



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee Minutes

1718CEPV-01-E

Meeting of September 12, 13 and 14, 2017

Present:

Larry Imbeault	President
Tarek Khazen	Vice-president and Interim Sector Director – KSB Teachers
Djibril Niang	Secretary-Treasurer
Alain Lajoie	Sector Director – CSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff (September 14 in the morning)

Absent:

Daniel Charest	Sector Director – KSB Teachers (legitimate absence)
Christine Coonishish	Sector Director – CSB Support Staff (legitimate absence on September 12, 13 and 14 in the afternoon)

Guests:

François Beauchemin	Union Advisor (for items 5 to 7)
Stéphane Boulanger	Union Advisor (for items 5 and 6)

1. Presentation and adoption of the Agenda

Djibril Niang introduced the item.

Motion 1

It was moved by Tarek Khazen and seconded by Alain Lajoie

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

UNANIMOUSLY ADOPTED

2. Adoption of Previous Minutes of Meetings

Djibril Niang introduced the item.

Motion 2

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT The minutes of meetings 1617CEPV-14, 1617CEPV-22 to 1617CEPV-24 be adopted as amended.

UNANIMOUSLY ADOPTED

3. Follow-up

Larry Imbeault and Vincent Renaud introduced the item.

- SharePoint must be set up and used because the “i” will disappear. Work is presently under way to prepare the structure of AENQ documents. A first meeting took place between Larry Imbeault and Vincent Renaud. Another meeting between the President and the employees will be held soon.
- Wages paid to François Beauchemin for years 2009 to 2014 were calculated. Final details remain to be worked out in the payment of the employer’s portion of the RREGOP.
- The CSQ will go to tender to purchase tablets this fall. The Association will then buy three of these tablets to replace the laptops of 3 union advisors.
- The other items are in the Agenda.

4. Decision-making Bodies Report

Larry Imbeault and Tarek Khazen introduced the item.

From June 14 to 16, 2017 –FSE-FC in Beloeil

- The AENQ President could only be present on June 14.
- In her opening remarks, the President does not mention a word on the negotiations with the CPNCSK, only on the assessment of the E1 sectoral negotiation.
- There is no reference to our negotiations in the progress report presented, only “together with affiliates, review the results and implement the new provisions”.
- This gives the impression that the meeting, which the president and the vice-president of the Association held with the president and the 1st vice-president of the FSE to ask them to consider our particularities, led to nothing.
- Luc Gravel was elected 2nd vice-president of the federation by acclamation.

June 20 to 22, 2017 – Congress of the FIPEQ

- A tribute was paid to Luc Brunet who presided many federal councils of the FIPEQ (many congresses of the AENQ as well).
- Modifications to by-laws and regulations. The first proposed amendment to the by-laws would have resulted in excluding the AENQ from the FIPEQ. The president intervened to have the motion ruled inadmissible as it would have been contrary to the by-laws of the Centrale.
- Election of EC members. An election was held for the position of Secretary-Treasurer only and Julie Pinel was elected. Valérie Grenon was elected as President and Mélanie Piché as Vice-President, both by acclamation.
- Conference featuring Martine Desjardins on the commission's work on early childhood education.
- Conference presented by Louis-Philippe Dugas on unstructured play in childcare centres.
- Adoption of the FIPEQ's declaration of principle.
- The president left the meeting to attend the launch of the campaign on Educational Success, following an invitation from the Ministry of Education.

5. Sector Life

5.1. KSB Support Staff

Vincent Renaud introduced the item.

- There was a meeting of the LRC on September 29.
- The sector council and training will take place in Kuujuaq on October 6 and 7.
- Elections of delegates: results are taking a long time to arrive; a reminder will be sent.
- A letter was sent to the DG at KSB to inform her of the difficulties experienced in the IT Department.
- The position of IT director was posted but no suitable candidate was chosen; consequently, the job opening has been re-posted and will be displayed until September 18.
- Meeting of IT staff on September 27.
- Non-beneficiary behaviour technicians were rehired following the education committee's recommendations. Human Resources people seem to be acting against the wishes of local administrations.
- Even though KSB was made aware of the cost of hotels by the LRC, it only reimburses \$150 per night. Some employees have had to pay the difference out of their own pockets. This will be discussed again at the next LRC meeting.
- KSB sent a memo on relocation. Montreal warehouse and head office employees will be met to discuss this.

5.2. KSB Teachers

Tarek Khazen introduced the item.

- On August 21, 2017, the AENQ Executive Committee took the following decision: Tarek Khazen will serve as interim Sector Director – KSB Teachers, in addition to carrying out his current duties, until the return of Daniel Charest who is presently on disability leave, all in compliance with clause 18.09 of the Association by-laws.
- Members were informed of this decision.
- Election forms and procedures were sent to the members.
- English and French versions of the policy on professional improvement were sent to members specifying that the deadline to file requests for development under Plan C, for the period of August to December 2017, was September 15.
- A daily follow-up of the elections has been carried out with current delegates.
- Regional KSB ped days planned for October 2017 were cancelled and will be replaced by local ped days.
- To date, 12 delegates were elected in the following communities: Aupaluk, Inukjuak, Ivujivik, Kangiqsualujjuaq, Kuujjuaq (Pitakallak and Jaanimmarik schools), Kuujjuaraapik, Puvirnituaq (Iguarsivik and Ikaarvik schools), Quaqtuaq, Salluit (Ikusik School), Umiujaq and Tasiujaq.
- Elections were held in Akulivik and in Kangiqsujuaq, but no results were sent so far, regular checks are done.
- A follow-up was carried out for the elementary school in Salluit.
- Coordination of October 2017 KSB union training.

5.3. CSB Teachers

Alain Lajoie introduced the item.

- All union teams were elected and all delegates are expected to attend the training in Val-d'Or from September 22 to 24. François Beauchemin will give a presentation on new elements of the collective agreement on Friday and Emma Dallas will oversee training on Saturday; the sector council will be held on Sunday.
- Adult Ed. teachers have elected a new delegate, Frankie Vallee.
- Air Creebec's new schedule will make travels more complicated; CSB has already had to cancel some training days and adjustments to the holidays outings could be anticipated because of it.
- The first school board committee meeting took place in Mistissini on September 7. Problems in relation with Material Resources; schools and housing were at the heart of discussions. Air quality of all the schools must be assessed this year.
- Kimberly Quinn informed us that the Ministry has recommended to the school board not to revise the calendar for as long as Chisasibi schools are still operational.

- The SB/Solution Tree conference will take place in October; although Solution Tree has reserved rooms at the Hyatt, the school board will lodge its employees at the Delta. The school board will cover registration fees, travel and accommodation costs for its managers and members of “leadership teams”; other teachers who wish to attend will have to fill in a request for professional development and requirements will be the same as for any other conference.
- The school board’s grade 6 assessments replacing the Ministry’s examinations will be corrected on the board’s territory this year, as they were in June.

5.4. CSB Support Staff

Christine Coonishish introduced the item.

5.5. Childcare Centres

Larry Imbeault introduced the item.

- Eve-Lyne Fecteau and the President will meet with members of the two childcare centres on September 19 and 20. Elections of delegates will be held at the same time.

5.6. Band Council Schools

Larry Imbeault introduced the item.

Opitciwan

- The pace of negotiations is slow. Nathaly Castonguay will issue a nego-newsletter.
- The band council has not been paying union contributions to the Association since January 2017.
- Emma Dallas and Larry Imbeault will meet members on October 24.

Wemotaci

- No negotiations are taking place yet. Still waiting for dates.
- The delegate was fired and a complaint has been brought to the CIRB.
- T-shirts were sent to members so that they can demonstrate their solidarity and their pride in belonging to the AENQ.

Matimekush-Lake-John

- Hearings which were planned in Sept-Îles on June 14 to 16 did not take place since a settlement was reached for the three dossiers that were to be heard. The two other cases were also settled by mutual agreement at the end of June.

- A hearing on the federal/provincial jurisdiction of the band council is scheduled on September 26 in Montreal. The President will be attending.

6. Labour Relations

6.1. Presentation and recommendations

The advisory staff introduced the item.

Main disputes and grievances are presented. Given the confidential nature of the cases, no details will be recorded in the minutes.

François Beauchemin introduced the group grievance case filed by members being paid as AHS, although they seem to be performing SET tasks. There will be an in-depth investigation.

6.2. Decisions

No decisions were made since there were no recommendations.

7. 2015 Negotiations

7.1. Update

François Beauchemin introduced the item.

Broadly speaking, some progress is being made at the KSB negotiating tables.

7.2. Action-Mobilization

Tarek Khazen introduced the item.

Members were asked to send pictures and videos of the CSB and KSB mobilization to edit them into a video montage for the 2019 congress.

The 2017-2018 mobilization will be determined, based on the conjuncture of the negotiations with KSB. Teaching staff delegates will be consulted at the November 26 sector council.

8. 2020 Negotiations

Larry Imbeault introduced the item.

8.1. Regional Disparities

Discussions on the issue of regional disparities. The file deserves to be reviewed thoroughly before the next round of negotiations which will already begin in April 2018 at the CSQ with the GNC meeting.

9. Internal Management

9.1. 2016-2019 Action Plan

Larry Imbeault introduced the item.

EC members review the 2016-2019 Action Plan in order to evaluate the progress of measures undertaken.

9.2. Annual Union Training and Sector Councils

Larry Imbeault introduced the item.

EC members exchanged views on the subject and stressed the importance that delegates be well informed of their mandates.

9.3. Membership

Larry Imbeault introduced the item.

Sector directors must ask their delegates to check their respective list of members and ensure an appropriate follow-up.

9.4. Recommendations from the Aboriginal Committee

Larry Imbeault introduced the item.

Motion 3

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee receive recommendations from the Aboriginal Committee that were adopted at the June 27, 2017 meeting.

UNANIMOUSLY ADOPTED

9.5. Delegation to the Decision-Making Bodies

Larry Imbeault introduced the item.

Motion 4

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT Under clause 18.02 v) of the Association by-laws, the Executive Committee delegate the following people to represent the Association for school year 2017-2018:

- The President and the Vice-President to FPSS governing bodies (Vincent Renaud as substitute);
- The President and the Vice-President to FSE governing bodies;
- The President to FIPEQ governing bodies.

UNANIMOUSLY ADOPTED

9.6. Sectors with fewer than 90 members

Larry Imbeault introduced the item.

Motion 5

It was moved by Larry Imbeault and seconded by Vincent Renaud

THAT Under clause 18.10 D) of the Association by-laws, the mandates of Sector Director for childcare centres and band council schools be entrusted to the President for school year 2017-2018.

UNANIMOUSLY ADOPTED

9.7 Policy on Participation

Larry Imbeault introduced the item.

The following motion was introduced; however, because the deadline to amend the policy will not be respected on account of the scheduled ending time of this meeting, a decision will be taken at another moment.

THAT The Policy on participation and reimbursement for union activities be amended as follows:

- 7.5 Transportation by personal vehicle: the member will be reimbursed at the rate of ~~55~~ 60¢ per kilometre.
- 7.6 Transportation by personal vehicle on unpaved roads: the member be reimbursed at the rate of ~~65~~ 70¢ per kilometre.

On the understanding that the corresponding specifics will be modified in Appendix 3.

- 9.2 Lodging expenses are admissible when the activity takes place more than ~~400~~ 80 km from the point of departure and in the following circumstances:

10. AENQ-SEESOCQ Negotiations

Larry Imbeault introduced the item.

10.1. Update

A request for conciliation was made on September 5, 2017. M^e Champagne has been selected by the Ministry of Labour to act as a conciliator.

10.2. Mandates

To avoid revealing negotiation strategies, details will not appear in the present minutes of meeting.

Motion 6

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee mandate the president and the vice-president to communicate propositions introduced and adopted at the present meeting to union members.

UNANIMOUSLY ADOPTED

11. Finances

Djibril Niang introduced the item.

11.1. Financial Statements

Financial statements as of July 31, 2017 are presented.

Motion 7

It was moved by Djibril Niang and seconded by Alain Lajoie

THAT The Executive Committee receive the financial results as of July 31, 2017.

UNANIMOUSLY ADOPTED

11.2. 2016-2017 Budget

Motion 8

It was moved by Djibril Niang and seconded by Alain Lajoie

THAT The amended 2016-2017 budget be adopted.

UNANIMOUSLY ADOPTED

11.3. 2017-2018 Budget

Motion 9

It was moved by Djibril Niang and seconded by Tarek Khazen

THAT The 2017-2018 budget be adopted.

UNANIMOUSLY ADOPTED

12. Varia

12.1. My Teacher My Pride!

Tarek Khazen introduced the item.

After several attempts, shooting of the two videos at Jaanimmarik and Pitakallak schools in Kuujjuaq is well under way.

After contacting Jade Bernier, communication coordinator at KSB, Alain Rochefort, school principal at Jaanimmarik School, Catherine Vallée-Dubuc, special education specialist, and Ulaayu Pilurtoot, also teaching at Jaanimmarik, we feel better knowing that we will complete this project which is so close to all our hearts. The main actors will be members of the teaching staff and Inuit students, thus bringing to light the Aboriginal commitment to the teaching profession.

Dinner followed by a social evening featuring throat singers and an Inuit drummer will be organized, with teaching and support staff members in attendance.

12.2. Information Session on Retirement given by the AREQ

Alain Lajoie introduced the item.

There was an exchange of views between EC members, but no decision was taken.

12.3. Educational Success

Larry Imbeault introduced the item.

On June 21, the President attended a press conference by the Minister of Education on the launch of the Educational Success campaign. Although it was not mentioned in his statement, the campaign includes an Aboriginal component, which is the creation of a national table on educational success of Aboriginal students, in youth and adult sectors, with the purpose of finding potential solutions to address their needs. This initiative will be integrated in the government Action Plan on social and cultural development of First Nations and Inuit. The creation of this table is in line with the main recommendation in the brief we submitted on November 28, 2016 at the minister's consultation on educational success; that is a summit organized by First Nations focussing exclusively on the achievement of Aboriginal students.

12.4. Videos

Tarek Khazen introduced the item.

12.5. National Support Staff Day

Larry Imbeault introduced the item.

The National Support Staff Day is on September 28. Posters from the FPSS were sent to all communities so that support staff members can take pictures and selfies and share them on social networks.

12.6. Schools Need Support

Vincent Renaud introduced the item.

For some time, the FPSS has been organizing activities linked with the theme, "Schools need Support". He is requesting that the Association carries on as well.

13. Next Meeting

Motion 10

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The next in-person meeting be held in Montreal on December 10 to 12, 2017.

UNANIMOUSLY ADOPTED

14. Meeting Adjournment

Motion 11

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion du 12 au 14 septembre 2017 / Meeting of September 12 to 14, 2017

Début à 9h00 / Starting at 9:00 a.m.

Sujet / Subject	I-E-D	Qui / Who
1. Présentation et adoption de l'ODJ / Presentation and Adoption of the Agenda	I-E-D	Djibril Niang
2. Adoption des procès-verbaux précédents / Adoption of Previous Minutes	D	Djibril Niang
3. Suivi / Follow-up	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 Soutien CSK / KSB Support Staff 5.2 Enseignants CSK / KSB Teachers 5.3 Enseignants CSC / CSB Teachers 5.4 Soutien CSC / CSB Support Staff 5.5 CPE / Childcare Centers 5.6 Écoles de conseil de bande / Band Council Schools	I-E-D	Vincent Renaud Tarek Khazen Alain Lajoie Christine Coonishish Larry Imbeault Larry Imbeault
6. Relations de travail / Working Relations 6.1 Présentation et recommandations / Presentation & Recommendations 6.2 Relations AENQ-CSC / Relationship AENQ-CSB 6.3 Décisions / Decisions	I-E-D	Stéphane Boulanger François Beauchemin Alain Lajoie Stéphane Boulanger Larry Imbeault
7. Négociations 2015 Negotiations 7.1 Mise à jour / Update 7.2 Action-Mobilisation	I-E-D	François Beauchemin Tarek Khazen
8. Négociations 2020 Negotiations 8.1 Disparités régionales / Regional Disparities	I-E	Larry Imbeault
9. Gestion interne / Internal Management 9.1 Plan d'action 2016-2019 Action Plan 9.2 Formations syndicales et conseils de secteur annuels / Annual Union Training & Sector Councils 9.3 Membership	I-E I-E I-E-D	Larry Imbeault Larry Imbeault Larry Imbeault

9.4	Recommandations du Comité autochtone / Recommendations from the Aboriginal Committee	I-E	Larry Imbeault
9.5	Délégation aux instances / Delegation to Decision-Making Bodies	I-E-D	Larry Imbeault Larry Imbeault
9.6	Secteurs avec moins de 90 membres / Sectors with fewer than 90 members	I-E-D	Larry Imbeault
9.7	Politique de participation / Policy on Participation	I-E-D	Larry Imbeault
10.	Négociations AENQ-SEESOCQ		
10.1	État de la situation / Update	I-E-D	Larry Imbeault
10.2	Mandats / Mandates		
11.	Finances		
11.1	États financiers 2016-2017 Financial Statements	I-E-D	Djibril Niang
11.2	Budget 2016-2017		
11.3	Budget 2017-2018		
12.	Varia		
12.1	« Prof ma fierté! » / My Teacher My Pride!	I	Tarek Khazen
12.2	Session de préparation à la retraite donnée par l'AREQ / Information Session on Retirement given by AREQ	I-E	Alain Lajoie
12.3	Réussite éducative / Academic Success	I-E	Larry Imbeault
12.4	Vidéos	I-E	Tarek Khazen
12.5	Journée nationale du personnel de soutien scolaire / National Support Staff Day	I	Larry Imbeault
12.6	L'école a besoin de soutien / Schools Need Support	I	Larry Imbeault
13.	Prochaine réunion / Next Meeting	D	
14.	Levée de l'assemblée / Meeting Adjournment	D	



Conference Call of October 16, 2017

Attendees:

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

Absentees:

Djibril Niang	Secretary-Treasurer (motivated absence)
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. Union delegates Annual Training - KSB

Larry Imbeault introduced the item.

- The union training of KSB Teachers' Union Delegates has been postponed to November 25 and 26;
- The union training of KSB Support Staff's Union Delegates took place in Kuujuaq on October 6 and 7. For various reasons, on the 13 delegates that were supposed to attend, only 5 did.

Motion 2

Vincent Renaud moved, Tarek Khazen seconded

THAT The training for the union delegates for the KSB support staff that did not receive the training this year be postponed to next year and that the union delegates be liberated during their working hours for a Sector Council meeting by phone.

UNANIMOUSLY ADOPTED

3. RREGOP

Larry Imbeault introduced the item.

Motion 3

Considering the decision that was taken by the Executive Committee during its meeting of June 5, 6 and 7, 2017:

“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.”

Considering that the RREGOP buyback for a period prior to the last six months is calculated on the actual salary and not on the salary that was paid for the period of 2009-2014;

Larry Imbeault moved, Alain Lajoie seconded

THAT The amount to be paid by the Association for its employer’s share of contributions to François Beauchemin’s RREGOP for years 2009 to 2014 be calculated on the salary that was actually paid to him by the Association for the years 2009 to 2014 and that this amount be paid directly to his Fonds de Solidarité RRSP.

UNANIMOUSLY ADOPTED

4. Union Delegate CSB – Voyageur Memorial School

Christine Coonishish introduced the item.

Motion 4

Larry Imbeault moved, Tarek Khazen seconded

THAT In accordance with clause 17.03 of the By-laws of the Association, the Executive Committee nominates Lisa Petawabano as union delegate for the Voyageur Memorial School of Mistissini for the school year 2017-2018.

UNANIMOUSLY ADOPTED

5. Travel Agency

Larry Imbeault and Vincent Renaud introduced the item.

The EC members discuss on the issue and solutions to be implemented.

6. iPhones & Laptops

Larry Imbeault introduced the item.

- The Executive Committee has already taken the decision to replace the laptops of 3 union advisors;
- Following the breaking of his laptop, the one of the Vice-president also has to be replaced;
- The laptops of the union advisors will be replaced by tablets and the one of the Vice-president by a laptop of the same quality;
- All iPhones 5C were replaced at no cost by iPhones 6.

Motion 5

Considering that, according to clause 18.02 p) of the by-laws of the Association, the Executive Committee has the power to acquire, administer, sell, rent, exchange, lend moveable property and borrow from its credit account;

Larry Imbeault moved, Vincent Renaud seconded

THAT The replaced cell phones and laptops be kept in case of emergency in case the new equipment breaks and that the Vice-president be authorised to bring a replaced laptop home.

UNANIMOUSLY ADOPTED

7. Next In-person EC Meeting

Larry Imbeault introduced the item.

Motion 6

Larry Imbeault moved, Tarek Khazen seconded

THAT The next in-person meeting takes place in Montreal from December 10 to December 12, 2017.

UNANIMOUSLY ADOPTED

8. Meeting Adjournment

Motion 7

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Comité exécutif de l' **AENQ** Executive Committee

Ordre du jour / Agenda

Réunion téléphonique 16 octobre 2017 / Phone Conference of August 21st, 2017

De 9 h 00 à 10 h 30 / From 9:00 AM to 10:30 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. Formation annuelle des délégué(e)s – CSK Union Delegates Annual Training – KSB	I-E-D	Larry Imbeault
3. RREGOP	I-E-D	Larry Imbeault
4. Délégué soutien CSC – École Voyageur Memorial Union Delegate CSB – Voyageur Memorial School	I-E-D	Christine Coonishish
5. Agence de voyage / Travel Agency	I-E	Larry Imbeault Vincent Renaud
6. iPhones et portables / iPhones & Laptops	I-E-D	Larry Imbeault
7. Prochaine réunion en personne du CE Next In-Person EC meeting	I-E-D	Larry Imbeault
8. 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

1718CEPV-03-E

Conference Call of November 14, 2017

Attendees:

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

Absentee:

Daniel Charest	Sector Director – KSB Teachers (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. AENQ-SEESOCQ Negotiation

Larry Imbeault introduced the item.

Members of the Executive Committee have a discussion on the conciliator's settlement proposal.

Motion 2

Larry Imbeault moved, Tarek Khazen 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 meeting.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 3

Alain Lajoie moved, Tarek Khazen seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique 14 novembre 2017 / Phone Conference of November 14, 2017

De 19 h 00 à 20 h 00 / From 7:00 PM to 8:00 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. Négociations AENQ-SEESOCQ AENQ-SEESOCQ Negotiation	I-E-D	Larry Imbeault
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

1718CEPV-04-E

Electronic Meeting of November 22, 2017

Present:

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

Absentee:

Daniel Charest	Sector Director – KSB Teachers (motivated absence)
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1. Participation Policy

Larry Imbeault moved, Vincent Renaud seconded

THAT The Executive Committee amends clause 9.2 of the *Policy on Participation and Reimbursement for Union Activities and Affairs* as follow:

Lodging expenses are admissible when the activity takes place more than ~~400~~80 km from the point of departure and in the following circumstances:

...

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1718CEPV-05-E

Conference Call of November 27, 2017

Attendees:

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

Absentees:

Djibril Niang	Secretary-Treasurer (motivated absence)
Daniel Charest	Sector Director – KSB Teachers (motivated absence)
Christine Coonishish	Sector Director – CSB Support Staff (unmotivated 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. Kativik Negotiation

Larry Imbeault introduced the item.

The members of the Executive Committee have a discussion on the recommendation from the Sector Council – KSB Teachers taken yesterday as to hold general assemblies as to obtain an unlimited strike mandate.

Motion 2

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee receives and makes the necessary follow-up as soon as possible to the recommendation of the Sector Council – KSB Teachers taken during their meeting of November 26, 2017 that reads as follow:

THAT the Sector Council – KSB Teachers recommend that AENQ's Executive Committee hold general assemblies in all workplaces so that teachers vote on obtaining a strike mandate;

AND

THAT AENQ's Executive Committee specifies on the ballot form, strike modalities giving the best chances of obtaining an agreement.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Larry Imbeault introduced the item.

Motion 3

Larry Imbeault moved, Vincent Renaud seconded

THAT The Executive Committee nominates as representatives of the Association on the Working Committee to examine problems related to recruitment and retention of support staff assigned to Nunavik, being understood that a third representative will be nominated at a later meeting.

UNANIMOUSLY ADOPTED

4. Meeting Adjournment

Motion 4

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 27 novembre 2017 / Phone Conference of November 27, 2017

De 9 h 00 à 10 h 00 / From 9:00 AM to 10:00 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 Kativik Kativik Negotiation	I-E-D	Larry Imbeault
3. Comité d'étude sur les difficultés de recrutement et de rétention du personnel de soutien affecté au Nunavik Working Committee to examine problems related to recruitment and retention of support staff assigned to Nunavik	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

1718CEPV-06-F

Meeting of December 9, 10 and 11, 2017

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President and Interim Sector Director – KSB Teachers
Djibril Niang	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 – CSB Teachers KSB (legitimate absence)
Christine Coonishish	Sector Director – CSB Support Staff (legitimate absence on December 9, 2017, in the morning)
Tarek Khazen	Vice-President and Interim Sector Director – KSB Teachers (legitimate absence on December 9, 2017)

Guests:

Stéphane Boulanger	Union Advisor (for item 14.1)
François Beauchemin	Union Advisor (for item 14.1)

1. Presentation and Adoption of the Agenda

Djibril Niang introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Djibril Niang

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

UNANIMOUSLY ADOPTED

2. Adoption of Previous Minutes

Djibril Niang introduced the item.

Motion 2

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The minutes of meetings 1718CEPV-01 to 1718CEPV-05 be adopted as amended.

UNANIMOUSLY ADOPTED

3. Follow-up

Larry Imbeault introduced the item.

- SharePoint must be set up and used because the “i” will disappear. Work is presently under way to prepare the structure of AENQ documents. A first meeting took place between Larry Imbeault and Vincent Renaud. Another meeting between the President and the employees will be held on January 17, 2017.
- Wages paid to François Beauchemin for years 2009 to 2014 were calculated. Final details remain to be worked out in the payment of the employer’s portion of the RREGOP, which will be realized over a three-year period.
- The CSQ will go to tender to purchase tablets this fall. The Association will then buy three of these tablets to replace the laptops of 3 union advisors.
- Air Inuit;
- The meeting of the Aboriginal Committee planned for the end of November was postponed. There is still no answer from the CSB Director General in response to the invitation to meet with members of the Committee;
- Visit up North.
- The other items are in the Agenda.

4. Decision-making Bodies Report

Larry Imbeault and Tarek Khazen introduced the item.

FSE-FC: September 26, 27 and 28, 2017 (Laval)

- Policy on Educational Success: The Education minister has put together a consultation table on educational success of Aboriginal students. We hope that the AENQ will participate.

- Priorities of the FSE 2017-2019 Triennium: we reminded the federation that negotiations at KSB have yet to be completed and that it must be taken into account in the final document on the FSE priorities.
- We denounced the use of teaching staff professional development surplus funds by the CSB to finance compulsory training given by the employer.
- My Teacher My Pride! A video shooting will take place in Kuujuaq on October 6, 2017 at Jaanimmarik High School.

FPSS-FC: October 3 and 4, 2017 (Joliette)

- Account of negotiations with KSB.
- EC report on a meeting concerning Educational Success: according to Mr. Proulx, “our people” must be involved. The president of the FPSS, Éric Provost, welcomed Minister Proulx’s announcement of the creation of a consultation table on educational success among Aboriginal students and added that the AENQ will join the table if invited.
- Presentation of a research project on the transformation of work.
- Presentation of the project on computer training in the workplace. A website consultation will be conducted with members of the Centrale.
- 1,500 additional resources in Education (an \$80-million program).
- Schools need Support: a video will be produced in Northern Quebec this year with Executive members of the FPSS present.
- Election to the Vice-Presidency of working Relations and professional Life, Pierre Provençal was elected to the position.

GC: October 18 to 20, 2017 (Boucherville)

- Conditions for the renewal of group insurances.
- The suggestion of calling for tenders is rejected.
- Report from the committee on organizational models.

FSE-FC: November 8, 9 and 10, 2017 (Longueuil)

- The three-year plan was adopted with the addition of our demand on negotiations with Kativik.
- Assignment to professional development: presentation of the investigation results and intervention by the AENQ to denounce once again the misuse of professional development surplus funds at CSB.
- Committees on existing models at the CSQ: a very interesting dossier to follow and discussed among members of the AENQ Executive Committee.

GNC: November 30, 2017 (Saint-Sauveur)

- In her opening remarks, the CSQ President updated the participants on the current state of negotiations with KSB. The AENQ President informed them that the Association has received the go-ahead from the teaching staff to seek an unlimited general strike mandate.
- On the first day of the meeting, 3 speakers gave presentations respectively on collective bargaining in public and parapublic sectors, the impact of case

law on public policies regarding collective bargaining, and the CSQ's recourse aimed at establishing our bargaining power.

FPSS-FC: December 5 to 7, 2017 (Quebec City)

- Account of the negotiations with KSB, the Association's announcement to seek a strike mandate for KSB teaching staff.
- Delegates' feedback on last elections.
- Presentation on budgetary rules in the "South", with a commitment to conduct a similar analysis of the rules in the "North".
- Review of financial statements and adoption of 2017-2018 budget. In the last 7 years, the federation has averaged a surplus of approximately \$150,000.
- Presentation of the committee on CSQ models and the EC's observations. A request to review the financing of CSQ committees is made.
- Presentation on social networks and the duty of loyalty.
- Long family talk on the state of affairs of the federation.

FSE-FC: December 6,7 and 8, 2017 (Quebec City)

- The FSE signed a one-year agreement with IRIS the Visual Group, which offers members of affiliated unions, as well as their immediate family members residing at the same address, very attractive rebates on the purchase of prescription glasses, contact lenses, prescription sunglasses, and on ophthalmological surgery at their eye laser clinic as well.
- School counselling: strong criticism from the FSE and its affiliated unions of the academic and vocational orientation contents offered at elementary level, grades 5 and 6. Both sector directors – CSB and KSB Teachers – must be consulted to find out if this particular course is taught in schools of their respective board.
- Implementation of the new curriculum at Adult Ed: we must find out with both sector directors – Cree and Kativik Teachers – if this course will be taught in the centres, and see the impact it will have on working conditions of Adult Education and Vocational Training teaching staff.

5. Internal Affairs

5.1. 2016-2019 Action Plan

Larry Imbeault introduced the item.

The action plan was updated. A discussion took place among members of the Executive Committee, but no decision was made.

5.2. New Memberships

Larry Imbeault introduced the item.

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The EC accept as regular members individuals registered on the December 7 list and KSB teaching staff lists, and that the EC accept as members individuals with the mention “pending registration form”, only when their membership form is filled and returned at the December 11, 2017 general assembly.

UNANIMOUSLY ADOPTED

5.3. Union Advisors

Larry Imbeault introduced the item.

Zéni Andrade will be back with the Association on January 29, 2018 after a 2-year leave without pay from work. The Union Advisor replacing him, Stéphane Boulanger, will leave on January 16, 2018 after 3 years of service with us, since he also replaced Emma Dallas.

6. Finances

6.1. 2016-2017 Financial Statements

Financial statements as of August 31, 2017 are presented.

Motion 4

It was moved by Djibril Niang and seconded by Larry Imbeault

THAT The Executive Committee receive the financial results as of August 31, 2017.

UNANIMOUSLY ADOPTED

6.2. 2017-2018 Budget

Motion 5

It was moved by Djibril Niang and seconded by Larry Imbeault.

THAT The Executive Committee adopt the 2017-2018 budget as amended.

UNANIMOUSLY ADOPTED

7. AENQ-SEESOCQ Negotiations

Larry Imbeault introduced the item.

Motion 6

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee accept the agreement in principle reached between the AENQ and the SEESOCQ on December 4, 2017 subject to final texts and the consensus of the parties on job descriptions of the Association staff members.

UNANIMOUSLY ADOPTED

8. 2015 Negotiations

8.1. Protocols

Larry Imbeault introduced the item.

KSB owes the Association a hefty sum in connection with protocols on union leaves. There will be a follow-up with management representatives at the negotiating meetings next week.

8.2. Strike

Larry Imbeault introduced the item.

General assemblies with members of KSB teaching staff to vote on an unlimited general strike are planned for next Monday; Larry Imbeault will calculate the votes as the compilation forms come in.

8.3. Strike Fund

Larry Imbeault introduced the item.

Motion 8

WHEREAS the Association wishes to set up a strike fund;

WHEREAS a strike mandate is sought among KSB teaching staff members;

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT A strike fund be set up to compensate members who will participate in union activities during strike days;

THAT The strike fund be in the amount of seventy-five thousand dollars (\$75,000) borrowed from the members' Defense Policy Fund, and another amount corresponding to half of the declared surplus for year 2016-2017 entered in financial statements as of August 31, 2017;

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

- a) be a regular member of the AENQ;
- b) take an active part in all mobilization activities as requested by the Association.

THAT For the strike for which the AENQ is seeking a mandate in the 2015 ongoing negotiations on behalf of the KSB teaching staff, the amount of the compensation paid to eligible members be \$75 per strike day, for a total amount which may not exceed half of the present strike fund;

THAT The compensation be paid only for strike days which were scheduled working days.

UNANIMOUSLY ADOPTED

9. CSQ Congress

Larry Imbeault introduced the item.

9.1. By-laws

An exchange of views took place between CE members.

9.2. Sectoral Groups

Points for discussion on the AENQ status within the CSQ.

10. Working Committee to examine problems related to recruitment and retention of support staff assigned to Nunavik

Larry Imbeault introduced the item.

Motion 9

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The Executive Committee appoint Toni Gravelle as 3rd representative of the Association to the Working Committee on problems related to recruitment and retention of support staff assigned to Nunavik.

UNANIMOUSLY ADOPTED

11. KSB School Calendar

Larry Imbeault introduced the item.

It is unthinkable that KSB would abandon the adapted calendar pilot project on the grounds that cultural weeks did not work out, presumably due to a lack of organization. The AENQ must do everything in its powers to convince KSB to return to an adapted calendar.

12. Varia

12.1. Derogation to the Participation Policy

Larry Imbeault introduced the item.

Motion 10

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT The AENQ derogate from article 2.4 of its participation policy and agree to reimburse Toni Gravelle's expense account for his participation at the May 2017 LRC meeting.

UNANIMOUSLY ADOPTED

13. Sector Life

13.1. KSB Support Staff

Vincent Renaud introduced the item.

- The Sector Director – KSB Support Staff requested a partial leave without pay. If accepted, he will maintain his current union duties.
- A sector council was held in Kuujjuaq on October 7. Unfortunately, it did not work out due to the absence of delegates; thus, it was decided to hold the meeting by phone.
- This conference call took place on December 5, 2017.

- The third person to be on the retention committee was elected. It is Toni Gravelle;
- Specific committees were set up as well as a negotiation committee;
- 5 people were nominated to the LRC. Because voting by phone would have been difficult, it was agreed to do it by email;
- Following the departure of 2 delegates, 6 establishments are now without delegates.
- Kuujjuaq
 - Rumours are circulating that a study will be conducted on reducing the size of workspaces;
 - Two employees are sharing a workspace where only one person used to work.
- September 29 LRC
 - Two discussions took place concerning the refund amount set for hotel costs, which no longer reflects the economic reality;
 - Professional Development Policy;
 - Management indicated that the question of compensatory days should be discussed at the negotiating table;
 - Overtime for LRC: Management mentions that travel time outside regular working hours should not be considered as overtime;
 - The balance of the professional development fund is now \$160,000.
- IT Department:
 - A letter was sent to KSB concerning the current situation in the IT Department. The Board answered by saying that a new department director had been hired and that he would work on correcting the situation.

13.2. KSB Teachers

Tarek Khazen introduced the item.

- On October 6, 2017 some video capsules were shot at Jaanimmarik High School in Kuujjuaq for the campaign "My Teacher My Pride!". We thank Catherine Vallée-Dubuc profusely for helping us organize this activity long distance. We also thank all the teachers who agreed to share beautiful and positive testimonies on their teaching profession. Thank you to the students for their throat singing; performing in front of the camera was not obvious to them. Thank you as well to the FSE, especially to Pierre Lanthier and Denis Dallaire, with whom we truly enjoyed participating in this activity. In short, it was a beautiful and very rewarding experience for everyone involved.
- The union training and the E4 sector council that should have taken place on October 6 and 7, 2017 in Kuujjuaq was moved to November 25 and 26, 2017.

- All E4 delegates were present at the training and the sector council, except for Ryan Candido from Ivujivik (parental leave) and Fedor Svechnikov from Tasiujaq (sick leave). Unfortunately, we were unable to replace them.
- At the October 26, 2017 sector council in Kuujuaq, delegates voted unanimously in favour of a recommendation to the Association Executive Committee that general assemblies be organized in all KSB schools and centres to hold an unlimited general strike vote.
- On December 11, 2017, 80% of the teaching staff members who voted, expressed their support for an unlimited general strike to start on January 22, 2018 or at a time deemed appropriate by the Association Executive Committee.
- The two new members to join KSB School Board Committee for the school year 2017-18 are Rémi Guitard and Alex Foreman. Pierre-Luc Vaudreuil was elected substitute.
- Ikusik High School teachers in Salluit face tremendous pressure from their school principal who is making their workplace unbearable, if not a living hell.

13.3. CSB Teachers

Alain Lajoie introduced the item.

- School Committee: The school board presented two policies for consultation, the first one on professional development (minor changes) and the new one on reference standards for recruiting (with our last few comments added). We examined the balance of money left in the professional development fund. We had an extensive discussion on the demands made by the teaching staff coordinator at AE. We discussed the situation concerning the consultation on ped days in Waswanipi and we showed the photo album of the condition of Eastmain and Waskaganish premises.
- Adult Ed: Despite representations made at the school board committee, the issue on the creation of adapted learning environments is going on. In addition, the coordinator's personal and creative interpretation of time was corrected.
- Material Resources: There has not been any new air quality test done since this summer, despite promises from the material resources department. Results from tests conducted in Chisasibi since the renovations were completed are good, but repairs in connection with the first tests remain to be made. Problems in houses and schools were reported to the school board committee using a photo document of Eastmain and Wiinibekuu; the pictures of the mice were riveting.
- Consultation: A letter on the importance of the consultation process, a document on the subject as well as a consultation calendar was sent to delegates with the request to photocopy them for the benefit of school councils' members.

- Follow-up on visits: We discussed the shift in orientation of the pedagogical day at the school board committee meeting. The delegate at Waapinichikush school requested that management find a solution to cover the concrete floors.

13.4. CSB Support Staff

Christine Coonishish introduced the item.

- The annual union training session was held on September 23, 2017 in Val d'Or followed by the Sector Council meeting on the 24. 13 delegates followed the training and also attended the meeting.
- Adamie Mathias of Rainbow Elementary School in Waswanipi and Barry Commando of Mistissini's elementary school were elected to the Labour Relations Committee for school year 2017-2018.
- Pauline R. Georgekish, teacher at Joy Ottereyes Rainbow Memorial School in Wemindji was recently elected as member of the Special Needs Committee for school year 2017-2018 and Christine Lorek of Waapihtiwewan School in Ouje-Bougoumou, as substitute.
- Darryl Diamond was newly elected union delegate at the Post-Secondary Student Services in Montreal and in Gatineau. Darryl is working as student affairs technician both in Montreal and Gatineau.
- Shirley Sandy was appointed union delegate at Badabin Eeyou School for the rest of the school year. She is replacing Melissa Dempsey following her departure from the school board last year.
- Christine Coonishish, seconded by Larry Imbeault, motioned that in accordance with article 17.03 of the Association by-laws, the Executive Committee approve the appointment of Shirley Sandy as union delegate at Badabin Eeyou School in Whapmagoostui for school year 2017-2018.
- The Labour Relations Committee held a conference call on November 27, 2017. Discussions centered around the following topics: professional development for support staff, overtime, referral rewards program (for teaching positions), travel claims and housing. Christmas is the deadline for Committee members to submit their questions and comments to Natalie Petawabano, so that the Executive Committee can adopt the amendments.
- A request for training on the Cree Syllabics software was addressed to the Cree Programs Department at Education Services; 5 support staff members would follow this training. The labour relations committee approved the request and added that it would assume all additional costs incurred by the 5 support staff members.
- Another request was submitted by Mistissini Voyageur Memorial School for training on Microsoft Office. The committee did not approve it since there was insufficient information on the costs entailed. It will be re-examined once the committee receives the missing information.
- The minutes of the LRC meeting will be available in February 2018.

- The next labour relations committee meeting is planned for January 30, 2018; the venue remains to be decided. A meeting of the sector council is scheduled for the beginning of January 2018. The sector director is planning to visit delegates in Whapmagoostui and in Eastmain during the month of February 2018.

Motion 10

It was moved by Christine Coonishish and seconded by Larry Imbeault

THAT In accordance with article 17.03 of the Association by-laws, the Executive Committee appoint Shirley Sandy as union delegate at Badabin Eeyou School in Whapmagoostui for school year 2017-2018.

UNANIMOUSLY ADOPTED

13.5. Childcare Centres

Larry Imbeault introduced the item.

- A meeting took place on November 21, 2017 in Waswanipi for the purpose of unionizing the staff at the childcare centre (a total of 28 regular employees working in two buildings);
The application for certification was filed on November 22;
- The employer allegedly threatened to change the staff's working conditions at the centre until the Grand Council of the Crees put a stop to the intimidation;
- It would seem that at least one member suffered reprisals. If it is found to be the case, recourse will be undertaken.

13.6. Band Council Schools

Larry Imbeault introduced the item.

Opitciwan

- A few negotiation meetings took place; one of which the president attended;
- Emma Dallas participated in another negotiation meeting on December 1st; during this meeting, management gave a presentation on its retirement and group insurance plans;
- Negotiations are progressing at a snail's pace. parties are considering whether they should negotiate a mini collective agreement;
- Certain negotiating meetings are carried out in exploratory mode between conciliators only, in order to speed up the progress.

Wemotaci

- The dossier of the union delegate who was fired is in progress;
- Negotiations are moving slowly in this case as well;

- Emma Dallas met with community members.

Matimekush - Lac John

- On October 25, 2017 the Federal Court of Appeal released its decision: It is indeed a certification under federal jurisdiction;
- Awaiting the organization action plan.

14. Labour Relations

14.1. Presentation and recommendations

Stéphane Boulanger introduced the item on issues of common interest.

François Beauchemin introduced the item on communication barriers.

14.2. Presentation and recommendations

No decision had to be made.

15. Next Meeting

The EC will schedule the next in-person meeting during a conference call or through an email consultation.

16. Meeting Adjournment

Motion 11

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Executive Committee de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion du 9 au 11 décembre 2017 / Meeting of December 9 to 11, 2017

Début à 9h00 / Starting at 9:00 am

Sujet / Subject	I-E-D	Qui / Who
1. Présentation et adoption de l'ODJ / Presentation and Adoption of the Agenda	I-E-D	Djibril Niang
2. Adoption des procès-verbaux précédents / Adoption of Previous Minutes	D	Djibril Niang
3. Suivi / Follow-up	I	Larry Imbeault
4. Rapport des instances / Decision Making Bodies Report	I-E	Larry Imbeault Tarek Khazen
5. Gestion interne / Internal Management		
5.1 Plan d'action 2016-2019 Action Plan	I-E-D	Larry Imbeault
5.2 Membership (nouvelles adhésions / new members)	I-E-D	Larry Imbeault
5.3 Personnel conseil / Union Advisors	I	Larry Imbeault
6. Finances		
6.1 États financiers 2016-2017 Financial Statements	I-E-D	Djibril Niang
6.2 Budget 2017-2018		
7. Négociations AENQ-SEESOCQ Negotiations	I-E-D	Larry Imbeault
8. Négociations 2015 Negotiations		
8.1 Protocoles / Protocols	I	Larry Imbeault
8.2 Grève / Strike	I-E-D	Larry Imbeault
8.3 Fonds de grève / Strike Fund	I-E-D	Larry Imbeault
9. Congrès CSQ / CSQ Congress		
9.1 Statuts / By-laws		
9.2 Regroupement sectoriel / Sectoral Groups	I-E	Larry Imbeault
10. Comité d'étude sur les difficultés de recrutement et de rétention du personnel de Support Staff affecté au Nunavik Working Committee to examine problems related to recruitment and retention of support staff assigned to Nunavik	I-E-D	Larry Imbeault
11. Calendrier scolaire de la KSB / KSB School Calendar	I-E-D	Larry Imbeault
12. Varia		
12.1 Dérogation à la politique de participation / Derogation to the participation policy	I-E-D	Larry Imbeault

12.2 Comité d'étude sur les difficultés de recrutement et de rétention du personnel de Support Staff affecté au Nunavik / Working Committee to examine problems related to recruitment and retention of support staff assigned to Nunavik		Larry Imbeault
13. Vie de secteur / Sector Life 13.1 Support Staff KSB / KSB Support Staff 13.2 Teachers KSB / KSB Teachers 13.3 Teachers CSB / CSB Teachers 13.4 Support Staff CSB / CSB Support Staff 13.5 CPE / Childcare Centres 13.6 Écoles de conseil de bande / Band Council Schools	I-E-D I-E I-E-D I-E I-E I-E	Vincent Renaud Tarek Khazen Alain Lajoie Christine Coonishish Larry Imbeault Larry Imbeault
14. Relations de travail / Working Relations 14.1 Présentation and recommandations / Presentation & Recommendations 14.2 Décisions / Decisions	I-E-D	Stéphane Boulanger Emma Dallas 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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Executive Committee, Minutes

1718CEPV-07-E

Conference Call of January 11, 2018

Attendees:

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

Absentees:

Daniel Charest	Sector Director – KSB Teachers (motivated absence)
Christine Coonishish	Sector Director – CSB Support Staff (unjustified absence)

Guest:

François Beauchemin	Union Advisor
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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. Kativik Negotiation

François Beauchemin and Larry Imbeault introduced the item.

Presentation of the agreement in principle and of the context in which this agreement was reached. A sector council meeting by phone will be organised in order to present to the union delegates the agreement and to have their opinions on the follow-up to be done.

3. Meeting Adjournment

Motion 2

Larry Imbeault moved, Alain Lajoie seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 11 janvier 2018 / Phone Conference of January 11, 2018

De 18 h 00 à 19 h 00 / From 6:00 PM to 7:00 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.	Négociations Kativik – entente de principe S9 Kativik Negotiation – Agreement in Principle S9	I-E-D	Larry Imbeault
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

1718CEPV-08-E

Conference Call of January 18, 2018

Attendees:

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

Absentees:

Daniel Charest	Sector Director – KSB Teachers (motivated absence)
Christine Coonishish	Sector Director – CSB Support Staff (unjustified absence)

Guest:

François Beauchemin	Union Advisor
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1. Presentation of the Agenda

Larry Imbeault introduced the closed agenda.

Clause 18.03 B) of the By-laws states that the agenda of the conference calls is a closed agenda, so it does not have to be adopted.

2. Kativik Negotiation - Teachers

François Beauchemin and Larry Imbeault introduced the item.

Motion 1

Whereas the strong mandate received from KSB teachers on the unlimited general strike vote that took place on December 11, 2017;

Whereas the wording of the question appearing on the ballot: “After having reviewed all the arguments, are you in favor of giving AENQ’s Executive Committee mandate to declare an unlimited general strike starting on January 22, 2018, or later when deemed appropriate by the Executive Committee of the AENQ?”;

Larry Imbeault moved, Tarek Khazen seconded

THAT The Association sends tomorrow morning, Friday, January 19, 2018, to KSB and to the *Ministre du travail*, a notice of a general unlimited strike to start on January 31st, 2018.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 2

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 18 janvier 2018 / Phone Conference of January 18, 2018

De 19 h 00 à 20 h 00 / From 7:00 PM to 8:00 PM

	Sujet / Subject	I/E/D	Qui / Who
1.	Présentation de l'ordre du jour Presentation of the Agenda	D	Larry Imbeault
2.	Négociations Kativik – personnel enseignant Kativik Negotiation – Teachers	I-E-D	Larry Imbeault François Beauchemin
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

1718CEPV-09-E

Conference Call of February 1st, 2018

Attendees:

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

Absentees:

Daniel Charest	Sector Director – KSB Teachers (motivated absence)
Christine Coonishish	Sector Director – CSB Support Staff (unjustified absence)

Guest:

François Beauchemin	Union Advisor
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1. Presentation of the Agenda

Larry Imbeault introduced the closed agenda.

2. Kativik Negotiations

François Beauchemin and Larry Imbeault introduced the item.

Agreement in principle S9

Motion 1

Whereas the consultation done of the sector council on January 24;

Larry Imbeault moved, Vincent Renaud seconded

THAT The Executive Committee recommends to the members to vote in favour of the agreement in principle reached on December 14, 2017, and that the general assemblies take place on February 8, 2018, between 4:00 and 6:00 PM.

UNANIMOUSLY ADOPTED

Agreement in principle E4

Motion 2

Whereas the consultation done of the sector council on January 29;

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee recommends to the members to vote in favour of the agreement in principle reached on January 24, 2018, and that the general assemblies take place on February 6, 2018, between 4:00 and 6:00 PM.

UNANIMOUSLY ADOPTED

3. Next In-Person Meeting

Motion 3

Larry Imbeault moved, Tarek Khazen seconded

THAT The next in-person meeting takes place from February 27 to March 1st, 2018.

UNANIMOUSLY ADOPTED

4. Meeting Adjournment

Motion 4

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Comité exécutif de l' **AENQ** Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 1^{er} février 2018 / Phone Conference of February 1st, 2018

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

Durée Length	Sujet / Subject	I/E/D	Qui / Who
	1. Présentation de l'ordre du jour Presentation and Adoption of the Agenda	I	Larry Imbeault
110	2. Négociations Kativik – personnel enseignant Kativik Negotiation – Teachers	I-E-D	François Beauchemin Larry Imbeault
10	3. Prochaine reunion en personne Next In-Person Meeting	D	Larry Imbeault
	4. Levée de l'assemblée Meeting Adjournment	D	Larry Imbeault



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1718CEPV-10-E

Electronic Meeting of February 8, 2018

Present:

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

Absentees:

Daniel Charest	Sector Director – KSB Teachers (motivated absence)
Christine Coonishish	Sector Director – CSB Support Staff (unjustified absence)

1. Nomination

Larry Imbeault moved, Tarek Khazen seconded

Whereas the resignation of Jason Pike, union delegate for the teaching staff of Arsaniq School;

Whereas the expired deadline set at clause 17.01 of the by-laws of the Association;

Whereas clause 17.03 of the by-laws which foresees that the Executive Committee may temporarily nominate a union delegate when the general assembly can't proceed to the election of the union delegate in the set deadline foreseen in the collective agreement;

Whereas the E4 collective agreement is silent on deadlines;

THAT The Executive Committee nominates Sophie Painchaud as union delegate for the teaching staff of Arsaniq School until the end of the present school year.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee Minutes

1718CEPV-11-E

Meeting of February 27 and 28, 2018

Present:

Larry Imbeault	President
Tarek Khazen	Vice-president and Interim Sector Director – KSB Teachers
Djibril Niang	Secretary-Treasurer
Alain Lajoie	Sector Director – CSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff (February 28 in the afternoon)

Absent:

Daniel Charest	Sector Director – KSB Teachers (legitimate absence)
Christine Coonishish	Sector Director – CSB Support Staff (legitimate absence on February 27 and on February 28 in the morning)

Guests:

François Beauchemin	Union Advisor (for items 3.1 and 8.1)
Zéni Andrade	Union Advisor (for item 3.1)

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 The agenda be adopted as amended (Appendix 1).

UNANIMOUSLY ADOPTED

2. Sector Life

2.1 KSB Support Staff

Vincent Renaud introduced the item.

- The Sector Director requested a partial leave without pay for the school year 2018-2019, which KSB granted.
- There was another case of a leave without pay requested within a reasonable timeframe, which remained unanswered; the employee resigned.
- A consultation for the acceptance of the agreement-in-principle was held. Members voted in favour of it.
- There is now a union delegate at Jaanimmarik School.
- There will be a meeting with support staff members who are travelling for work.
- A position has been vacant for several months in Kuujjuaq. A follow-up will be done with Human Resources.
- Due to the disability leave of one of the members, the next LRC meeting is being postponed until June.
- The reimbursement rate for hotels is still set at \$150 per night, including taxes. The matter will be discussed again at the next LRC meeting.

2.2 KSB Teachers

Tarek Khazen introduced the item.

- 1- An agreement-in-principle for the renewal of the E4 collective agreement was reached between the employer and the AENQ on January 24, 2018.
- 2- A vote on this agreement-in-principle was held on February 6, 2018, in all KI schools.
- 3- Approximately 2/3 of the teaching staff members voted, 93% of them voted in favour of the agreement.
- 4- A preliminary reunion was held on February 11, 2018, to prepare for the Board Committee meeting.
- 5- The first Board Committee meeting was held at Kativik administrative centre in Montreal on February 12 and 13, 2018. The three representatives of the Association were present and did an excellent job. The next meeting will take place in Kuujjuaq in the month of May 2018.
- 6- A Sector Council conference call was held on February 20, 2018, with the purpose of informing the union delegates on the proceedings of the Board Committee meeting. This kind of practice was appreciated.
- 7- Our members working in Inukjuak, Ivujivik and Quaqtac are working in difficult conditions because of insufficient heating in the schools. The classrooms are so cold that they must keep their coats, tuques and mittens on while teaching. Many of them wanted to use their right of refusal, but it seems that the KI has made the necessary efforts to remedy this problem. We are following this file very closely. Health, hygiene, and safety problems are also present in some of schools.

- 8- The issue of water supply as well as the quality of the water distributed to housing units pose a real headache for the teaching staff. The problem is recurrent and some of them can no longer live in conditions found in developing countries. Teachers with families find the situation unacceptable.
- 9- Still waiting for a response from Zénaida Vrabie on the organization of an AE/VT meeting with KI.

2.3 CSB Teachers

Alain Lajoie introduced the item.

February 21 Board Committee Meeting

Following is an overview of the issues we addressed at the Board Committee. These points emanated from communications with delegates and some members, irritants brought up by our union advisors and questions from committee representatives.

➤ Adult Education and Vocational Training

- Recall lists
- Copy of hiring/contract resolutions
- 3rd outing for Adult Ed teachers
- Cancellation of insurance coverage for Vocational Training
- Registration of special needs students at Adult Education
- Communication issues with the youth sector in Chisasibi

➤ Housing Policy

- The school board presented us with a draft amendment to the housing policy; it would prohibit smoking in all CSB housings and provide a framework for pet control with form in appendix.
- We also asked CSB to identify parking spaces for housing units and designate disabled parking spots, with an appropriate supervision.
- Following some comments, we informed the school board representatives that we would return to the subject at the next meeting once the policy has been reviewed by our union advisors.
- We also indicated that housings and their current rates should be posted because the rates in the collective agreement are not the same.
- We also requested that the priority list for housing allocation be updated more regularly in each community.
- In addition, we reiterated our demand that the inspection of lodgings, as it currently exists in the policy, be made for the welfare of the school board and its tenants.
- We expressed our displeasure at not being told that architects working for the CSB were to visit some communities and we deplore the absence of warning concerning some housing renovations.

We discussed the shortcomings in dental services in northern communities, which compel teachers to take longer leaves in order to obtain these services in the South.

We pointed out some failures in communications, preparation of students, and feedback related to supplemental exams.

We finally touched on the question of students filming teachers and posting their productions on social networks, problems with access to the workplace because of the lack of keys distributed in some schools and hazardous conditions of certain parking lots and sidewalks on school board grounds.

2.4 CSB Support Staff

Christine Coonishish introduced the item.

Items discussed at the January 22, 2018, meeting of the Sector Council:

- Investigation – Classification of CSB support staff.
- Policies – Professional development and overtime.
- New 2015-2020 collective agreement.
- Local issues.

Items discussed at the February 23, 2018, LRC meeting:

- Adoption of November 27, 2017 minutes of meeting.
- Update of professional development funds for support staff.
- School calendar: paid legal holidays for school year 2018-2019.
- The next committee meeting is planned for April 19, 2018; the venue remains to be determined.

2.5 Childcare Centers

Larry Imbeault introduced the item.

- The employer contested the accreditation application for the Waswanipi childcare center and submitted a list of employees. The list was challenged and a vote will take place.

2.6 Band Council Schools

Larry Imbeault introduced the item.

Opitciwan

- The OAC deducts union dues but does not hand them over to the Association. On January 31, the CSQ sent a letter to the OAC asking them to regularize the situation.

- It is difficult to find negotiating dates with the employer, which keeps cancelling negotiation dates.
- Our local bargaining team is not stable.

Wemotaci

- Again, union dues that were not collected on a regular basis; the WAC even collected union dues for the wrong pay period. The WAC has remitted dues to the Association for the equivalent of two pay periods only. The CSQ must send them a letter asking them to regularize the situation.
- The dossier of the dismissed delegate is ongoing.
- Negotiations are progressing slowly here also; some meetings have been postponed.
- The conciliation period has been extended until April 30, 2018.
- There is a willingness from the band council to meet the president.

Matimekush-Lake John

- An application for union decertification was filed with the CIRB by a teacher in January 2018. The CIRB rejected the request based on a procedural error and no file was open at the CIRB.
- The president and Nathaly Castonguay went to meet the teachers on February 19 to have them sign their membership cards and discuss negotiations with them.

3. Labour Relations

3.1 Presentation and Recommendations

François Beauchemin and Zéni Andrade introduced the item.

Among other topics, Zéni Andrade mentioned arbitration fees for constructive dismissals, and some issues with CSB concerning moral damages related to union grievances as well. François and Zéni also talked about communication problems with CSB. Additionally, it was brought up that there is a lot of salary overpayment recovery at CSB.

3.2 Decisions

No decisions were made since there were no recommendations from the Advisory Staff.

4. Adoption of Previous Minutes

Djibril Niang introduced the item.

Motion 2

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The minutes of meetings 1718CEPV-06, 1718CEPV-07, 1718CEPV-08, 1718CEPV-09 and 1718CEPV-10 be adopted as amended.

UNANIMOUSLY ADOPTED

5. Follow-up

Larry Imbeault introduced the item.

- SharePoint must be set up and used because the “I” will disappear. Work is under way to prepare the structure of AENQ documents. A first meeting took place between Larry Imbeault and Vincent Renaud. Another meeting between the President and the employees was scheduled for January 17, 2018, but it was postponed until March 12.
- Laptops were purchased by the CSQ and remain to be installed. The progression, from the moment we decided to buy them to their installation, has been extremely long (almost 2 years), as we went through the CSQ.
- As part of the FPSS EC members’ circuit program, there will be a meeting with the Sector Council – KSB Support Staff, in October 2018 and the shooting of one vignette in the series “School needs Support”.
- The other items are on the agenda.

6. Decision-Making Bodies Report

Larry Imbeault and Tarek Khazen introduced the item.

- GC: December 13, 14 and 15, 2017 (Quebec City)

The vice-president went alone as the president was at KSB’s negotiating tables.

- The Emerging Union Leaders Week will take place from April 9 to 13, 2018. The CSQ has organized several activities at the federative, regional and local levels. Until then, several information tools will be sent to us by various means of communication available. The CSQ reiterates its offer of \$1,000 to financially support unions wishing to participate. The AENQ will participate in the Emerging Union Leaders Week activities, as it did last year.
- 2018 Emerging Union Leaders Camp: This edition will be held from Wednesday, April 11 in the evening until noon on Friday, April 13 at The Manoir du Lac-Delage in the Quebec City region. The Centrale will pay all expenses related to the camp, except for union leaves and transportation.

- The CSQ political commitment during the election campaign: No consensus emerged from the exchanges and no decision was made. The debate led to the postponement of this item.
 - The general theme chosen for the CSQ 2018 congress is that of a collective commitment, which is defined as the coordinated action of several people aiming at advancing a common cause or taking steps together to achieve a shared goal.
 - Emerging union leaders and 2018 congress: with the purpose of encouraging the participation of emerging union delegates to the congress, the CSQ offers financial assistance to unions that opted to delegate one person or more identified as part of this emergence.
 - The financial support policy for smaller-size unions for the June 2018 congress: As an incentive to promote the participation to the Congress of at least one delegate per union, the Centrale is helping small unions with limited financial means defray the costs of attending the Congress.
 - CEGEPs' 50th anniversary: Mr. Guy Rocher, one of the authors of the Parent report that gave birth to the college network, presented us with a 500-page history book in 40 minutes. Mr. Rocher clearly highlighted the impact of the creation of CEGEPs on Quebec society. By providing access to higher education throughout the province of Quebec, the college network has been a powerful tool for democratization. In this manner, "the establishment of CEGEPs has delivered on the promises of the Quiet Revolution".
 - Policy on educational success: At the June 27 meeting with the Minister of Education, Recreation and Sports, the CSQ asked to be part of the National Table on Educational Success for Aboriginal Students, Youth and Adult Sectors. The AENQ will follow up on this file and intends to participate actively to ensure that this initiative will be integrated into the Government Action Plan for First Nations and Inuit Social and Cultural Development.
- FSE-FC: February 14, 15 and 16, 2018 (Laval)
- A questionnaire will be produced by the FSE for all members of affiliated unions with the intention of getting a real picture of the relevance of maintaining a local school advisory committee for special needs students. The AENQ will not contribute to this questionnaire, which only affects E1 teachers.
 - The FSE will celebrate the 30th anniversary of its "My Teacher My Pride!" campaign. An evening show will be organized in Trois-Rivières with the participation of comedian Pierre Hébert. The AENQ will not participate.
 - An enquiry to be made with teaching sectors' directors (CSB and KSB) on the contents of academic and vocational counselling programs offered to students. Are consultations with school board committees properly conducted? Do teachers have their say on the contents? What are the courses offered this year and which courses do the school boards intend to implement next year?

- Adult General Education: Follow up with both sector directors on the new curriculum that the Ministry of Education is getting ready to implement at AGE.
 - Kindergarten at age 4: The AENQ informed the Federal Council that kindergarten for 4-year-old children has been available in both Cree and Kativik school boards for several years. However, we are not part of the FTDC Pre-School Education program; that is the reason the AENQ does not appear in the list of new classes created by the Ministry.
 - Days of reflection on Vocational Training: On February 5 and 6, 2018, two days of reflection on Vocational Training took place at Quebec City Convention Center. The FSE was present among several key figures on the union scene.
 - Equalization Program: the FSE will receive more money from the Centrale.
 - In the FSE Equalization Funds guidelines, the definition of contributor designates school boards' teachers, union members who pay the union dues as provided for in its by-laws and those who, without being members, pay the equivalent of the union dues. What about band council schools?
- GC From February 21 to 23, 2018 (Laval)
- Presentations of financial statements as at August 31, 2017: A surplus of approximately \$400,000.
 - Personnel management in the health sector: exhaustion of the nursing staff.
 - Training on group insurance: realities and constraints.
 - Tabling of the Work Committee's final report on existing models at the Centrale.
 - CSQ 2018 Congress: *Our Power: Action!*

Motion 3

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee change the term "Decision-Making Bodies Report" to "Executive Committee Members Activity Report".

UNANIMOUSLY ADOPTED

7. AENQ-SEESOCQ Negotiations

Larry Imbeault introduced the item.

- Following the agreement-in-principle that was reached last December 4, a consolidated preliminary draft convention was sent to the union on February 8.
- The president and the delegate agreed on the text of the convention, except for the job descriptions. At the suggestion of the president, the text on

harassment will be updated. The delegate agreed and proposed that the wording be drawn from provisions in support staff collective agreements with school boards.

- Both parties met on February 13 to work on the job descriptions and agreed on those of the Advisory Staff and the Administrative Agent.
- The new version of job descriptions for union advisors was presented to them on February 14 and was accepted unanimously.

8. 2015 Negotiations

8.1 Update

François Beauchemin introduced the item.

- At the December 2017 negotiating meetings, parties agreed that retroactivity on premiums related to KSB's change of sector would come into force on the same date as the collective agreements with CSB instead of those with KSB. This represent many hundreds of thousands dollars for our members.
- Kativik agreements-in-principle were issued on December 14, 2017 for support staff, and January 24, 2018 for teachers
- General assemblies were held on February 6 for teaching staff and February 8 for support staff.
- Agreements in principle were accepted respectively by 93% of the teaching staff who voted and 98% of the support staff.
- We are waiting for the consolidated texts of the two Kativik collective agreements.
- The AENQ is still waiting for payment in connection with union leave protocols. The reimbursement should be done shortly.

8. 2 Assessment

Larry Imbeault introduced the item.

- The assessment of the NNCC will probably be made in April 2018.
- Neither the FPSS nor the FSE contacted us to take stock of negotiations with Kativik. This evaluation for CSB support staff was made with the FPSS. Nothing has been done with the FSE.

8. 3 Salary Structure as of April 2nd, 2019

Vincent Renaud introduced the item.

After Vincent Renaud mentioned that some members were worried about the new salary structure, the President explained that, as of April 2, 2019, members with job categories above the new salary curve will not see their salary cut, instead they will only receive half of the wage increases negotiated, until their salary gradually reaches the maximum rate on their new salary scale. A memo

will be sent to the members to explain the new salary structure that will be put into place on April 2, 2019.

9. 2020 Negotiations

Larry Imbeault introduced the item.

- There was a meeting of the coordination team on February 7, 2018.
- A first MAN (Mobilization Action Network) meeting was held on February 26th.
- What do we do with regional disparities? This point has already been addressed in EC meetings, but no decision has been made.
- The President will review the agreements on the distribution of matters in negotiation with the concerned federations and the CSQ.
- Request a meeting with the CSQ President to discuss regional disparities.

François Beauchemin also added that it is important to set aside a meeting with the Federations' representatives to take stock of the list of matters. He also gave the names of key people chosen for the next 2020 round of negotiations due to be tabled around November 1st 2019.

10. AENQ 2019 Congress

Larry Imbeault introduced the item.

- The AENQ will be celebrating its 50th anniversary.
- Reminder of the various deadlines leading to the 2019 congress.
- An artist must be selected for the evening social, preferably a Cree artist since an Inuit group performed at the last congress. It is suggested to contact the *Fort-George Rockers*.

11. Internal Management

11.1 2018-2019 Union Leaves

For CSB teaching staff, the deadline to release the sector director is April 15. At Kativik, the May 1st deadline remains unchanged.

Motion 4

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Sector Director – CSB Teachers be granted a 50% union leave for 2018-2019 school year.

UNANIMOUSLY ADOPTED

Motion 5

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Sector Council – KSB Teachers be consulted as quickly as possibly on the renewal of their Sector Director's release.

UNANIMOUSLY ADOPTED

Motion 6

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Vice-President be granted a full-time leave for 2018-2019 school year.

UNANIMOUSLY ADOPTED

11.2 2016-2019 Action Plan

Larry Imbeault introduced the item.

The action plan was updated. There were exchanges between EC members, but no decision was made.

11.3 Annual Union Training and Sector Councils

Larry Imbeault introduced the item.

- Include in training programs the functioning of the Education Registry services.
- KSB: the FPSS could be present on the weekend before or after Labour Day weekend (October 6-8, 2018) and possibly on the 5th for the filming of the video clip with a certified maintenance employee.
- CSB: September 22 and 23.
- If the new AENQ-SEESOCQ collective agreement is signed, it will be necessary to solicit the FPSS for training support staff delegates.

11.4 Membership

Larry Imbeault introduced the item.

Membership lists should be checked twice a school year by the delegates, overseen by their respective sector director.

Motion 7

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT Persons on the membership lists dated September 12, 2017, and February 26, 2018, be accepted as regular members of the Association.

UNANIMOUSLY ADOPTED

11.5 Human Resources

Larry Imbeault introduced the item.

- Stéphane Boulanger left us in mid-January as he was replacing advisors on leaves without pay before then.
- Zéni Andrade has been back since the end of January.
- Linda Lépine will be retiring as of September 15, 2018. Her last day of work will be June 28, 2018.

12. Finances

12.1 2016-2017 Financial Statements

Djibril Niang introduced the item.

Financial statements as at August 31, 2017, are presented.

Motion 8

It was moved by Djibril Niang and seconded by Alain Lajoie

THAT The Executive Committee receive the financial statements as at January 31, 2018.

UNANIMOUSLY ADOPTED

12.2 2017-2018 Budget

Motion 9

It was moved by Djibril Niang and seconded by Alain Lajoie

THAT The amendments to the 2017-2018 budget be adopted.

UNANIMOUSLY ADOPTED

13. Varia

13.1 “My Teacher, My Pride!”

Tarek Khazen introduced the item.

Mission accomplished for the “My Teacher, my Pride!” project at KSB. The video clips should be sent to us shortly.

13.2 National Support Staff Day

Larry Imbeault introduced the item.

In 2018, it will fall on September 27. It is suggested that support staff sector directors organize activities.

13.3 Collective Insurance: Dental Plan

Larry Imbeault introduced the item.

- The dental plan is offered to bargaining units with at least 40% of subscribers. The number of participants per group is assessed by the SSQ and includes beneficiaries, even if they are exempt from health insurance. It is therefore impossible for support staff negotiating units to reach this percentage.
- The only unit currently benefiting from this protection is the CSB teaching staff.
- KSB teaching staff delegates were consulted to see if members are interested. Their interest appears somewhat mixed.

13.4 Outlook

Vincent Renaud introduced the item.

- He mentioned that “Outlook” is an interesting work tool, especially because of the “Reminder” option, which offers better agenda planning.
- EC members exchanged on the subject.

13.5 2018 CSQ Congress

Larry Imbeault introduced the item.

- As part of the dossier on the emergence of young union leaders, the CSQ will pay the registration fee to members in the base; plus, it is also offering them \$200 to cover accommodation costs and \$500 for transportation expenses.
- Presentation of the schedule to amend the Centrale’s by-laws.

Motion 10

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT Three members of the Association advisory staff be invited to attend the 2018 CSQ congress.

UNANIMOUSLY ADOPTED

13.6 BGE

Larry Imbeault introduced the item.

- Symposium on April 18 in Montreal for the 25th anniversary of the BGE movement. The AENQ will not be sending a representative.

13.7 CSQ Home and Auto Group Insurance / Protections ResAut

Larry Imbeault introduced the item.

- Home and auto insurance owned by the CSQ and administered by *The Personnelle* (Desjardins): Promote the group insurance to our members.
- In 2017, we went from 184 subscribers to 198, and the number of policies in force from 300 to 320. This increase entitles us to a rebate of \$1,500.
- If members wish to be insured with Protections ResAut and their request is denied, the president wants to be informed.

13.8 Emerging Union Leaders

The Emerging Union Leaders Week will be held from April 9 to 13, 2018.

Motion 11

It was moved by Vincent Renaud and seconded by Tarek Khazen

THAT Tara Cadorette, union delegate for KSB support staff in Saint-Laurent, attend the CSQ emerging union leaders' camp, which will take place from April 11 to 13, 2018.

UNANIMOUSLY ADOPTED

13.9 Symposium on Homophobia and Transphobia

Larry Imbeault introduced the item.

- This symposium took place on January 18 and 19, 2018. The president was present.

- Explanation of the acronym **LGBTQI2SNBA+**, and the reason why all the letters are necessary.
- What is *Intersectionality*?
- From equality law to equal opportunity in education: Canadian jurisprudence.
- The following workshops were chosen: “*On the other Side of the Closet, a Short Guide on Coming Out intended for School Personnel*”, “*Bispirituality, Sexual and Gender Diversity among First Nations People*”, and “*Courses of Action for inclusive Teaching in Sexuality Education*”.
- *On the other Side of the Closet, a Short Guide on Coming Out intended for School Personnel*: The president thought he would be getting tools to support young people in their coming out process. The workshop was rather the testimony of two teachers.
- *Bispirituality, Sexual and Gender Diversity among First Nations People*: this workshop was cancelled at the last minute.
- *Courses of Action for inclusive Teaching in Sexuality Education*: a situational analysis on sexuality education, the new sexuality education program, and its challenges.

13.10 Derogation to the Participation Policy

Larry Imbeault introduced the item.

Motion 12

It was moved by Larry Imbeault and seconded by Tarek Khazen.

THAT The Association derogate from Article 2.4 of its Participation Policy and reimburse Nicolas Cyr’s expenses incurred on April 26, 2017 in the context of negotiating activities.

UNANIMOUSLY ADOPTED

13.11 Harassment of Members towards Union Officers

Djibril Niang introduced the item.

13.12 Structure and Communication

Vincent Renaud introduced the item.

14. Next Meeting

The next Executive Committee in-person meeting will be held in Montreal on June 2 and 3, 2018.

15. Meeting Adjournment

Motion 13

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion du 27 février 2018 au 1^{er} mars 2018 / Meeting of February 27 to March 1st, 2018

Sujet / Subject	I-E-D	Qui / Who
1. Présentation et adoption de l'ODJ / Presentation and Adoption of the Agenda	I-E-D	Djibril Niang
2. Vie de secteur / Sector Life 2.1 Soutien CSK / KSB Support Staff 2.2 Enseignants CSK / KSB Teachers 2.3 Enseignants CSC / CSB Teachers 2.4 Soutien CSC / CSB Support Staff 2.5 CPE / Childcare Centers 2.6 Écoles de conseil de bande / Band Council Schools	I-E-D	Vincent Renaud Tarek Khazen Alain Lajoie Christine Coonishish Larry Imbeault Larry Imbeault
3. Relations de travail / Labour Relations 3.1 Présentation et recommandations / Presentation & Recommendations 3.2 Décisions / Decisions	I-E-D	Zéni Andrade François Beauchemin Larry Imbeault
4. Adoption des procès-verbaux précédents / Adoption of Previous Minutes	D	Djibril Niang
5. Suivi / Follow-up	I	Larry Imbeault
6. Rapport des instances / Decision Making Bodies Report	I-E	Membres du CE CE Members
7. Négociations AENQ-SEESOCQ Negotiations	I-E	Larry Imbeault
8. Négociations 2015 Negotiations 8.1 Mise à jour / Update 8.2 Bilan / Assessment 8.3 Structure salariale au 2 avril 2019 / Salary Structure as of April 2 nd , 2019	I-E-D	François Beauchemin Larry Imbeault Vincent Renaud
9. Négociations 2020 Negotiations	I-E-D	Larry Imbeault
10. Congrès AENQ 2019 AENQ Congress	I-E	Larry Imbeault
11. Gestion interne / Internal Management 11.1 Libérations 2018-2019 Union Leaves 11.2 Plan d'action 2016-2019 Action Plan 11.3 Formations syndicales et conseils de secteur annuels / Annual Union Training & Sector Councils 11.4 Membership 11.5 Ressources humaines / Human Resources	I-E-D I-E-D I-E I-E-D I-E	Larry Imbeault Larry Imbeault Larry Imbeault Larry Imbeault Larry Imbeault

12. Finances 12.1 États financiers 2016-2017 Financial Statements 12.2 Budget 2017-2018 Budget	I-E-D	Djibril Niang
13. Varia 13.1 « Prof ma fierté! » / “My Teacher My Pride!” 13.2 Journée nationale du personnel de soutien scolaire / National Support Staff Day 13.3 Assurances collectives : soins dentaires / Collective Insurance: Dental Plan 13.4 Outlook 13.5 Congrès CSQ 2018 CSQ Congress 13.6 EVB / BGE 13.7 Protections RésAut CSQ Home & Auto Group Insurance 13.8 Relève syndicale / Emerging Union Leaders 13.9 Colloque sur l’homophobie et la transphobie / Symposium on Homophobia and Transphobia 13.10 Dérogation à la politique de participation / Derogation to the Participation Policy 13.11 Harcèlement des membres envers les officiers syndicaux / Harassment of members towards Union Officers 13.12 Structure et communication / Structure and Communication	I I-E-D I-E-D I-E I-E-D I-E-D I I-E-D I-E I-E-D I-E I-E-D I-E	Tarek Khazen Larry Imbeault Larry Imbeault Vincent Renaud Larry Imbeault Larry Imbeault Larry Imbeault Tarek Khazen Larry Imbeault Larry Imbeault Djibril Niang Vincent Renaud
14. Prochaine réunion / Next Meeting	D	
15. 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

1718CEPV-12-E

Electronic Meeting of March 8, 2018

Present:

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

Absentee:

Daniel Charest	Sector Director – KSB Teachers (motivated absence)
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1. 2019 Congress

Larry Imbeault moved, Djibril Niang seconded

THAT The Executive Committee mandate the president to sign a contract with Delta Hotel for the 2019 AENQ Congress.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee – Minutes

1718CEPV-13-E

Conference call of March 21st, 2018

Present:

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

Absentee:

Daniel Charest	Sector Director – KSB Teachers (justified absence)
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1. Presentation of the Agenda

Larry Imbeault introduced the item (Appendix 1).

2. 2018-2019 Union Leave

Larry Imbeault introduced the item.

Daniel Charest's situation was presented to the union delegates of this sector during a conference call of the Sector Council. There was a consensus that Daniel Charest may perform his duties as Sector Director

Motion 1

Larry Imbeault proposed, Tarek Khazen seconded

THAT Daniel Charest be granted a 50% union leave, or its equivalent, for the 2018-2019 school year.

UNANIMOUSLY ADOPTED

3. Matimekush-Lake-John

Larry Imbeault introduced the item.

An update of the current situation was presented.

4. Consolidation – KSB Support Staff

Larry Imbeault introduced the item.

The situation remains an issue, there are still a lot of establishments without union delegates. At the teachers' sector council meeting of fall 2017, it was suggested to inform more the members of KSB support staff on the role of the union and about the fact is not only a "white people's thing". Tarek Khazen volunteered to produce a pamphlet. Also, Vincent Renaud was requested to write the synopsis of 2 short videos so they can be shot before the end of the present school year.

5. Meeting Adjournment

Motion 2

Larry Imbeault proposed, Alain Lajoie seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-treasurer

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 21 mars 2018 / Conference of March 21st, 2018

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 de l'ordre du jour Presentation of the Agenda	I	Larry Imbeault
2. Libération syndicale 2018-2019 2018-2019 Union Leave	I-E-D	Larry Imbeault
3. Matimekusk-Lac-John	I	Larry Imbeault
4. Consolidation – soutien CSK Consolidation – KSB Support Staff	I-E-D	Larry Imbeault
5. Levée de l'assemblée Meeting Adjournment	D	

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

Motion 2

Larry Imbeault proposed, Tarek Khazen seconded

THAT The Executive Committee mandates its representatives to the Federal council of the FPSS to defend the position reached by consensus on the proposed amendments to the financial policy of the FPSS.

UNAMOUSLY ADOPTED

4. Matimekush-Lake-John

Larry Imbeault introduced the item.

An update of the situation was presented. A teacher made an application for decertification. No decision has been taken so far by the CIRB who has ordered a vote on April 10. The President was there to act as the scrutineer representing the union. The question asked was do the teachers still want to be represented by the AENQ for their negotiations with the employer. However, the ballot box will remain sealed until the decision of the CIRB on the application for decertification.

Also, there was a consensus among the Executive Committee members on an issue that has arisen but considering the nature of this issue, no details will be written in the present minutes.

5. Meeting Adjournment

Motion 2

Larry Imbeault proposed, Alain Lajoie seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-treasurer

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 16 avril 2018 / Conference of April 16, 2018

De 8 h 00 à 9 h 00 / From 8:00 AM to 9:00 AM

Sujet / Subject	I/E/D	Qui / Who
1. Présentation de l'ordre du jour Presentation of the Agenda	I	Larry Imbeault
2. Équipe de négociation - Opitciwan Negotiation Team - Opitciwan	I-E-D	Larry Imbeault
3. Rémunération – CE-FPSS Remuneration – EC-FPSS	I-E-D	Larry Imbeault
4. Matimekush – mise à jour Matimekush – update	I	Larry Imbeault
5. Levée de l'assemblée Meeting Adjournment	D	

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

3. Next In-Person Meeting

Larry Imbeault introduced the item.

Motion 1

Larry Imbeault proposed, Alain Lajoie seconded

THAT The Executive Committee adds one day to the next in-person EC meeting in order to be ready for the CSQ Congress. The meeting will therefore take place from June 1st to June 3, 2018, instead of June 2-3, 2018.

UNANIMOUSLY ADOPTED

4. Meeting Adjournment

Motion 2

Larry Imbeault proposed, Djibril Niang seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-treasurer

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 23 mai 2018 / Conference call of May 23rd, 2018

De 18 h à 19 h / From 6:00 PM to 7:00 PM

Sujet / Subject	I/E/D	Qui / Who
1. Présentation de l'ordre du jour Presentation of the Agenda	I	Larry Imbeault
2. Régie interne - relations de travail Internal Affairs - Labour Relations	I-E-D	Larry Imbeault
3. Prochaine réunion en personne Next In-Person Meeting	I-E-D	Larry Imbeault
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

1718CEPV-17-E

Meeting of June 1, 2 and 25, 2018

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President and Interim Sector Director – KSB Teachers
Djibril Niang	Secretary-Treasurer (June 1 and 2)
Alain Lajoie	Sector Director – CSB Teachers
Vincent Renaud	Sector Director – KSB Support Staff
Christine Coonishish	Sector Director – CSB Support Staff

Guests:

François Beauchemin	Union Advisor (for items 4.1 and 5.1)
Eve-Lyne Fecteau	Union Advisor (for item 2)
Emma Dallas	Union Advisor (for item 2)
Zéni Andrade	Union Advisor (for item 2)
Daniel Charest	Sector Director – KSB Teachers

Absent:

Christine Coonishish	Sector Director – CSB Support Staff (June 25)
Djibril Niang	Secretary-Treasurer (June 25)

1. Presentation and Adoption of the Agenda

Djibril Niang introduced the item.

Motion 1

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

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

UNANIMOUSLY ADOPTED

2. Labour Relations

The advisory staff introduced the item.

The main disputes and grievances are presented. Due to the confidential nature of the files, no details are recorded in the minutes.

3. Sector Life

3.1 KSB Support Staff

Vincent Renaud made the presentation.

- The President has requested the help of the School Board to assess the interest of members who are laid off in the summer to participate in a Caisse d'économie Desjardins program, which would consist of deducting a certain amount of money per paycheque during the school year and recovering it during their layoff period (intervention made in person with the KSB HR Director). The Director has agreed to send the President the list of persons concerned, but he is still waiting for the list.
- May 30, 2018 LRC:
 - Social Travel Policy: The School Board is adamant, the maximum reimbursement rate for hotel expenses is \$150.
 - Compensatory day: KI indicated that the collective agreement is clear, there is no compensatory day for support staff.
 - Short school calendar: Support staff employees will be able to work for a period of two weeks after school ends. Training will be organized during this period.
 - Reclassification: HR staying opened to help employees complete their application.
 - Description of tasks: Clarification to the employee.
- The School Board states that it is open to resolving grievances.
- There will a redesign of the cubicles in Kuujjuaq to increase the number of offices.
- The list of employees sent by KI contained a lot of errors.
- Retention Committee: Despite several reminders, it would appear that the employer refuses the union's invitation to hold the first meeting.
- There will be an audition for behaviour technicians shortly.
- Problems at the IT Department are still present.
- The travel committee phone conference has been cancelled.
-

3.2 KSB Teachers

Tarek Khazen introduced the item.

- Health, hygiene and safety: the situation has improved in some schools. KSB will do major work this summer to ensure that the issue of heating in schools is resolved once and for all. There will be a follow-up on this file.
- On the other hand, the problem of water delivery and sewage collection remains problematic, or has become worse. The situation in Ivujivik and in Aupaluk remains the most critical. The Association is monitoring this situation very closely and a firm position will be taken at the next AENQ EC meeting together with the advisory staff.
- Lodging student teachers in teachers' housing units is problematic. The lack of a clear policy on the financial compensation of hosts and teacher trainers remains to be worked with KSB. The AENQ will recommend a boycott of this hosting project if nothing is done to remedy this situation, which puts teachers in vulnerable positions vis-à-vis the employer who insists upon them to host student teachers again next year. An E4 sector council will be organized at the beginning of next school year to discuss this subject and take a common position to this effect.
- At its last meeting held in Kangiqsualujjuaq, the council of commissioners decided to establish a school calendar that is adapted to the culture and interests of its school clientele. Thus, the school calendar will include 170 school days and 20 pedagogical days. The School Board is in the process of developing possible scenarios for integrating the curriculum into this new schedule. The free 45-minute period will be eliminated and 9 minutes per day will be added to meet requirements of the various teaching programs. Essentially, HR will adopt the new calendar by submitting an agreement to the AENQ based on the adapted cultural calendar pilot project. The AENQ is still waiting for a draft agreement.
- March 5, 2018: In a conference call, the E4 sector council reached a consensus that Daniel Charest could assume his role as Sector Director while in the South, given that KSB had granted him a leave of absence without pay for the 2018-2019 school year.
- April 23, 2018: Conference call with the School Board Committee members. Vincent Deschenes was present to explain his problem with KSB's refusal to reimburse him following a verbal agreement he had to lodge a trainee teacher in his home.
- April 26, 2018: Conference call with the E4 sector council to discuss the new short calendar that KSB wants to implement for the 2018-19 school year.
- May 14, 2018: Conference call with the School Board Committee members to prepare the provisional agenda for the next meeting on May 29 and 30, 2018.
- May 16, 2018: Meeting at the AENQ office with Zenaida Eléna Vrabie to prepare the agenda and the meeting of the next AE Committee.
- May 18, 2018: Conference call with the School Board Committee members to prepare for the next meeting, which will be held in person on May 29 and 30, 2018 in Kuujjuaq.
- May 29, 2018: Meeting of the AE Committee at the KSB office in Montreal.

- May 29 and 30, 2018: Meeting of the E4 School Board Committee in Kuujjuaq. Rémi Guitard was unable to attend the meeting for professional reasons.
- June 5, 2018: Phone conference of the E4 sector council to follow up on the School Board Committee meeting.

3.3 CSB Teachers

Alain Lajoie introduced the item.

During the School Board Committee in June 2018, the CSB presented us with a draft of its policy on drugs, medication and alcohol in the workplace. Its representative also presented us with the new APS form, which meets with our requests.

Incidentally, Guylaine Houle being absent, we asked her on the phone several questions and comments regarding Material Resources. These include, among others:

- Tests results on ventilation systems and their maintenance schedules;
- Alarm systems in new homes and new technologies;
- Access to schools;
- Delays in construction/renovation in schools and housings;
- Visit schedules for the replacement of furniture and household appliances.

Once again, we raised the question of permanent adult education positions with the CSB; it should be known in the fall of 2018.

3.4 CSB Support Staff

Christine Coonishish introduced the item.

- The President has requested the help of the School Board to determine how interested members who are laid off in the summer are to participate in a Caisse d'économie Desjardins program, which would consist of deducting a certain amount of money per paycheque during the school year and recovering it during their layoff period (intervention made in person with the CSB HR Director). The HR Director replied that she would contact payroll and finance departments to see what can be done.

3.5 Childcare Centers

Larry Imbeault introduced the item.

Waswanipi

- Following the employer's opposition, the TAT decided that a mail-in vote would be held from June 4 to 29, 2018. Any "propaganda" is prohibited during this period.

Nemaska et Oujé-Bougoumou

- The collective agreements expire on April 1, 2019. Members will need to be consulted this fall.

3.6 Band Council Schools

Larry Imbeault introduced the item.

Opitciwan

- The position of assistant-director has been abolished;
- The school principal resigned in May;
- A first 60-day conciliation period ended without any negotiation meetings being held (several meetings cancelled by management);
- Request for an extension of the conciliation period until October 31, 2018 (the employer wishes to extend until December 31, 2018);
- Meeting with the negotiating team on May 17, 2018;
- Meeting with the conciliator on May 18, 2018;
- A local member has been designated as responsible for the action-mobilization. Awareness-raising activities with the community will be carried out at the beginning of the school year.

Wemotaci

- The case of the dismissed union delegate is still ongoing, several days of hearings were held;
- The workplace climate remains difficult;
- Again, negotiations are progressing slowly, meetings have been postponed, but generally they are progressing more quickly than in Opitciwan;
- Both the band council Chief and the President are willing to meet.

Matimekush-Lake-John

- A second request from a teacher for a union revocation was sent to the CIRB;
- On April 10, 2018, a vote was held on site on the members' wish to have the union represent them for negotiations. The President was present as union scrutineer. The votes were kept under seal pending the CIRB's decision on the application for union revocation;
- On May 3, 2018, the CIRB granted the application for union revocation, forcing the votes to be counted;
- The vote count took place on May 4, 2018: 2 votes in favour and 12 votes against;
- On May 9, 2018, the CIRB issued an order requiring to revoke the accreditation order dated October 17, 2016, and revoked it by the said order;

- A *post-mortem* analysis will be done with the people involved (dismissals, negotiations, etc.).

4. 2015 Negotiations

4.1 Update

François Beauchemin introduced the item.

He confirmed that the E4 and S9 (KSB) collective agreements were signed on June 1, 2018 by representatives of both parties at the negotiating tables. However, they will not be in effect until the Minister has signed them.

June 25: Larry Imbeault's update: The Minister signed the agreements on June 20. They have therefore been in force since that date.

4.2 Assessment

Larry Imbeault introduced the item.

We are waiting for the FPSS to assess the negotiation of the S9 agreement. On the E4 (and E3) sides, still no news from the FSE.

5. 2020 Negotiations

5.1 Intersectoral and sectoral

François Beauchemin introduced the item.

The next GNC (November 2018) will be the opportunity to put in place the strategic framework for the next round. Sectoral applications should be filed in early October 2018, to force the employer to table its offers and requests before the holiday break.

Larry Imbeault mentioned that the operating rules agreed with the FPSS and the FSE should be reviewed.

5.2 Mobilization

Tarek Khazen introduced the item.

Tarek Khazen proposed to explain to the delegates, during the sector council in Val d'Or, what mobilization is and to give an overview of union struggles and major gains obtained.

6. Adoption of Previous Minutes

The item was deferred to the next in-person meeting.

7. Follow-up

Larry Imbeault introduced the item.

- A memo explaining the new salary structure has been prepared and will be sent to members at the beginning of the 2018-2019 school year.
- Regarding the release of Daniel Charest, we are still waiting for information to notify the CSQ concerning the payment of his salary by the Centrale on behalf of the AENQ.
- SharePoint is gradually implemented by migrating the files contained on the CSQ server (the "i").
- The laptops were finally installed.
- During the FPSS executive tour, there will be a meeting with the Kativik Sector Council - Support Staff in October 2018. The FPSS will take the opportunity to film a video clip as part of "The School Needs Support".
- The other items are on the agenda.

8. EC Members Activity Report

Larry Imbeault and Tarek Khazen introduced the item.

March 14, 2018 FPSS-FCN

- Presentation of Bill #37 on the process of negotiation.
- Reflection on the strategic approach for the next negotiating round.
- 2018-2020 Mobilization Plan: prepare a plan linked to the public awareness campaign of school support staff, to be adopted in May.

March 15, 2018 FPSS-FC

- A look back at the *81-day Support Staff Tour* campaign.
- Presentation of the Finance Committee's recommendations on the Federation's financial policy, including major salary increase proposals to EC members. Decision will be taken at the May 2018 CF meeting.
- Functioning of the Legal Services Committee.
- Integration into the salary structure.

March 19-20, 2018 Professional Development Summit

- First summit of its kind in Quebec.
- Participants discuss on recommendations for education decision makers and stakeholders (ministry, school principals, teaching staff members). Themes:

importance of professional development, ties between initial and continuing education, connections between research and practice, PD and systemic constraints, PD main levers, professional perseverance, PD recognition.

Vote on the representativeness of the AENQ in relation to the request for union revocation in Matimekush on April 10, 2018

- The President acted as scrutineer representing the Association.

April 18 and 19, 2018 GNC in Beaupré

- Conference on the machinery of government: how the government influences negotiations according to different conditions.
- Our decision-making practices - negotiation: no change in the current structure but a re-appropriation of the roles and responsibilities of the various levels of the process (INC, GNC, Coordination group), a change in the way the Intersectoral Negotiating Committee (INC) operates, more time for reflection and consultation, ensure a context of information and association to the issues submitted in the INC of federation decision-making bodies, a more effective relationship with the Coordination Group.
- Our decision-making practices - action-mobilization and communication: consolidate and legitimate the role of the strategic group, improve the work of coordination of the action mobilization, make sure that meetings of those responsible for action mobilization (RAM) continue, arrange preliminary discussions with members.
- Bill #37: presentation of the impacts of Bill #37 in the negotiation process: legislative provisions and elements for further reflection according to a defined work plan.
- Alliances: pursue the objectives stemming from the assessment of the last round of negotiations.
- 2020 Planning of negotiations: November 1, 2019 would be the date for filing union demands. Then the employer has 60 days to respond (and file its demands).

Meeting with the DG and the ADG of the CSB on April 26, 2018

- The two Cree representatives of the Aboriginal Committee and the AENQ's President met with the DG and the ADG of the CSB to present the survey results on the teaching of the Cree language and culture (see item). The CSB's DG thanked them for the document and added that it could be useful to them.

CCNN on May 1, 2018

- The President and the sectoral negotiations spokesperson participated in this meeting (see item).

May 10 and 11, 2018 GC

- The President and the Vice-President attended;

- Group insurance - Overview of the situation for the 2019 renewal: The CSQ expects an overall 5.7% increase in premium volume (excluding contribution holidays);
- Presentation of budget revisions: anticipated surplus of \$256,775 as at August 31, 2018;
- Adoption of the recommendations on the amendments of the CSQ statutes at the congress;
- Adoption of the GC's recommendations summary report at the Centrale congress;
- Union emergence: presentation of the survey's results and the progress report.

May 17-18, 2018 meeting in connection with the Opitciwan negotiations

- On the afternoon of May 17, a meeting was held at the negotiating table with local representatives, as well as the President, an Association union advisor and the spokesperson;
- The morning of May 18 was devoted to a meeting with the conciliator who explained what conciliation consists of.

May 22 to 24, 2018 FPSS-FC

- The President and the Vice-President participated;
- Training on School Councils (SC). There is no school council in existence at the Cree and Kativik school boards. There is one in Opitciwan but it plays a consultative role only;
- Revision of the financial policy: substantial salary increases for the Executive Council members of the FPSS (CSQ), increase in various allowances in link with a second housing unit for elected officials;
- Implementation of Bill #105, which amends the Education Act and decentralizes school boards' budgets;
- Adoption of the 2018-2019 action-mobilization Plan: Montreal and either Val d'Or or Kuujuaq have been added to the regions where dinner-conferences will be held. Considering the provincial election context, the plan begins with a warm-up period at the beginning of the school year, during which candidates and political parties will be challenged to invest in education and support staff working conditions. It also includes an appreciation of support staff work with a spokesperson, vox pops, "commando" actions, as well as the continuation of the EC's tour in the regions;
- Account of the Education International Conference: a first conference specifically on Education Support Personnel which concerns both school support and professional staff employees. Status of education in various countries. Future FC reflection on the opportunity to mark National School Support Day on World Education Support Personnel Day on May 16 rather than at the end of September.
- Presentation of candidates for the various positions in the Centrale's EC. They were questioned on their awareness of our concerns as a "special status" affiliate.

- Some people want to create a professional order of specialized educators. The FPSS-FC delegates are against such order. In any case, their approach shows a lack of seriousness...

9. AENQ-SEESOCQ Negotiations

Larry Imbeault introduced the item.

According to him, negotiations are going well and an agreement-in-principle should be reached by June 30, 2018.

10. Internal Management

10.1 2018-2019 Union Leaves

Larry Imbeault introduced the item.

The main focus was on the releases of CSB and KSB sector directors – support staff. Larry Imbeault expressed his concern about the number of support staff delegates. The KSB support staff director noted that the small number of delegates is mainly due to a lack of interest. The EC members discussed this point at length in order to find alternatives to improve this worrying situation.

Motion 2

It was moved by Larry Imbeault and seconded by Tarek Khazen.

THAT Vincent Renaud be release for 15 hours/week, or its equivalent, and Christine Coonishish for 20%, for the 2018-2019 school year.

UNANIMOUSLY ADOPTED

10.2 2016-2019 Action Plan

This item was deferred to the next in-person meeting.

10.3 AENQ Consolidation

Larry Imbeault introduced the item.

10.4 Membership

Larry Imbeault introduced the item.

Motion 3

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

THAT By virtue of paragraph k) of clause 18.02 of the Association bylaws, the EC admit as regular members, persons registered on the lists dated from September 12, 2017 to February 26, 2018.

UNANIMOUSLY ADOPTED

10.5 Human Resources

Larry Imbeault introduced the item.

A posting for the position of Management Secretary, to replace Linda Lépine who is retiring, has been prepared and ends June 1st. Approximately 20 applications have been received and the selection process will begin on June 4, 2018 for the position of Management Secretary.

10.6 AENQ Structure

Larry Imbeault introduced the item.

The EC members discussed the future of the Association.

10.7 AENQ Congress

Larry Imbeault introduced the item.

The EC members discussed the AENQ's pre-congress timelines.

10.8 Activity Report and Self-Evaluation Tool

Larry Imbeault introduced the item.

The President mentioned that he does not regularly receive activity reports from EC members who have part-time leaves. In addition, despite what had been agreed upon with respect to the self-assessment tool, he said he did not feel comfortable reading them since they are self-assessment tools; everyone should complete them honestly and evaluate their performance in relation to their own mandates and those of the Executive Committee.

10.9 Participation Policy

Larry Imbeault introduced the item.

Motion 4

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The *Policy on Participation and Reimbursement for Union Activities and Affairs* be amended as follows and that these amendments take effect on September 1, 2018:

- The following reimbursement rates are adjusted:
 - Personal vehicle: from 55¢ / km to 60¢ / km;
 - Personal vehicle on unpaved roads: from 65¢ / km to 70¢ / km;
 - Breakfast: from \$15 to \$17.50;
 - Supper: from \$20 to \$25.

UNANIMOUSLY ADOPTED

11. Finances

11.1 Financial Statements

Djibril Niang introduced the item.

The financial statements as at April 30, 2018, are presented.

Motion 5

It was moved by Djibril Niang and seconded by Alain Lajoie

THAT The Executive Committee receive the financial statements as at April 30, 2018.

UNANIMOUSLY ADOPTED

11.2 2017-2018 Budget

Motion 6

It was moved by Djibril Niang and seconded by Larry Imbeault.

THAT The amendments to the 2017-2018 budget be adopted.

UNANIMOUSLY ADOPTED

12. Varia

12.1 “Mom goes to School”

Tarek Khazen introduced the item.

“Mom goes to School” aims to promote education. It is particularly targeted at mothers in single-parent families who do not have a first degree:

- By providing them and interveners concerned, tools and activities on ways to facilitate access to training and school perseverance.
- By offering scholarships to single mothers applying for a first degree.

12.2 “My Greatest Story”

Tarek Khazen introduced the item.

The AENQ has asked the FSE to allow our adult education students to participate in this competition by writing texts in English. He is still waiting for the FSE’s answer.

12.3 “My Teacher My Pride!”

Tarek Khazen introduced the item.

Video clips of 4 KSB teachers were received and viewed by the EC members who very much enjoyed them. Subtitling of the capsules is in progress and a follow-up will be done. Discussions with the CSB should be initiated for a possible filming in one of their schools.

12.4 Union Emergence

Tarek Khazen introduced the item.

- Djibril Niang organized a union activity in Waswanipi.
- Tara Cadorette went to Lac-Delage to participate to the CSQ’s Emergence camp.
- Pictures were taken and sent to the CSQ.

12.5 Portrait of the Sectors in Education

Tarek Khazen introduced the item.

Portraits of the youth, VT and GAE sectors of the Cree and Kativik school boards and upcoming questionnaires for 2018-2019 were discussed. Indeed, work has begun with the FSE, and there will be a follow-up.

12.6 AENQ Pamphlet

Tarek Khazen introduced the item.

We thank the FPSS (Martin Cayouette) very much for their contribution in the production of a possible brochure for KSB support Staff. A follow-up will be done to ensure that the pamphlet is ready for the beginning of the next school year 2018-2019.

12.7 Video-Clips

Tarek Khazen introduced the item.

They are currently being realized. A follow-up will be done with the persons concerned.

12.8 Regional Coordination

Tarek Khazen introduced the item.

12.9 Waswanipi

Djibril Niang introduced the item.

He spoke in detail about recent events in Waswanipi, including the fire that took place at a teacher's housing unit.

13. CSQ Congress

Larry Imbeault introduced the item.

Motion 7

It was moved by Larry Imbeault and seconded by Djibril Niang.

THAT The EC mandate its members and Tara Cadorette to be part of the Association's official delegation at the next CSQ congress.

UNANIMOUSLY ADOPTED

14. Next Meeting

The Executive Committee's reunion will resume in Quebec City on June 25 at 2 PM. The scheduling of the next in-person meeting in 2018-2019 will be determined at a future time.

15. Meeting Adjournment

Motion 8

It was moved by Tarek Khazen and seconded by Djibril Niang

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

évaluation / Activity Report & Self-Evaluation Tool 10.9 Politique de participation / Participation Policy	I-E	
11. Finances 11.1 États financiers / Financial Statements 11.2 Budget 2017-2018	I-E-D	Djibril Niang
12. Varia 12.1 « Maman va à l'école » / "Mom goes to School" 12.2 « Ma plus belle histoire » / "My Greatest Story" 12.3 « Prof ma fierté! » / "My Teacher My Pride!" 12.4 Relève syndicale / Emerging Union Leaders 12.5 Portrait des secteurs en éducation / Portrait of the Sectors in Education 12.6 Dépliant AENQ Pamphlet 12.7 Capsules vidéo / Video Clips 12.8 Coordination régionale/ Regional Coordination 12.9 Waswanipi	I-E-D	Tarek Khazen Tarek Khazen Tarek Khazen Tarek Khazen Tarek Khazen Tarek Khazen Tarek Khazen Tarek Khazen Djibril Niang
13. Congrès CSQ Congress (Dont la nomination des membres du CE et de Tara Cadorette comme membres de la délégation officielle)	I-E-D	Larry Imbeault
14. Prochaine réunion / Next Meeting	D	
15. Levée de l'assemblée Meeting Adjournment	D	

