs and the likelihood of winning the grievance case.

UNANIMOUSLY ADOPTED

7. KSB

7.1. Bus Drivers

Vincent Renaud introduced the item.

The situation of bus drivers, classified as heavy-vehicle drivers, is very different from one community to the other. Some of them have a full-time position, but KSB requires that they perform other duties. Others only work part-time (50%), but they are not required to perform any other duties.

7.2. School Calendar

Larry Imbeault introduced the item.

The calendar will be the same for all schools next year. There will not be any more adapted calendars (short calendar) and cultural weeks. So the project tested in pilot schools was inconclusive and has ended this year.

Motion 4

It was moved by Daniel Charest and seconded by Larry Imbeault

THAT The sector councils hold general assemblies to discuss this matter and that the Aboriginal Committee be involved.

UNANIMOUSLY ADOPTED

7.3. Strategic Plan

Vincent Renaud introduced the item.

A tool that could be useful to us.

7.4. SSA vs. SSD

Daniel Charest introduced the item.

Advertising space will be bought in the Nunatsiaq News and an interview with a journalist from the Nunatsiaq News will be requested.

7.5. NLQ Teachers

Daniel Charest introduced the item.

Discussion on the issue.

7.6. Support Program for the *trainees*

Daniel Charest introduced the item.

It is suggested to discuss this situation at the next Sector Council meeting in the fall. In the meantime, some inquiries as to their status need to be made.

7.7. NV Services

Daniel Charest introduced the item.

The advisory staff will look over the employer's obligations regarding the quality of the water that Nordic Villages deliver to KSB schools, centres, establishments and KSB employees' lodgings. The teachers' sector council will be consulted.

8. 2015 Negotiations

8.1. Update

François Beauchemin introduced the item.

CPNCSC

S8: New collective agreement (2015-2020) in force since February 3, 2017, back pay process on time for those who are still CSB employees, but some issues at HR for the rest.

E3: New collective agreement (2015-2020) signed on May 30, 2017 by all signatories, except for Éric Bergeron (LRDG) and Minister Sébastien Proulx of the MELS who should sign it before June 16; the agreement will then be in force. Consequently, back pay process should be completed by the end of August, but CSB is already set and will probably proceed in July.

François Beauchemin will have to present a first draft of the chapter on VT in the framework of the inter-round Committee on the revision of chapter 13-0.00, within 120 days of the coming into force of the collective agreement; that is roughly around the end of October.

CPNCSK

- S9: Preliminary work completed. Some withdrawals announced and arguments initiated. There are only 2 dates left before the summer break, June 9 and July 7 with possibilities of adding dates after August 21.
- E4: Preliminary work completed. Some withdrawals announced and arguments initiated. There are only 2 dates left before the summer break, June 13 and July 5 with possibilities of adding dates after September 5.
- Review: Although management offers are now more precise and “final”, the prospect of settlement is impossible to precisely determine. That said, if we examine a “reversed schedule” of the next round of negotiations, it would be fitting to obtain settlements before Christmas 2017. Although it is reasonable to expect it at S9, it seems to me rather optimistic for E4, unless we can increase the number of meetings considering the amount of work required, especially in the dossier on special needs students (EHDAA).

8.2. Action-Mobilization

Tarek Khazen introduced the item.

- April 26, 2017: demonstration in all KSB schools and centres including Montreal’s head office. We received pictures and videos from delegates.
- April 26, 2017 in the evening: meeting of sector councils (KSB teaching and support staff) to make a brief assessment of the mobilization day and to discuss the next courses of action.
- An action plan was subsequently prepared by members of KSB teaching and support staff.
- May 4, 2017: demonstration outside the MNC offices in Montreal. Present at the demonstration were members of the FSE-GC, members of the FPSS, FPPE, SPPOM, the Association’s and the CSQ’s support staff.
- Purchase and distribution of new t-shirts S9 for Montreal support staff.
- Signs of fatigue and added to these, demobilization of some members due to the end of the school year, exams and activities in link with graduations.
- A radio message in Inuktitut was taped and sent to teachers’ delegates to broadcast on local radio stations. To date, two delegates said they gave the message to their community’s radio station.
- In his next back-to-school message at the beginning of the year, the President will present an account of the negotiations.

9. 2019 Congress

Larry Imbeault introduced the item.

Motion 5

It was moved by Alain Lajoie and seconded by Vincent Renaud

THAT The Association 2019 congress be held from March 21 to 24, 2019.

UNANIMOUSLY ADOPTED

Motion 6

It was moved by Vincent Renaud and seconded by Alain Lajoie

THAT The President be mandated to search for a prospective hotel where to hold the next congress of the Association.

UNANIMOUSLY ADOPTED

10. BGE

Daniel Charest and Vincent Renaud présentent le point.

Three communities responded. Their action plan summaries are expected before the end of June. Unfortunately, the available documentation is in French only. We will continue next year.

11. Internal Affairs

11.1. 2016-2019 Action Plan

Larry Imbeault introduced the item.

CE members review the 2016-2019 Action plan in order to evaluate the progress made.

11.2. Union Delegates

Larry Imbeault introduced the item.

KSB teaching staff union delegates have expressed their concerns on the burden it represents to have responsibility for support staff members in the absence of their own delegates. The CE members discussed this issue without finding an appropriate solution. The Aboriginal Committee will be consulted.

11.3. Remuneration of Persons on Union Leaves

Vincent Renaud introduced the item.

Motion 7

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT The Executive Committee forms a special committee with the mandate to study the exercise conditions of Executive Committee members who are released on a part-time basis or have union leaves on an ad hoc basis, and that the president and vice-president be nominated on the committee in order to draw up a policy. The FPSS vice-president of the Treasury as well as a teacher from a multi-category union will be approached to become members of this committee.

UNANIMOUSLY ADOPTED

11.4. Membership

Larry Imbeault introduced the item.

Motion 8

It was moved by Daniel Charest and seconded by Alain Lajoie

THAT The Executive Committee accepts as regular union members persons registered on the list as of June 5, 2017.

UNANIMOUSLY ADOPTED

12. AENQ-SEESOCQ Negotiations

Larry Imbeault introduced the item.

12.1. Update

To avoid revealing negotiations strategies, details do not appear in the present minutes of meeting.

12.2. Meeting with AENQ Office Support Staff

The President shared with them the CE's desire to eventually have two full-time office positions rather than only one full-time position and two part-time positions. He then answered the office employees' questions. Because it is a negotiation

subject, further discussion will continue at the AENQ-SEESOCQ negotiation table.

13. Finances

Djibril Niang introduced the item.

13.1. Financial Statements

Financial statements to May 31, 2017 are presented.

13.2. 2016-2017 Budget

Motion 9

It was moved by Djibril Niang and seconded by Alain Lajoie

THAT The amended 2016-2017 budget be adopted.

UNANIMOUSLY ADOPTED

14. Varia

14.1. RREGOP

Larry Imbeault introduced the item.

Motion 10

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Association bears the employer's share of contributions to Vincent Renaud's RREGOP for the percentage of time devoted to his duties as sector director during the periods when he was paid directly by the Association.

UNANIMOUSLY ADOPTED

The following motion from a previous meeting was postponed to the present meeting: "That the Association bears the employer's share of contributions to François Beauchemin's RREGOP for years 2009 to 2014, for the percentage of time devoted to his duties as sector director".

The following proposal is set in motion:

Motion 11

It was moved by Vincent Renaud and seconded by Christine Coonishish

THAT The Association bears the employer's share of contributions to François Beauchemin's RREGOP for years 2009 to 2014, for the percentage of time devoted to his executive duties, on the understanding that the present decision excludes amounts he was paid as webmaster.

UNANIMOUSLY ADOPTED (5 abstentions)

14.2. T2222

Vincent Renaud introduced the item.

The daily amount that can be deducted has been raised. Canada Revenue Agency is more restrictive regarding medical travels. The Association has agreements with the school boards binding them to enter in the appropriate box on tax slips travels that were taken for medical reasons, upon presentation of supporting documentation required before December 31 according to income tax rules.

We will ask the advisory staff to prepare a memo to inform members.

14.3. Emerging Union Leaders

Tarek Khazen introduced the item.

- An activity (quiz) was organized with members of the support staff in Puvirnituuq.
- Martine Ottawa, from the Vocational Training Centre in Waswanipi, attended the Emerging Union Leaders' camp organized by the CSQ in Jouvence on April 27-28.

14.4. "My Teacher My Pride!"

Tarek Khazen introduced the item.

Scheduled video shootings did not take place. They are postponed to next school year.

14.5. Vandalism at Waswanipi

Djibril Niang introduced the item.

It is a social problem that is endemic in communities. Each community must look for solutions locally.

14.6. Persistence in School

Larry Imbeault introduced the item.

François Beauchemin requested to participate in the 3rd consultation on persistence in school and educational success of Inuit and First Nations, which will be held in Quebec City from 10 to October 12, 2017. CE Members deem it more appropriate that a CE member participates in the consultation as representative of the Association instead.

14.7. Request under the Defence Policy

Larry Imbeault introduced the item.

Motion 12

Taking into account the recommendation of the Association's advisory staff;

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee accepts a member's request under the policy on the defence of rights of employees represented by the AENQ and approves financial support of 100% of eligible expenses up to the maximum amount provided for in said policy.

UNANIMOUSLY ADOPTED

15. Next Meeting

Motion 13

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The next in-person meeting be held in Montreal from September 12 to 14, 2017.

UNANIMOUSLY ADOPTED

16. Meeting Adjournment

Motion 14

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Executive Committee de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion du 5 au 7 juin 2017 / Meeting of June 5, 6 & 7, 2017

Début à 9h00 / Starting at 9:00 a.m.

Sujet / Subject	I-E-D	Qui / Who
1. Présentation and adoption de l'ordre du jour Presentation and Adoption of the Agenda	I-E-D	Larry Imbeault
2. Adoption des procès-verbaux précédents Adoption of Previous Minutes	D	Larry Imbeault
3. Suivi / Follow-up (incl. SharePoint)	I	Larry Imbeault
4. Rapport des instances Decision Making Bodies Report	I-E	Membres du CE EC Members
5. Vie de secteur / Sector Life 5.1 KSB Support Staff / KSB Support Staff 5.2 KSB Teachers / KSB Teachers 5.3 CSB Teachers / CSB Teachers 5.4 CSB Support Staff / CSB Support Staff 5.5 CPE / Childcare Centers 5.6 Écoles de conseil de bande Band Council Schools	I-E-D	Vincent Renaud Daniel Charest Alain Lajoie Christine Coonishish Ève-Lyne Fecteau Larry Imbeault
6. Relations de travail / Labour Relations 6.1 Présentation and recommandations / Presentation & Recommendations 6.2 Décisions / Decisions	I-E-D	Personnel conseil Union Advisors Larry Imbeault
7. KSB / KSB 7.1 Chauffeurs d'autobus / Bus Drivers 7.2 Calendrier scolaire / School Calendar 7.3 Plan stratégique / Strategic Plan 7.4 AES vs DES /SSA vs SSD 7.5 Enseignants NLQ / NLQ Teachers 7.6 Programme de soutien pour les <i>trainees</i> / Support Program for teaching Trainees 7.7 Services du NV / NV Services	I-E-D	Vincent Renaud Larry Imbeault Vincent Renaud Daniel Charest Daniel Charest Daniel Charest Daniel Charest
8. Négociations 2015 / 2015 Negotiations 8.1 Mise à jour / Update 8.2 Action-Mobilisation	I-E-D	François Beauchemin Tarek Khazen

9. Congrès 2019 Congress (2019/3/21-24)	I-E-D	Larry Imbeault
10. EVB / BGE	I-E-D	Daniel Charest
11. Gestion interne / Internal Affairs 11.1 Plan d'action 2016-2019 Action Plan 11.2 Personnes déléguées syndicales Union Delegates 11.3 Rémunération des personnes libérées / Remuneration of individuals with union leaves 11.4 Membership	I-E-D	Larry Imbeault Larry Imbeault Vincent Renaud Larry Imbeault
12. Négociations AENQ-SEESOCQ 12.1 État de la situation / Update 12.2 Rencontre avec les employés de bureau / Meeting with AENQ support staff	I-E-D	Larry Imbeault
13. Finances 13.1 États financiers / Financial Statements 13.2 Budget 2016-2017	I-E-D	Djibril Niang
14. Varia 14.1 RREGOP 14.2 T2222 14.3 Relève syndicale / Emerging Union Leaders 14.4 « Prof ma fierté! » / My Teacher My Pride 14.5 Vandalisme à Waswanipi / Vandalism in Waswanipi 14.6 Persévérance scolaire / Persistence in School 14.7 Demande en vertu de la Politique de défense / Request under the Defence Policy	I-E-D	Larry Imbeault Vincent Renaud Tarek Khazen Tarek Khazen Djibril Niang Larry Imbeault Larry Imbeault
15. Prochaine réunion / Next Meeting	D	
16. Levée de l'assemblée Meeting Adjournment	D	



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1617CEPV-23

Conference Call of June 13, 2017

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Alain Lajoie	Sector Director – CSB 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 (Appendix 1).

UNANIMOUSLY ADOPTED

2. AENQ-SEESOCQ Negotiations

Larry Imbeault introduced the item.

Motion 2

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee mandates the President and the Vice-president to present to the employees' union the propositions presented and adopted at the present conference call.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 3

Larry Imbeault moved and Alain Lajoie seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 13 juin 2017 / Phone Conference of June 13, 2017

De 18 h 30 à 19 h 30 / From 6:30 PM to 7:30 PM

Sujet / Subject	I/E/D	Qui / Who
1. Présentation et adoption de l'ordre du jour Presentation and Adoption of the Agenda	D	Larry Imbeault
2. Négociations AENQ-SEESOCQ AENQ-SEESOCQ Negotiations	I-E-D	Larry Imbeault Tarek Khazen
3. Levée de l'assemblée / Meeting Adjournment	D	



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1617CEPV-24

Conference Call of August 21st, 2017

Present:

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

Present:

Daniel Charest Sector Director – KSB Teachers (motivated absence)

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 (Appendix 1).

UNANIMOUSLY ADOPTED

2. Sector Director – KSB Teachers

Larry Imbeault introduced the item.

Motion 2

Larry Imbeault moved, Alain Lajoie seconded

THAT Tarek Khazen assumes, on top of his present responsibilities, the interim of the position of Sector Director – KSB teachers until the return of Daniel

Charest presently on disability, in accordance of the clause 18.09 of the Association's By-laws.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 3

Larry Imbeault moved and Tarek Khazen seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 21 août 2017 / Phone Conference of August 21st, 2017

De 19 h 00 à 19 h 15 / From 7:00 PM to 7:15 PM

Sujet / Subject	I/E/D	Qui / Who
1. Présentation et adoption de l'ordre du jour Presentation and Adoption of the Agenda	D	Larry Imbeault
2. Direction de secteur – enseignants CSK Sector Director – KSB Teachers	I-E-D	Larry Imbeault
3. Levée de l'assemblée / Meeting Adjournment	D	