



THAT The Executive Committee offers the replacement position of Office Agent – Principal Class, to Mr. Helal Mehdi. Should he refuses, the position should be offered to Mr. Michel Laberge. Consequently, the President is mandated to sign an employment contract, as replacement employee, as foreseen in appendix 2 of the 2018-2018 AENQ-SEESOCQ collective agreement.

**UNANIMOUSLY ADOPTED**

### **3. Meeting Adjournment**

#### **Motion 2**

Alain Lajoie proposed, Larry Imbeault seconded

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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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**

**1819CEPV-02-E**

**Meeting of September 15, 16 and 17, 2018**

**Present:**

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

**Guests:**

|                     |                                      |
|---------------------|--------------------------------------|
| François Beauchemin | Union Advisor (for items 9 and 10.1) |
| Eve-Lyne Fecteau    | Union Advisor (for item 11)          |
| Emma Dallas         | Union Advisor (for item 11)          |
| Zéni Andrade        | Union Advisor (for item 11)          |

**Absent:**

|                      |   |
|----------------------|---|
| Christine Coonishish | Sector Director – CSB Support Staff (legitimate absence on September 16 in the morning) |
|----------------------|---|

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

Djibril Niang introduced the item.

**Motion 1**

It was moved by Djibril Niang and seconded by Daniel Charest

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-11 to 1718CEPV-16, 1718CEPV-18 and 1819CEPV-01 be adopted as corrected.

**UNANIMOUSLY ADOPTED**

## **3. Follow-up**

Larry Imbeault introduced the item.

- Still waiting for an answer from the School Boards to consult members who are laid off in the summer on their willingness to contribute to the Caisse d'économie Desjardins in order to ensure them a better income during their layoff period.
- Still awaiting meeting dates with KSB's Director General and Director of Human Resources as well as with the School Board's presidency.
- Signing of the new AENQ-SEESOCQ collective agreement on June 21, 2018, expiry date on August 31, 2022.
- KSB Support Staff Retention Committee: first meeting scheduled for September 19, 2018 at 1:00 PM.
- The replacement office agent, principal class, will begin work on September 19, 2018 (The selected candidate declined the job offer, it is the runner-up candidate who will fill the job position).
- LRC exchange on September 13, 2018 on the subject of SharePoint tree structure, followed by a discussion between François Beauchemin, Tarek Khazen and Larry Imbeault. François Beauchemin will submit a working document.
- The other items are on the agenda.

## **4. EC Members Activity Report**

Larry Imbeault introduced the item.

### **CSQ Congress from June 26 to 29, 2018**

- Theme of the Congress: Our Power: Action!
- Tabling of the 2015-2018 activity report: acting and responding. Fight against austerity measures, difficult negotiations (e.g. "Education lost its true North" in

reference to negotiations with KSB), pay equity and relativity, support to health personnel, public consultations on educational success in which the AENQ participated by submitting a brief in November 2016, fight for childcare centers' public network, continuation on the theme of union renewal and its emergence (participation of an AENQ member), etc.

- Adoption of amendments to the Centrale's by-laws to take into consideration new communication technologies, clarification on the composition of the RUC (category-based union groups) and addition of a provision on the disaffiliation referendum to allow the Centrale or the federation concerned to meet with the union wishing to disaffiliate.
- Adoption of the Centrale's orientations for the 2018-2021 triennium.
- Election of the Centrale's Executive Council members:
  - President: Sonia Ethier, Bas-Richelieu Teachers' Union (FSE)
  - 1<sup>st</sup> Vice-President: Line Camerlin, Champlain Teachers' Union (FSE)
  - 2<sup>nd</sup> Vice-President: Anne Dionne, Mechanical Engineering Technician at École Polytechnique de Montréal (FPSES)
  - 3<sup>rd</sup> Vice-President: Mario Beauchemin, History Professor at Sainte-Foy CEGEP (FEC)
  - Secretary-Treasurer: Luc Beauregard, Val-Maska Teachers' Union (FSE)

### **Meetings with Political Parties – June to September 2018**

- The persons responsible of the Aboriginal dossier at the political parties have been or will be met to discuss issues affecting Aboriginal people: housing, mental health (and suicide), educational success and employment, socio-economic development, youth and LIPACIN.
- On June 8, meeting with Mathieu Lemay of the CAQ and MP for Masson county. On June 27, phone conference with Martin Ouellet of the PQ and MP for René-Lévesque. On August 1<sup>st</sup>, meeting with Manon Massé of Québec Solidaire and MP for Sainte-Marie – Saint-Jacques. The meeting with Minister Geoffrey Kelly of the Quebec Liberal Party took place on September 13.

## **5. Internal Management**

### **5.1 2018-2019 Delegation to the Federations' Decision-Making Bodies**

Larry Imbeault introduced the item.

#### **Motion 3**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT In accordance with clause 18.02 v) of the Association's by-laws, the Executive Committee mandate for the 2018-2019 school year the following persons to represent the Association:

- the President and the Vice-President to the FPSS decision-making bodies (substitute: Vincent Renaud);
- the President and the Vice-President (substitute: Daniel Charest) to the FSE decision-making bodies;
- the President to the FIPEQ decision-making bodies;
- substitute to the GC: Daniel Charest.

**UNANIMOUSLY ADOPTED**

## **5.2 Mandates of Sector Director for Childcare Centers and Band Council Schools**

Larry Imbeault introduced the item.

### **Motion 4**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT In accordance with clause 18.10 D) of the Association's by-laws, the mandates of Sector Director for childcare centers and band council schools be vested in the President for the 2018-2019 school year.

**UNANIMOUSLY ADOPTED**

## **5.3 Communications Procedure**

Larry Imbeault introduced the item.

Discussions concerning a communications procedure for members: A draft was presented and commented on. The procedure will eventually be adopted.

## **5.4 Internal Affair**

Larry Imbeault introduced the item.

The EC members discussed various situations.

## **5.5 AENQ Congress**

Larry Imbeault introduced the item.

He presented to the EC members the proposed amendments to the 2016 AENQ by-laws in preparation for the next congress. The EC discussed these proposals at length. The members of the EC are invited one more time to submit their amendment proposals.

## **5.6 AENQ Policy on Participation**



Larry Imbeault introduced the item.

### **Motion 5**

It was moved by Larry Imbeault and seconded by Christine Coonishish

THAT The following amendments be made to the French version of the Policy for the Defence of Rights of Employees represented by AENQ:

Replace the word “*salarié*” with “*personne salariée*” throughout the text and ensure consistency;

In Section 1 (General Principles), take account of the Canada Labour Code; update the Association’s goals as voted at the March 2016 Congress; delete the words “*by its certified units*”;

In Section 3 - B (Types of Involvement – Civil Suits), replace the concepts of “*des conventions collectives*” and “*des commissions scolaires Crie et Kativik*” by “*certaines conventions collectives*” and “*l’employeur*”, and ensure consistency;

In Section 3 - C (Types of Involvement – Criminal Suits), replace the words “*conseiller juridique*” by “*personnel conseil*”;

In Section 6 (Terms and Conditions of Support), refer to “*la présente politique*” rather than “*cette politique*”, add to financial support “*100% des frais de subsistance et de déplacement*”, and refer to “*aux modalités prévues à la politique en vigueur à l’AENQ*”.

Add the date of entry into force of the amended policy, i.e. the day on which these amendments are adopted.

**UNANIMOUSLY ADOPTED**

### **Motion 6**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The following amendments be made to the Policy on Participation and Reimbursement for Union Activities and Affairs:

Current text:

9.2 Lodging expenses are admissible when the activity takes place more than 80 km from the point of departure or meets one of the following criteria:

- a) the activity starts in the morning;
- b) the person must travel by air to participate in the activity;
- c) the activity requires a return home after 10:00 PM.

Adopted text:

9.2 Lodging expenses are admissible when the activity takes place more than 80 km from the point of departure or meets one of the following criteria:

- a) the activity requires a departure from the residence before 7:30 AM, being understood that the beginning of the activity includes the registration period;
- b) the activity requires a return home after 7:00 PM;
- c) the airline flight schedule requires it.

Repeal of Article 16:

**~~ARTICLE 16 Amendments to the policy~~**

~~16.1—All proposed amendments or repeals shall be sent to the Executive Committee members at least 24 hours before their presentation.~~

**UNANIMOUSLY ADOPTED**

**5.7 2016-2019 Action Plan**

The item was deferred to the next meeting.

**5.8 Union Leave**

Larry Imbeault introduced the item.

Vincent Renaud informed the EC that he has found a new job. Consequently, Larry Imbeault will contact Judith Michel (Management Counsellor at KSB Human Resources) about his union leave.

**6. Finances**

**6.1 2017-2018 Financial Statements**

Djibril Niang introduced the item.

The financial statements as at July 31, 2018, are presented.

**Motion 7**

It was moved by Djibril Niang and seconded by Daniel Charest

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

**UNANIMOUSLY ADOPTED**

## **6.2 2018-2019 Budget**

### **Motion 8**

It was moved by Djibril Niang and seconded by Tarek Khazen

THAT The adoption of the 2018-2019 budget be postponed to a future meeting.

**UNANIMOUSLY ADOPTED**

## **7. Varia**

### **7.1 “My Teacher My Pride!”**

Tarek Khazen introduced the item.

The four video clips shot on October 6, 2017, in Kuujjuaq are now available on the Association’s website and on the AENQ Facebook page as well. Sector Directors are encouraged to inform their respective members for a widespread distribution.

### **7.2 Questionnaires on General Adult Education and Vocational Training Teaching Conditions**

Tarek Khazen introduced the item.

The AENQ has begun to distribute the questionnaires to teachers in both sectors (General Adult Education and Vocational Training). The deadline to return them is November 1<sup>st</sup>, 2018. The envelopes containing the answers will in turn be sent to the FSE for analysis and preparation of the final report.

### **7.3 Parity Committees on Students with Special Needs**

Tarek Khazen introduced the item.

The Vice-President continues to follow up on this point and ensure that the committees are set up as soon as possible.

### **7.4 Video Clips**

Larry Imbeault introduced the item.

Vincent Renaud mentioned that he will follow up. He adds that he has difficulty finding a certified worker for a video clip in the FPSS “School Needs Support” series. In the same vein, Tarek Khazen mentioned that he will be working on a video capsule for the next AENQ congress.

## **7.5 BGE**

Daniel Charest introduced the item.

Daniel Charest will attend the BGE National Session in Shawinigan on next October 18 and 19. The BGE-AENQ committee has been relaunched and will be composed of Sector Directors - Teachers and Support Staff - of both School Boards. Two teachers from each school board will join the committee (Cree and Kativik) as well as a professional. Delegates will be informed of the 2018-2019 objectives at the next sector council and will be invited to join the movement.

## **7.6 Evaluation Committee**

Daniel Charest introduced the item.

He presented to the EC members a proposal in relation to the possible setting up of the evaluation committee. A follow-up will be done before the next meeting to formally create this committee.

## **7.7 National Support Staff Day**

Larry Imbeault introduced the item.

### **Motion 9**

Whereas the National School Support Staff Day is held annually at the end of September;

Whereas the time needed to prepare activities on the Association’s territory at the beginning of the school year;

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The Association does not mark *National School Support Staff Day* at the end of September but adheres to *World Education Support Personnel Day*, which takes place annually on May 16 as announced by *Education International* last May 16.

**UNANIMOUSLY ADOPTED**

## **8. AENQ Structure**

Larry Imbeault introduced the item.

The members of the EC discussed at length the future of the Association. Larry Imbeault presented a very first draft of the document on the AENQ structure. Once the document is completed, it will be resubmitted to the EC.

## **9. Amendments to E3 and S8 Collective Agreements**

François Beauchemin introduced the item.

These agreements will be amended in order to take account of the new Chief Arbitrator and the new list of arbitrators.

### **Motion 10**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The President and the Negotiations Spokesperson be mandated to sign the agreements regarding the Chief Arbitrator and the list of arbitrators of collective agreements E3 and S8.

**UNANIMOUSLY ADOPTED**

## **10.2020 Negotiations**

### **10.1 Intersectoral and Sectoral**

François Beauchemin introduced the item.

He mentioned the meetings he had with the coordination group and the numerous issues that were raised. These include, among others:

- Reduction in the number of topics;
- Coordination of union demands;
- Deadline for submitting demands;
- Release protocols;
- Mediation;
- Division of topics.

### **10.2 Mobilization**

Tarek Khazen introduced the item.

## **11. 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.

## **12. Sector Life**

### **12.1 KSB Support Staff**

Vincent Renaud introduced the item.

- The issue of internal and local postings not being announced on the KSB website: it will be discussed at the next LRC.
- A new IT technician position has been created and posted. It is not a Principal Class position, however.
- The position of IT Department Coordinator is now vacant.
- Elections were held in some communities. For the communities where an election could not take place, a temporary union delegate will be named under Article 17.03 of the AENQ bylaws.
- KSB is consulting with its support staff regarding flexible work hours.
- A meeting of the travel committee will be organized soon.
- There will be a sector council and delegates' training in Kuujuaq on October 13 and 14, 2018.
- A retention premium for certified maintenance workers has been granted.
- A representation will be made to the LRC regarding the summer schedule and temporary employees.
- A meeting of the retention committee is scheduled for October 26, 2018.
- There have been incidents in which some employees received complaints and even a disciplinary notice when the supervisor's instructions had not been clearly explained.

### **Motion 11**

It was moved by Vincent Renaud and seconded by Tarek Khazen

THAT Under Article 7.03 of the Association's bylaws the following persons be temporarily appointed as union delegates:

- Inukjuak: Aftab Ahmed Khan
- Ivujivik: Elisapi Lamoureux
- Kuujjuaraapik: Nathan Shields

- Kuujjuaq – Jaanimmarik: Steven Roffey
- Quaqtaq: Stanley Aloupa
- Umiujaq: Putulik Nuktie
- Kangiqsujuaq: Papigatuk Qisiq

## **12.2 KSB Teachers**

Daniel Charest introduced the item.

### **UPCOMING MEETINGS**

- Board Committee: to be determined;
- Joint Advisory Committee: to be determined;
- Sector council and delegates' training in Kuujjuaq: October 12, 13, 14, 2018;
- National BGE Session: October 18-19, 2018.

### **ELECTIONS**

- Vocational Training: Sylvain Paradis as Regional Representative;
- General Adult Education: Zénaida Elena Vrabie as Regional Representative;
- Delegates: Aupaluk (2), Inukjuak (2), Kangiqsualujuaq (2), Kangiqsujuaq (1), Kuujjuaq (2), Kuujjuaraapik (1), Puvirnituk (1) + (2), Quaqtaq (2), Salluit (2) + (1), Umiujaq (2);
- To be confirmed: Akulivik (1), Kangirsuk (1), Ivujivik (1), Tasiujaq (2).

### **COMMUNICATION TO DELEGATES**

- Conference call with delegates: to be determined

### **FILES**

- Back-to-school delays in Quaqtaq and in Kangiqsujuaq due to school renovations;
- Travel complaint;
- Incident in Inukjuak;
- Teachers' workload;
- Reimbursement of Manon Fournier;
- Conflict between teachers in Salluit;
- Surplus of students per class in Ivujivik (Article 8.8.03).

## **12.3 CSB Teachers**

Alain Lajoie introduced the item.

- All delegates were elected and their training will take place in Val-d'Or on September 22 and 23, 2018.
- Lack of teachers in some schools and many new administrators.
- School Board Committee: September 6, 2018:

- Presentation of “My Teacher My Pride”: Cree School Board shows interest, but a letter will have to be written to the CSC Executive Committee in order to obtain a seal of approval for the production of video clips in its schools.
- No access key for classes in one of the schools, which makes the possibility of a lockdown impossible.
- Presentation of the changes in the MEES’ annual directives as CSB representatives did not know them.
- Call on the CSB to temper the enthusiasm of its directors who request group meetings on very short notices.
- Return on the subject of permanent positions at General Adult Education and possibly at Vocational Training.
- Communication with Nyan Matoush in the near future with an attempt to settle this matter definitively.
- Presentation of the professional development funds’ financial statements and of all allocated amounts spent last year.

#### **12.4 CSB Support Staff**

Christine Coonishish introduced the item.

- Elections of delegates and Sector Council in Val d’Or.
  - Elections for delegates were held in August and September 2018.
  - 14 delegates and substitutes were elected, some of whom were re-elected.
  - 4 schools have not yet held elections for delegates.
  - Delegates’ training will take place in Val d’Or on September 22 and 23, 2018.
- Labour Relations Committee on June 19, 2018:
  - Policy on drugs, medication and alcohol: Natalie Petawabano (Director of Human Resources at CSB) presented a new version of the policy and added that, if members have any comments on the policy, they must put them forward by mid-August so that the final version can be reviewed and adopted by the CSB Executive Committee.
  - New APS form for sick leaves: The new form was submitted to the committee before being posted on the CSB website by Darlene Wapachee.
  - Professional Improvement Request for Mistissini support staff employees: Christine Coonishish asked Natalie Petawabano for a decision on the professional improvement request for Mistissini support staff employees she had submitted at the April 25, 2018 meeting. Natalie Petawabano replied that an email with some questions was sent following the meeting before approving the request. This will be followed up during the next meeting scheduled on September 25, 2018, in Mistissini.



For 2018-2019, members representing CSB in the LRC are: Natalie Petawabano, Lisa MacNeil and Brenda-Rose Wapachee. Furthermore, elections of the AENQ representatives will be held at the Val d'Or sector council.

### **12.5 Childcare Centers**

Larry Imbeault introduced the item.

#### **Waswanipi**

- Mail-in vote for the unionization of childcare center' workers took place from June 4 to 29, 2018.
- This morning, we received the decision from the TAT that the application for accreditation had been refused because we did not obtain a majority.
- A period of 90 days must elapse before we can file another application.

#### **Nemaska and Oujé-Bougoumou**

- The collective agreements expire on April 1<sup>st</sup>, 2019.
- Members will be met during the week of November 26 to 30, 2018.

### **12.6 Band Council Schools**

Larry Imbeault introduced the item.

#### **Opitciwan**

- Dany Prebinski was elected as union delegate. There is no substitute.
- The conciliation period has been extended to October 31, 2018.
- Report on negotiations and mobilization; for strategic reasons, details cannot be recorded in the minutes.

#### **Wemotaci**

- Negotiations are progressing: meetings have been postponed, but generally they are progressing faster than in Opitciwan.
- Both the band council Chief and the President are willing to meet.

## **13. Next Meeting**

### **Motion 12**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The next in-person meeting be held in Montreal on November 21, 22 and 23, 2018.

**UNANIMOUSLY ADOPTED**

## **14. Meeting Adjournment**

### **Motion 13**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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Djibril Niang  
Secretary-Treasurer

## Appendix 1

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

#### Ordre du jour / Agenda

Réunion du 15 au 17 septembre 2018 / Meeting of September 15 to 17, 2018

| <b>Sujet / Subject</b>   | <b>I-E-D</b>   | <b>Qui / Who</b>                 |
|--|----------------|----------------------------------|
| 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 d'activités des membres du CE / EC Members Activity Report  | I-E            | Larry Imbeault<br>Daniel Charest |
| 5. Gestion interne / Internal Management   |                |                                  |
| 5.1 Délégation 2018-2019 aux instances fédératives / 2018-2019 Delegation to the Federations' Decision-Making Bodies   | I-E-D          | Larry Imbeault                   |
| 5.2 Mandats de direction de secteur CPE et écoles de conseil de bande / Mandates of Sector Director for Childcare Centers and Band Council Schools   | I-E-D          | Larry Imbeault                   |
| 5.3 Procédure de communication / Communications Procedure  | I-E-D          | Larry Imbeault                   |
| 5.4 Régie interne / Internal Affair  | I-E-D          | Larry Imbeault                   |
| 5.5 Congrès AENQ Congress  | I-E-D          | Larry Imbeault                   |
| 5.6 Politique de participation / Policy on Participation   | I-E-D          | Larry Imbeault                   |
| 5.7 Plan d'action 2016-2019 / 2016-2019 Action Plan  | I-E-D<br>I-E-D | Larry Imbeault<br>Larry Imbeault |
| 5.8 Libération syndicale / Union Leave   |                |                                  |
| 6. Finances  |                |                                  |
| 6.1 États financiers / Financial Statements  | I-E-D          | Djibril Niang                    |
| 6.2 Budget 2018-2019 Budget  |                |                                  |
| 7. Varia   |                |                                  |
| 7.1 « Prof ma fierté! » / "My Teacher My Pride!"   | I-E            | Tarek Khazen                     |
| 7.2 Questionnaires sur les conditions d'enseignement à la Formation générale aux adultes et en Formation professionnelle / Questionnaires on General Adult Education and Vocational Training Teaching Conditions | I-E            | Tarek Khazen                     |
| 7.3 Comités paritaires EHDAA / Parity Committees on Students with Special Needs  | I-E            | Tarek Khazen                     |

|      |   |       |  |
|------|---|-------|--|
| 7.4  | Capsules vidéo / Video Clips  | I-E   | Larry Imbeault   |
| 7.5  | EVB / BGE   | I-E   | Daniel Charest   |
| 7.6  | Comité d'évaluation / Evaluation Committee  | I-E-D | Daniel Charest   |
| 7.7  | Journée nationale du personnel de soutien scolaire / National Support Staff Day       | I-E-D | Larry Imbeault   |
| 8.   | Structure AENQ Structure  | I-E-D | Larry Imbeault   |
| 9.   | Amendements aux conventions E3 et S8 / Amendments to E3 and S8 collective agreements. | I-E-D | François Beauchemin  |
| 10.  | Négociations 2020 Negotiations  | I-E   | François Beauchemin<br>Larry Imbeault<br>Tarek Khazen  |
| 10.1 | Intersectorielles et sectorielles / Intersectoral and sectoral                        |       |  |
| 10.2 | Mobilisation  |       |  |
| 11.  | Relations de travail / Labour Relations   | I-E   | Personnel conseil / Union Advisors   |
| 12.  | Vie de secteur / Sector Life  | I-E-D | Vincent Renaud<br>Daniel Charest<br>Alain Lajoie<br>Christine Coonishish<br>Larry Imbeault<br>Larry Imbeault |
| 12.1 | Soutien CSK / KSB Support Staff   |       |  |
| 12.2 | Enseignants CSK / KSB Teachers  |       |  |
| 12.3 | Enseignants CSC / CSB Teachers  |       |  |
| 12.4 | Soutien CSC / CSB Support Staff   |       |  |
| 12.5 | CPE / Childcare Centers   |       |  |
| 12.6 | Écoles de conseil de bande / Band Council Schools                                     |       |  |
| 13.  | Prochaine réunion / Next Meeting  | D     |  |
| 14.  | Levée de l'assemblée / Meeting Adjournment  | D     |  |



### **3. Adjournment**

#### **Motion 2**

Tarek Khazen proposed, par Alain Lajoie seconded

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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Djibril Niang  
Secretary-treasurer

Annexe 1

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

Ordre du jour / Agenda

Réunion téléphonique du 22 octobre 2018 / Conference call of October 22, 2018

**De 13 h 30 à 13 h 45 / From 1:30 PM to 1:45 PM**

| <b>Sujet / Subject</b>   | <b>I/E/D</b> | <b>Qui / Who</b> |
|--|--------------|------------------|
| 1. Présentation de l'ordre du jour<br>Presentation of the Agenda | I            | Larry Imbeault   |
| 2. Regroupement sectoriel<br>Sectorial grouping                  | I-E-D        | Larry Imbeault   |
| 3. Levée de l'assemblée<br>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**

**1819CEPV-04-E**

**Electronic Meeting of November 5, 2018**

**Present:**

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

**1. Adoption of Minutes 1718CEPV-17**

Larry Imbeault moved, Tarek Khazen seconded

THAT Executive committee adopts the 1718CEPV-17 minutes as corrected.

**UNANIMOUSLY ADOPTED (1 abstention)**

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Larry Imbeault  
President

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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**

**1819CEPV-05-E**

**Conference Call of November 6, 2018**

**Present:**

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

**Absentees:**

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

**1. Presentation of the Agenda**

Larry Imbeault presented the closed agenda (appendix 1).

**2. Association's Personnel**

Larry Imbeault introduced the item.

**Motion 1**

Whereas the recommendation of the Selection Committee;

Whereas the agreement between the AENQ and the SEESOCQ to have the temporary vacant position of Office Agent Principal Class filed as a supernumerary position until March 31<sup>st</sup>, 2019;

Larry Imbeault moved, Tarek Khazen seconded

THAT The supernumerary position of office agent principal class be offered to Mr. Claude Dumont and that if he refuses the offer, the position be offered to Mrs. Sylvie Bacon.

**UNANIMOUSLY ADOPTED**

**3. Adjournment**

**Motion 2**

Larry Imbeault proposed, par Alain Lajoie seconded

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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Djibril Niang  
Secretary-treasurer

Annexe 1

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

Ordre du jour / Agenda

Réunion téléphonique du 6 nov. 2018 / Conference call of Nov. 6, 2018

**De 18 h 00 à 18 h 15 / From 6:00 PM to 6:15 PM**

|  | <b>I/E/D</b> | <b>Qui / Who</b> |
|--|--------------|------------------|
| 1. Présentation de l'ordre du jour<br>Presentation of the Agenda | I            | Larry Imbeault   |
| 2. Personnel de l'Association<br>Association's Personnel         | I-E-D        | Larry Imbeault   |
| 3. Levée de l'assemblée<br>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**

**1819CEPV-06-E**

**Meeting of November 19, 20 and 21, 2018**

**Present:**

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

**Absent:**

|                      |   |
|----------------------|---|
| Christine Coonishish | Sector Director – CSB Support Staff (absent without reason) |
|----------------------|---|

**Guests:**

|                     |                                     |
|---------------------|-------------------------------------|
| François Beauchemin | Union Advisor (for items 7 and 8.2) |
| Eve-Lyne Fecteau    | Union Advisor (for item 9)          |
| Emma Dallas         | Union Advisor (for item 9)          |

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

Djibril Niang introduced the item.

**Motion 1**

It was moved by Larry Imbeault and seconded by Daniel Charest

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 Djibril Niang and seconded by Tarek Khazen

THAT The minutes of meetings 1819CEPV-02, 1819CEPV-03, 1819CEPV-04 and 1819CEPV-05 be adopted as amended.

**UNANIMOUSLY ADOPTED**

## **3. Follow-up**

Larry Imbeault introduced the item.

- The replacement office agent, principal class, was dismissed on October 1st, 2018. The position was reposted on Jobboom. Several applications were received but only 3 were selected. Of the 3 candidates contacted for interviews, only one showed up, the other 2 backed away on the morning of the interview. The President asked the EC members and the employees to get the word out that the AENQ is looking for candidates. One application was received. Following the interviews and on the recommendation of the Selection Committee, the candidate Claude Dumont was selected and started work on November 13, 2018.
- SharePoint: waiting for the tree structure
- The other items are on the agenda.

## **4. EC Members Activity Report**

Larry Imbeault and Tarek Khazen introduced the item.

### **September 20 and 21, 2018, FSE-FC**

- Triennial action plan for Special Needs Students: Ask the Federation to help us in this matter in order to improve the situation in our school boards.
- Presentation and discussion of a consultation project with members on the next round of negotiations. Priorities have been identified.
- Information concerning legal procedures in the SERQ disaffiliation file.
- FSE seminar on education to be held on May 9 and 10, 2019. Presentation of 9 themes covering decisions taken in bodies. The AENQ will be sending a delegation. The President of the federation expressed her desire to take into consideration the needs of the AENQ.

- Intersectoral negotiations on alliances. Affiliates are free to consult at whatever level they wish: executive, intermediate or members.

### **September 25, 2018, FPSS-NFC**

- Decisions to delegate decision-making powers of the Federal Council to executives of affiliates concerned and those of the FPSS for sectoral negotiations with Kativik (S9), Cree (S8) and English (S12 & S13) school boards.
- Decision to release Philippe Dussault to sit at the francophone negotiating table (S3).
- Brainstorming on wage demands.
- Review and evolution of S3 negotiating rounds.

### **September 26, 2018, Meeting of KSB Support Staff Retention Committee (The President and the Sector Director on behalf of the AENQ along with the HR Director and an HR counsellor representing KSB)**

- First meeting of the committee despite the fact that the AENQ President requested one in 2017.
- The AENQ President recapped the file history and KSB's HR Director added to the information, given that he was the AENQ President-in-Office at that time.
- The President of the AENQ added that the parties would benefit from reaching an agreement before the start of negotiations in order to have mutual demands.
- The Union asked that KSB provides statistics on staff turnover.
- The HR Director indicated that the information might be difficult to obtain since the Payroll program "does not work miracles".
- The HR counsellor said that everyone should receive the attraction-retention premium.

### **October 5, 2018, Meeting between the AENQ (President and Vice-President) and the FSE (President, 2<sup>nd</sup> Vice-President, DG and Assistant DG)**

- National negotiations:
  - Assessment of 2015 negotiations: (what worked and what did not).
  - Protocol (rules of operations and conduct): tabling of a draft set of rules by the AENQ President.
  - Agreement on sharing of matters: the AENQ requested that matters falling under the FSE's responsibility, but which can be adapted by the AENQ, be authorized more quickly.
  - FSE Contact Person.
- Translation of documents: assess the relevance of translating the documents on a case-by-case basis.
- Special Needs Students Dossier: discussion on the current situation and how to get school boards to provide more resources.
- Structure of Services and Equalization: the AENQ President wanted to have the equalization fund regulations amended in a FC meeting to take into

account the new units, which are Opitciwan and Wemotaci. The FSE realized that these units do not fall under its responsibility and the CSQ is studying the situation.

**October 5, 2018, Meeting between the President of the AENQ and KSB DG, Assistant DG and HR Director**

- **School Perseverance:** The President of the AENQ informed KSB that he submitted a brief to the Minister of Education in November 2016. He stressed that AENQ's main recommendation was the creation of a discussion forum by Aboriginal people and for them. He asked what KSB was doing to improve the situation. To which the DG replied that KSB delegated representatives to several bodies and that she has pointed out to the Minister that the situation of Inuit is different from that of First Nations.
- **Adapted Calendar:** commissioners' decision which can only be reversed by them.
- **Teaching of Inuit Culture and Language:** AENQ members mentioned that they find young people speak and write less and less Inuktitut. The answer from KSB was that it wants an education comparable to that of the South. Its program will change so that classes in Inuktitut only will be at preschool level. Afterwards, teaching will be in a second language, but there will be more courses in Inuktitut until Secondary 5, so that young people have a better command of their language and are ready for post-secondary education in the South.
- **Relocation of KSB offices to Nunavik:** It is no longer a priority. Instead, the emphasis will rather be on education and the construction of houses and schools.
- **Special Needs Students and budget rules:** as shown by the union spokesperson at the negotiations, the AENQ President demonstrated that KSB is being "screwed" in its budget rules. If KSB's percentage of identified youth was the same as the average across the province, and if it had the same type of funding, rather than envelopes, it would receive several million more per year. KSB representative answered that the Board is already struggling to sign up staff and is short of houses as it is and that if KSB had the same ratio as in the South, it would lack facilities and skilled employees.
- **Regional disparities:** The President asked why KSB did not ask for budgets to build houses for locally hired workers and why it did not grant them annual outings. He said he understood that these benefits were granted according to the point-of-hire and not according to the ethnicity of the employees. He also asked why KSB did not follow the example of Tullattavik Hospital DG who requested houses for its local hires. KSB answered that it did ask the Deputy Minister for funds to build houses for local hires and explained the situation at the hospital. The HR Director mentioned that the terms and conditions surrounding the attraction-retention premium may need to be reviewed. He added that he was not sure that it had the desired effect. The President of the AENQ cautioned him that if KSB plans to abolish or reduce the premium, it

will be faced with an exodus of teachers. The DG said that she wanted to keep her employees.

- National Aboriginal Peoples Day: KSB said that next year, employees will know in advance that it is a paid holiday. According to the DG, this day has been declared a holiday by the government.
- Grievances in general: The AENQ President said that communication channels out to be improved to avoid filing of grievances. He added that old grievances which will not be heard in arbitration should be resolved. He asked if KSB would be open to have arbitration take place in Montreal rather than in the North since it is often difficult to have arbitrators travel up north. KSB declared to already be in favour of it.
- Accommodation of trainees: KSB retorted it was well aware of the problems and had discussed it, and that was it.
- Training for support staff and certification: The President of the AENQ asked what KSB intended to do. KSB answered that it was working with Vanier College on some programs, which offers customized training for several job categories, but that often, employees did not want to follow them and preferred to finish work at the beginning of June. Some programs could lead to a DEP.
- New job classifications: The President of the AENQ said that both parties should agree to create new job classifications specific to KSB.
- Negotiations: AENQ President informed KSB that union demands would probably be filed before the end of October in order to receive management requests/offers before the holiday break. KSB HR Director was not happy to hear this.

### **October 9, 2018, Conference Call with the FPSS on the departure of the Vice-President**

Announcement of the departure of the Vice-President of Communications, Secretariat and Treasury.

### **October 15 and 16, 2018, Symposium of Colleges and Institutes Canada on Aboriginal Education**

- 10th Symposium on the theme “Towards Reconciliation”.
- Symposium on Aboriginal Post-Secondary Education: There has been a lot of discussion about indigenization and decolonization of post-secondary education. Presentation of institutes which have adapted to Aboriginal realities in terms of staff awareness, course content, welcoming and supporting Aboriginal students.

### **GC of October 24, 25 and 26, 2018**

- The President asked to add the item “AENQ” to the agenda. The reason was to introduce the document explaining the Association’s approach to being recognized as a sectoral group by the GC. The President of the CSQ asked that this item be referred to the Centrale’s Executive Committee, which was



accepted by a majority vote. The document in question was nonetheless distributed to the GC delegates.

- Analyses of socio-political and economic conditions: The President intervened to ask CSQ to take into account the current state of affairs on the AENQ's territory. He gave as examples the housing shortage, social problems and the wave of suicides. (Following the GC, É. Bouchard-Boulianne mentioned to the President that he had spoken about his intervention and that he and P-A Harvey agreed to pay particular attention to these issues when É. Bouchard-Boulianne returns from his 7-month leave...)
- Summary and perspectives of the 2018-2021 action plan.
- The GC decided to go to tender for the renewal of group insurance on January 1st, 2021; this had not been done for nearly 30 years. In order to ensure that particularities of the North are taken into account (e.g. dental care), the President asked to be part of the working committee responsible for preparing consultations aimed at drafting specifications. He also asked that the reasons for going to tender be clearly explained since, for several years, the CSQ had been convincing the GC not to do so.
- Adoption of the renewal terms and conditions of the group insurance contract for 2019.
- The President was elected by acclamation to the CSQ By-laws and Regulations Committee. The mandate of this committee is to study any proposal of amendments to the statutes, any proposal of regulations, amendments and/or repeals of regulations, and to give opinion to the General Council on such proposal. The Committee can also make recommendations to the GC regarding the statutes and regulations.
- Presentation of the IRIS research report on working conditions and budget cutbacks in Quebec schools. Since cutback levels are different between the South and the North, it is difficult to draw conclusions about the North. The President asked if it was possible to have individual answers by employers.
- The GC has authorized the association of sectoral groups for university and research professional personnel as well as university teaching and teaching-research personnel in a new federative structure (within the RUC). The AENQ objected because of the average contribution rate of only 1.62% and the refusal of these affiliates to increase their contribution rate, which could force the Centrale to offset operating deficits of this group.
- The GC acknowledged the passing of Mr. Jacques Pétrin and the 10-year anniversary of the Grenier judgment, which has authorized heads of educational services to unionize.
- Digital Strategy in Education: 33 government measures totalling \$1186 million, including \$963 million in new investments. Of these sums, 90% decentralized and 10% at the national level for interventions by the ministry. Of the new investments, 70% are dedicated to the infrastructure and 30% to direct services to students. When questioned by the President, the CSQ resource person was unable to say whether some support staff were planned in DSS.

### **November 5, 2018, Meeting of the President and Vice-President of the AENQ with the DG and the 2<sup>nd</sup> Vice-President of the CSQ**

- AENQ representatives answered questions from CSQ representatives on the wish of the AENQ to be recognized as a sectoral group.
- The CSQ has requested internal advice on our interpretation of the Centrale's statutes.
- Towards the end of the meeting, the DG of the CSQ stated that the Centrale wants to settle the matter before the holiday season.

### **November 7, 2018 – Briefing on Poaching**

- Article 111.3 of the Labour Code stipulates that the period of change of allegiance is between two hundred and seventy days and two hundred and forty days before the expiry date of the collective agreement. Therefore, the next allegiance change period will be from July 4 to August 4, 2019.
- It is important to have signed membership forms for all members. Not having the signature of a witness does not invalidate the form. Forms must be signed and dated with the same pen (ink colour).

### **November 8, 2018 – FPSS-NFC**

Adoption of the sectoral consultation schedule based on predetermined themes and a list of topics from the last three rounds of negotiations. Affiliates can add other themes and topics. These decisions do not bind the AENQ since decisions for the Northern negotiations are made jointly by the FPSS and the AENQ Executive Committees as decided in the previous NFC.

## **5. Internal Management**

### **5.1 Communications Procedure**

Larry Imbeault introduced the item.

An exchange took place between EC members on the communications procedure. A draft has been submitted to this effect.

### **5.2 Participation Policy**

Daniel Charest introduced the item.

### **Motion 3**

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

THAT The AENQ reimburses the expense claim submitted by Daniel Charest as part of his union duties from October 29 to November 7, 2018.

## **UNANIMOUSLY ADOPTED**

### **5.3 2016-2019 Action Plan**

Larry Imbeault introduced the item.

The action plan has been updated. The EC members discussed various situations.

## **6. Congress**

### **6.1 Timeline**

Larry Imbeault introduced the item.

Members of the EC must submit their 2016-2019 triennial report according to planned schedule so that the documents are translated prior to the Congress.

### **6.2 Amendments to the Bylaws**

Larry Imbeault introduced the item.

Members of the EC discussed the amendment proposals prepared and presented by the President. These proposals, and others if need be, must be adopted at the next in-person meeting to allow for their translation previous to the Congress.

### **6.3 2019-2022 Priorities**

Larry Imbeault introduced the item.

The members of the EC held an initial discussion on what the priorities should be for the next triennium.

### **6.4 Provisional Agenda**

Larry Imbeault introduced the item.

The provisional agenda for the next AENQ congress was submitted to the EC members. Amendments and comments were made for possible adoption.

### **6.5 Varia**

Larry Imbeault introduced the item.

Discussions took place between EC members on various topics related to the Congress, including guests, sponsorships, promotional items, guest artists, etc.

## **7. 2015 Negotiations**

François Beauchemin introduced the item.

He mentioned the productive meeting he had with Nicolas Payette to discuss Chapter 13 of the E3 collective agreement on vocational training.

## **8. 2020 Negotiations**

### **8.1 Sectoral FSE**

Larry Imbeault introduced the item.

Considering the AENQ's assessment of the 2015 negotiations;

Considering the AENQ's desire to have continuity in the negotiations and preservation of expertise;

#### **Motion 4**

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

THAT The Association expresses to the FSE its strong determination to keep Nathaly Castonguay as FSE resource person at tables E3 and E4 for this round of negotiations.

**UNANIMOUSLY ADOPTED**

### **8.2 Sectoral FPSS**

Larry Imbeault introduced the item.

He referred to the planned AENQ-FPSS meeting on how to tackle the next round of negotiations.

### **8.3 Intersectoral**

Larry Imbeault and François Beauchemin introduced the item. No decision has been made.

## **9. Labour Relations**

Advisory staff members 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.

## **10. Sector Life**

### **10.1 KSB Support Staff**

Vincent Renaud introduced the item.

- There was a sector council and training in Kuujjuaq;
- The next LRC will be held in December;
- Certified maintenance workers received their retention premium;
- Two employees who were travelling on business were unable to return home for the weekend. One, because of weather conditions, and the other worker, because his plane had a mechanical failure;
- Meeting of the retention committee on October 26; the next meeting is scheduled for December 2, 2018;
- Work on updating membership lists.

### **10.2 KSB Teachers**

Daniel Charest introduced the item.

From September 17 to November 21, 2018

- Meeting of delegates in Kuujjuaq;
- Training on collective agreement by François Beauchemin;
- Sector council;
- Training on occupational health and safety by Zéni Andrade.

Attendance of delegates from all communities except for Akulivik, Puvirnitug (Iguarsivik) and Kuujjuaq (Pitakallak); Larry Imbeault, Tarek Khazen, Anne Dionne (CSQ 2<sup>nd</sup> Vice-President), Vincent Renaud and support staff sector.

Joint advisory committee on Special Needs Students: October 30<sup>th</sup>, 2018

- Functioning of the committee;
- Organization of complementary services;
- Review of the policy;
- Budget;
- Local committees;
- Screening-referral services.

School Board Committee: October 31 and November 1, 2018

- Development funds;
- Functioning;
- Professional development;
- Standards and procedures, VT & AdEd (survey);
- Training programs;
- Policy on drugs and alcohol;
- Inspection of houses ventilation and heating systems.

### **10.3 CSB Teachers**

Alain Lajoie introduced the item.

Once again, we questioned management on updating local codes of conduct.

After discussing the mess at the October job fair, we were pleasantly surprised to learn that the school board is planning to take charge of all tasks for the end of the school year.

We also discussed the low effectiveness of the alarm systems in employees' housings while the majority of them no longer have landline phones.

We asked that a representative from vocational training and/or general adult education teachers be consulted when the housing priority list is prepared and that local administrators ensure the housing allocation policy is followed for teachers at VT and GAE services.

In addition, we requested that Finance Department resumes sending explanatory notes when reimbursements of travel expenses are cut down; we presented photos of the problems at Badabin Eeyou School and collapsed fences in Waswanipi, and mentioned that the poor quality of these fences had already been reported in other communities.

### **10.4 CSB Support Staff**

Due to the absence of Christine Coonishish, the item was postponed to the next in-person meeting.

### **10.5 Childcare Centers**

Larry Imbeault introduced the item.

#### **Waswanipi**

- Action plan to come.

#### **Nemaska and Ouje-Bougoumou**

- The collective agreements expire on April 1st, 2019. Members will be met in January 2019 rather than in the fall of 2018.

## **10.6 Band Council Schools**

Larry Imbeault introduced the item.

### **Opitciwan**

- The conciliation period has been extended to March 31, 2019.
- Report on negotiations and mobilization: details cannot be recorded in the minutes for strategic reasons.
- The OAC (Opitciwan Atikamekw Council) does not intend to renew the contracts of its non-legally qualified teachers and says it wants to force substitutes to be legally qualified.
- Members will be met on December 10, 2018.
- Management interference in union affairs.

### **Wemotaci**

- Negotiations are progressing but several meetings have been cancelled by the employer.
- Complaint of bad faith bargaining.
- Report on negotiations and mobilization: details cannot be recorded in the minutes for strategic reasons.
- Members will be met in January 2019.

## **11. Communications Procedure**

Larry Imbeault introduced the item.

Advisory staff present and EC members discussed at length the way to set up of an effective communications procedure in order to avoid some confusion.

## **12. Communications Procedure**

Larry Imbeault introduced the item.

Following discussions with advisory staff, it was agreed not to adopt a formal procedure at this time.

## **13. Sectoral Group**

Larry Imbeault introduced the item.

The dossier is ongoing. The President and Vice-President will soon meet with members of the CSQ Executive Council.

## **14. Finances**

### **14.1 2017-2018 Financial Statements and Budget**

Djibril Niang introduced the item.

The non-final financial statements are presented. The auditors will send us their project which shall be adopted at the next in-person meeting of the EC.

### **14.2 2018-2019 Budget**

Djibril Niang introduced the item.

The item is deferred to the next in-person EC meeting.

## **15. Varia**

### **15.1 Ad Ed and VT Questionnaires**

Tarek Khazen introduced the item.

AT KSB, almost all members in these sectors completed the questionnaires, while only one response was received from CSB members. Close follow-up must be ensured to improve lines of communications between the Association, sector directors and members concerned.

The questionnaires were given to the FSE to analyze the findings and integrate them into the final report.

### **15.2 My Teacher My Pride!**

Tarek Khazen introduced the item.

Video capsules were filmed in Waskaganish in the context of recognition of the teaching profession. A follow-up with the FSE will be done so that these videos are ready for the AENQ Congress.

### **15.3 FSE Seminar**

Tarek Khazen introduced the item.



Two consultation workbooks are being prepared for the FSE seminar in May 2019. The first one focuses on professional expertise and judgment in the choice of pedagogical approaches and methods, while the second one deals with professional expertise and judgment in learning assessments.

Sector councils (E3 and E4) will soon be organized to decide whether consultation will take place at delegate level only, or at the level of teaching members also.

#### **15.4 RREGOP**

Larry Imbeault introduced the item.

#### **Motion 5**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The AENQ considers this matter closed.

**UNANIMOUSLY ADOPTED**

#### **15.5 Committee on Learning Assessments**

Tarek Khazen introduced the item.

#### **Motion 6**

It was moved by Daniel Charest and seconded by Tarek Khazen.

THAT The Association establishes the Committee on Learning Assessments with the mandate to analyze issues related to learning assessments. The said committee is composed of two members of the Executive Committee and two members of the Advisory Staff.

**UNANIMOUSLY ADOPTED**

#### **15.6 BGE**

Daniel Charest introduced the item.

- Participating communities
- National BGE Session: October 18-19 in Shawinigan
- OXFAM Reading Marathon
- Seas of the World
- \$1000-\$1500 grant application
- Rivers of the World
- “Get involved” Activity: December 4, Sainte-Agathe-des-Monts

Representations and meetings of members

- Salluit: November 5
- Akulivik: November 6 (22 teachers, 3 support staff employees) – 4 delegates
- Akulivik: November 7 (one-on-one meetings)

## **16. Next Meeting**

### **Motion 7**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The next in-person meeting be held in Montreal on January 8, 9 and 10, 2019.

**UNANIMOUSLY ADOPTED**

## **17. Meeting Adjournment**

### **Motion 8**

It was moved by Daniel Charest and seconded by Tarek Khazen.

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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Djibril Niang  
Secretary-Treasurer

## Appendix 1



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

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### ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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

#### Ordre du jour / Agenda

Réunion du 19 au 21 novembre 2018 / Meeting of November 19 to 21, 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. Adoption des procès-verbaux précédents / Adoption of Previous Minutes            | D     | Djibril Niang                         |
| 3. Suivi / Follow-up  | I     | Larry Imbeault                        |
| 4. Rapport d'activités des membres du CE / EC Members Activity Report               | I-E   | Larry Imbeault<br>Tarek Khazen        |
| 5. Gestion interne / Internal Management  |       |                                       |
| 5.1 Procédure de communication / Communications Procedure                           | I-E   | Larry Imbeault                        |
| 5.2 Politique de participation / Participation Policy                               | I-E-D | Daniel Charest                        |
| 5.3 Plan d'action 2016-2019 Action Plan   | I-E   | Larry Imbeault                        |
| 6. Congrès  |       |                                       |
| 6.1 Échéancier / Timeline   | I-E   |                                       |
| 6.2 Amendements aux Statuts / Amendments to the By-laws                             | I-E   |                                       |
| 6.3 Priorités 2019-2022 Priorities  |       |                                       |
| 6.4 ODJ provisoire / Provisional Agenda   | I-E   | Larry Imbeault                        |
| 6.5 Divers / Varia  | I-E   |                                       |
| 7. Négociations 2015 Negotiations   | I-E   | François Beauchemin                   |
| 8. Négociations 2020 Negotiations   |       |                                       |
| 8.1 Sectorielles FSE / Sectoral FSE   | I-E-D | Larry Imbeault                        |
| 8.2 Sectorielles FPSS / Sectoral FPSS   |       | François Beauchemin                   |
| 8.3 Intersectorielles / Intersectoral   |       |                                       |
| 9. Relations de travail / Labour Relations  | I-E   | Personnel conseil /<br>Union Advisors |
| 10. Vie de secteur / Sector Life  |       |                                       |
| 10.1 Soutien CSK / KSB Support Staff  |       | Vincent Renaud                        |
| 10.2 Enseignants CSK / KSB Teachers   | I-E-D | Daniel Charest                        |
| 10.3 Enseignants CSC / CSB Teachers   |       | Alain Lajoie                          |
|   |       | Djibril Niang                         |
| 10.4 Soutien CSC / CSB Support Staff  |       | Christine Coonishish                  |
| 10.5 CPE / Childcare Centers  |       | Larry Imbeault                        |
| 10.6 Écoles de conseil de bande / Band Council Schools                              |       | Larry Imbeault                        |
| 11. Procédure de communication / Communications Procedure                           | I-E   | Larry Imbeault                        |
| 12. Procédure de communication / Communications Procedure                           | E     | Larry Imbeault                        |
| 13. Regroupement sectoriel / Sectoral Group   | I-E   | Larry Imbeault                        |
| 14. Finances  |       |                                       |
| 14.1 États financiers et Budget 2017-2018 / 2017-2018 Financial Statements & Budget | I-E-D | Djibril Niang                         |
| 14.2 Budget 2018-2019 Budget  |       |                                       |

|      |  |       |                                |
|------|--|-------|--------------------------------|
| 15.  | Varia  |       |                                |
| 15.1 | Questionnaires FGA & FP / AdEd & VT Questionnaires                             | I-E   | Tarek Khazen                   |
| 15.2 | Prof, ma fierté ! / My Teacher My Pride  | I-E   | Tarek Khazen                   |
| 15.3 | Colloque FSE Seminar   | I-E-D | Tarek Khazen                   |
| 15.4 | RREGOP (FB)  | I-E   | Larry Imbeault                 |
| 15.5 | Comité sur l'évaluation des apprentissages / Committee on Learning Assessments | I-E   | Tarek Khazen<br>Daniel Charest |
| 15.6 | EVB / BGE  | I-E   | Daniel Charest                 |
| 16.  | Prochaine réunion / Next Meeting   | D     |                                |
| 17.  | Levée de l'assemblée<br>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**

**1819CEPV-07-E**

**Conference Call of December 11, 2018**

**Present:**

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

**Absent:**

|                      |   |
|----------------------|---|
| Daniel Charest       | Sector Director – KSB Teachers (motivated absence)                |
| Christine Coonishish | Sector Director – CSB Support Staff (absent without valid reason) |
| Tarek Khazen         | Vice-President (absent without valid reason)                      |

**1. Presentation of the Agenda**

Larry Imbeault presents the closed agenda (Appendix 1).

**2. Removal of a member of the EC**

Larry Imbeault introduced the item.

**Motion 1**

Whereas Ms. Coonishish has repeatedly been absent from several Executive Committee (EC) meetings, in whole or in part, for the duration of the mandate that began on July 1<sup>st</sup>, 2016, thus contravening clause 19.01 b) of the Association's bylaws;

Whereas the President has warned her several times and has questioned whether or not her motivation and her desire to continue her mandate were still present;

Whereas, at an in-person EC meeting held in Montreal from September 15 to 17, 2018, the President let her know that “there were already 2 strikes against her and that she would be *out* at the 3<sup>rd</sup> one”;

Whereas Ms. Coonishish received a \$1,600 advance on November 16, 2018, to travel to Montreal for the in-person EC meeting which took place from November 19 to 21, 2018, and whereas she has yet to reimburse this advance, thus violating clause 3.2 of the Association’s Policy on participation to union activities;

Whereas Ms. Coonishish has not repaid the Association the cost of overnight hotel stays not cancelled in time, because she was to leave Chisasibi on November 17, 2018, to attend the said in-person EC meeting but neglected to notify the President she would be absent until the morning of November 19;

Whereas she refused the President’s request to take a plane on the grounds that her arm was in a cast;

Whereas she has never engaged in EC meetings since the beginning of the 2016-2019 mandate, except for “Sector Life” items or when she was directly questioned, therefore rendering impossible the fulfilment of her mandates, prescribed in clause 18.10 D) of the Association’s bylaws;

Whereas, as provided for in paragraph 6 of clause 18.10 D) of the Association’s bylaws, Ms. Coonishish has failed to maintain contact with the President concerning her actions and decisions;

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT Pursuant to article 19 of the Association’s bylaws, Christine Coonishish be immediately removed from her position as Sector Director – CSB Support Staff.

**UNANIMOUSLY ADOPTED**

### **3. Meeting Adjournment**

#### **Motion 2**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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

Ordre du jour / Agenda

Réunion téléphonique du 11 décembre 2018 / Conference Call of December 11, 2018

De 13 h 00 à 13 h 45 / From 1:00 PM to 1:45 PM

| Durée<br>Length | Sujet / Subject   | I/E/D | Qui / Who      |
|-----------------|---|-------|----------------|
|                 | 1. Présentation de l'ordre du jour<br>Presentation of the Agenda  | I     | Larry Imbeault |
| 45              | 2. Destitution d'un membre du CE<br>Removal of a Member of the EC | I-E-D | Larry Imbeault |
|                 | 3. Levée de l'assemblée<br>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**

**1819CEPV-09-E**

**Meeting of January 8-9, 2019**

**Present:**

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

**Guests:**

|                     |  |
|---------------------|--|
| François Beauchemin | Union Advisor (for items 5.1, 5.2 and 6) |
| Eve-Lyne Fecteau    | Union Advisor (for item 6)               |
| Zéni Andrade        | Union Advisor (for item 6)               |

**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. Adoption of Previous Minutes**

Djibril Niang introduced the item.

**Motion 2**

It was moved by Djibril Niang and seconded by Alain Lajoie  
THAT The minutes of meetings 1819CEPV-06, 1819CEPV-07 and 1819CEPV-08 be adopted as amended.

**UNANIMOUSLY ADOPTED**

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

Larry Imbeault introduced the item.

- The EC decided to consult externally on the opinion given by the CSQ concerning our interpretation of the Centrale's statutes in link with the AENQ as sectoral group. We are looking for an expert in this field.
- As part of the BGE movement, we received a \$1,500 grant.
- The other items are on the agenda.

### **4. EC Members Activity Report**

Larry Imbeault and Tarek Khazen introduced the item.

#### **November 28 to 30, 2018 – GNC**

- Negotiation strategy for wages and monetary conditions.
- Negotiation strategy for retirement.
- Outcome of the consultation on alliances.
- Presentation of the timeline.

#### **December 4 to 6, 2018 –FPSS-FC**

- Transformation of school boards into service centres: At the President's request, the resource person will do some research to validate the AENQ's claim that the JBNQA must be renegotiated if the CAQ wants to convert CSB and KSB into service centres.
- Timeline leading to the FPSS congress.
- Election of Mathieu Couture (SPTA Sherbrooke) as Vice-president of Communications, the Secretariat and the Treasury.
- Adoption of the 2018-2019 budget.

#### **December 5-7, 2018 - FSE-FC held at the Delta Hotel, Quebec**

- National negotiations: Presentation of the results of the first phase of the FSE consultation in connection with the next negotiation of the National collective agreement (E1). The AENQ's results will be compiled separately and presented at a future Federal Council meeting, due to the particularities of its negotiations.
- 2017-18 Financial statements: The Federal Council authorizes the FSE to transfer the amount of \$202,513, which corresponds to the budget surplus for 2017-18 fiscal year, to the Union Action Fund.

- List of schools located in underprivileged areas: The schools of the Cree and Kativik school boards are not included in the list issued by the Ministry of Education. Key informants were asked to analyze the situation of students and schools in these territories in order to obtain a true picture of the socio-economic situation of their populations.
- Aboriginal realities: Item deferred to the next FC. The AENQ was never consulted on the content of this presentation, which is, after all, a matter of direct concern to us.

### **December 7, 2018 – Meeting with the CSQ-EC**

- The President and the Vice-President met with the CSQ-EC as well as the DG and a CSQ lawyer.
- The meeting focused on the AENQ's request to be recognized by the GC as a sectoral group. The item that we tried to put on the GC's agenda in October 2018 was a request for decision-making solely on the effects it would have on the equalization fund and the interpretation of the Centrale's statutes referred to the CSQ-EC.
- The CSQ lawyer has a different interpretation than that of the AENQ. According to her, an affiliate cannot withdraw from a federation and must join a sectoral group if this sectoral group already exists. We are still waiting for the Centrale's opinion in writing. (Following this meeting, the AENQ-EC decided to seek external advice.)
- No mention to what would happen to the equalization fund.
- Next meeting: the 2021 CSQ Congress to amend the statutes? Rather, the CSQ wishes that AENQ representatives will continue to be present at various decision-making bodies in order to instruct the authorities on their status quo.

### **December 12 to 14, 2018 – GC**

- Analysis of the socio-political situation: Report of the Quebec Ombudsman on Education in Nunavik;
- Elections to various committees;
- Financial statements as at August 31, 2018;
- Adoption of the 2018-2019 budget;
- 50th anniversary of the "Université du Québec" Network;
- Union emergence week and camp from April 8 to 12, 2019 (Kativik teacher?)
- 2018-2021 CSQ Action plan;
- How the group insurance consultation works and the call for tenders' schedule;
- Solidarity with locked-out workers at Bécancour Aluminerie;
- Towards a public and universal drug insurance plan.

### **December 13, 2018 – Breakfast with the FSE**

- The President, the Vice-President and the negotiations spokesperson met with the President and the 2<sup>nd</sup> Vice-President of the FSE to discuss the next bargaining round;

- Look back at the AENQ assessment of the 2015 negotiations;
- Discussion on the prospective FSE representative at tables E3 and E4, and other aspects of the next round of negotiations;
- FSE's return on the operating rules the AENQ President wants to change;
- Discussion on the AENQ's wish to be recognized as a sectoral group;
- Meeting of the FSE with the Deputy Minister of Education: According to the FSE, recognizing the issue of students with special needs is not the solution to problems related to educational success...

## **5. 2020 Negotiations**

### **5.1 Sectoral FSE**

François Beauchemin and Larry Imbeault introduced the item.

The EC discussed the item. Larry Imbeault also mentioned that during the last bargaining rounds, the role of the negotiating team members was not clear. Consequently, he hopes that corrections can be made for the next round.

### **5.2 Sectoral FPSS**

François Beauchemin introduced the item.

He recommends an open consultation with all members of the Association. The EC members discussed the issue of spokespersons for Northern tables. The FPSS wants different spokespersons for support staff tables vs. teaching staff tables.

### **Motion 3**

Considering the obvious advantage of having the same AENQ spokesperson at E3, E4, S8 and S9 bargaining tables;

Considering the disadvantages of having different AENQ spokespersons at E3, E4, S8 and S9 bargaining tables, if we take into account the collective agreement of AENQ employees and their workload;

Considering the FPSS-EC's wish to have different spokespersons at S8 and S9 tables vs. E3 and E4 tables;

Considering the decision of the FPSS-FC to transfer its decision-making authority with respect to Cree and Kativik negotiations jointly to the FPSS's and AENQ's ECs;

Considering that in the event of an impasse the decision must be taken by the FPSS-FC;

It was moved by Tarek Khazen and seconded by Larry Imbeault

THAT The Association mandates François Beauchemin to act as the spokesperson at tables E3, E4, S8 and S9, in keeping with the collective agreement of the AENQ employees;

THAT This decision, which is in fact a recommendation from the AENQ to the FPSS-EC according to the statutes and bylaws of the FPSS, be forwarded as soon as possible to the FPSS-EC;

THAT If the FPSS-EC refuses, the FPSS-FC be called upon to decide;

AND

THAT In the event of a decision by the FPSS-FC contrary to the will of the Association, AENQ representatives at the FPSS-FC express their dissent and that all possible recourse be taken to make the AENQ's decision prevail.

**UNANIMOUSLY ADOPTED**

### **5.3 Intersectoral**

Larry Imbeault introduced the item.

At the last GNC, it was decided to make demands for improving the pension plan, while the INC suggested not to have any. Parental rights were not discussed, nor were regional disparities.

## **6. Labour Relations**

Advisory staff members 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.

## **7. Sector Life**

### **7.1 KSB Support Staff**

Vincent Renaud introduced the item.

- The meeting of the retention committee was cancelled; we are waiting for another date to be scheduled;
- There was an LRC meeting last December 14;
- The reception desk coverage period at the Montreal head office has been changed. There are times when no one is there to welcome visitors and answer calls;
- Internal job postings: It is recommended to send postings by email;
- Filling of positions or retirement: a transition period should be planned;
- Committee on schooling: There was a discussion about a prospective meeting between the support staff sector director, and a representative from each, Adult Ed and postsecondary Education, to exchange on training and school enrolment of employees;
- The school board seems willing to reopen Appendix 19 of the collective agreement, which could result in better wages;
- We questioned the school board concerning the policy for beneficiaries working in Montreal;
- Ombudsman: It is the Associate Secretary General who serves in this role at KSB;
- Compensatory days: A draft agreement has been submitted;
- Schools now have a budget for hiring a monitor to supervise students on buses;
- Reclassification: The processing time is long and the experience is unpleasant for members who are waiting.

## **7.2 KSB Teachers**

Daniel Charest introduced the item.

### **Period of November 22, 2018, to January 8, 2019**

#### **MEETINGS**

- EC: November 19-20-21, 2018
- Sector Council, conference call: December 5, 2018
- Visit of the Sector Director, Puvirnituq: December 11-12, 2018

#### **SURVEYS – December 2018**

- Local Committees on Special Needs Students and the role of administration
- Internships
- Period of exchange between delegates at the congress
- Procedures – FSE consultation
- BGE: Representation

#### **PARTICULAR CASES**

- Travel costs reimbursement vs. departure point (S.P.S)

- Cases of violence (M.G.)

#### **BGE**

- Representation at “GET involved” Day events on December 13
- \$1,500 grant to support regional development

#### **PROFESSIONAL DEVELOPMENT FUND – December 10, 2018**

- Consultation methods and results

### **7.3 CSB Teachers**

Alain Lajoie introduced the item.

There is nothing new, except for following up on files (recent and older) and the December 11 Sector Council conference call. During this council, we discussed the preparation of amendments to the bylaws for the upcoming congress and a means of consultation for the FSE seminar. On another note, I managed to get ‘February 5’ as the scheduled date for the next school board committee. I am still waiting for Nian Matoush to return for regular positions at GAE and possibly at VT.

### **7.4 CSB Support Staff**

Larry Imbeault introduced the item.

Christine Coonishish was removed from her duties as Sector Director and one candidate has applied for the position. The EC will make a decision on this matter shortly.

### **7.5 Childcare Centers**

Larry Imbeault introduced the item.

#### **Nemaska and Ouje-Bougoumou**

- The collective agreements expire on April 1<sup>st</sup>, 2019. Members will be met for consultation on January 21 and 22, 2019.

#### **Waswanipi**

- Membership card-signing operation on January 23, 2019.

### **7.6 Band Council Schools**

Larry Imbeault introduced the item.

#### **Opitciwan**



- Members were met on December 10, 2018 at lunch time. The President suggested that the format of the reunion be reviewed as a one-hour meeting is just too short in his opinion.
- The conciliation period for negotiations has been extended to March 31, 2019. On the one hand, the OAC (Opitciwan Atikamekw Council) still intends not to renew the contracts of its non-legally qualified teachers and says it wants substitutes to be legally qualified. On the other hand, the OAC has relaxed its position and members who take the necessary steps to qualify will retain their position. If the Association had known, perhaps it would have refused to extend the conciliation.

### **Wemotaci**

- The president, the delegate and the substitute delegate attended a CIRB hearing in Trois-Rivieres on December 18 on the maintaining of work conditions. They took the opportunity to discuss the situation.
- An application for union decertification was filed with the CIRB; the Association received it on December 21, 2018. The employer had 48 hours to post the application for decertification in its workplace. It must also send the list of employees to the CIRB and the Association who in turn has 10 days to respond to the request and the list. We asked the CIRB to extend this deadline and the CIRB agreed.
- The president, along with a union advisor will meet members on January 14, 2019.

## **8. Internal Management**

### **8.1 Personnel Management**

Larry Imbeault introduced the item.

Claude Dumont will finish his probation period in a few days. His contract will end on March 31, 2019.

Eve-Lyne Fecteau is leaving the AENQ and will begin working for her new employer on March 7, 2019, after several years of loyal service.

### **8.2 Sector Directors**

Larry Imbeault introduced the item.

He would like sector directors to submit their report according to the schedule established. The directors suggested presenting oral reports rather than written ones.

### **8.3 2016-2019 Action Plan**

Larry Imbeault introduced the item.

No changes to the Action Plan updates made at the last EC meeting.

## **9. Sectoral Group**

Larry Imbeault introduced the item.

Members of the EC exchanged on the item and reiterated their support for this project to move forward.

## **10. Congress**

### **10.1 Deadline**

Larry Imbeault introduced the item.

EC members must submit their 2016-2019 triennial report according to the schedule presented in order to allow for their translation prior to the Congress.

### **10.2 Amendments to the Bylaws**

Larry Imbeault introduced the item.

Members of the EC discussed the draft amendment proposals prepared and presented by the President.

### **Motion 4**

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The presented amendment proposals be recommended by the EC.

**UNANIMOUSLY ADOPTED**

### **10.3 Provisional Agenda**

Larry Imbeault introduced the item.

Changes will be made to the Congress provisional agenda and some items will eventually be added, such as calls for tenders for the renewal of the group insurance, educational success, meetings between delegates, union struggles, etc. It must then be adopted and sent to the members of the Association.

### **10.4 Election Committee Presidency**

Larry Imbeault introduced the item.

### **Motion 5**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee appoints Linda Lépine, retired AENQ employee, as President of the Election Committee for the 2019 Congress.

**UNANIMOUSLY ADOPTED**

### **10.5 Assembly Presidency**

Larry Imbeault introduced the item.

### **Motion 6**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee mandates Michael Colombo as President of Assembly.

**UNANIMOUSLY ADOPTED**

### **10.6 Registrations**

Larry Imbeault introduced the item.

Since the bylaws provide that registrations to the Congress must be received no later than 60 days before the start of the Congress, the deadline for registrations is next January 19. A memo on registration procedures will be sent to delegates shortly.

### **10.7 Varia**

Larry Imbeault introduced the item.

Claude Dumont will prepare the list of members which will then be sent to the delegates to be updated.

## **11. Finances**

### **11.1 2017-2018 Financial Statements**

Larry Imbeault introduced the item.

The non-final financial statements are presented.

### **11.2 2018-2019 Budget**

Larry Imbeault introduced the item.

#### **Motion 7**

It was moved by Djibril Niang and seconded by Larry Imbeault

THAT The adoption of the 2018-2019 budget be postponed to a future meeting.

## **12. Varia**

### **12.1 Consultations**

Larry Imbeault introduced the item.

General consultations will be planned to improve the delegates' participation.

### **12.2 My Teacher My Pride**

Larry Imbeault introduced the item.

The EC members discussed the item.

### **12.3 FSE Seminar**

Tarek Khazen introduced the item.

A consultation is currently underway with teachers from the Cree and Kativik school boards on the following issues:

- Professional expertise and judgment in the choice of pedagogical approaches and methods;
- Professional expertise and judgment in the evaluation of learning assessments;
- Professional development in the recognition of learning;
- Professional development in continuing education (VT and AdEd);

A delegation of nine teachers will represent the AENQ and participate in this seminar, which will be held on May 9 and 10, 2019 in Laval.

### **12.4 Video Capsules**

Larry Imbeault introduced the item.

The EC discussed the item.

### **12.5 Donations**

Larry Imbeault and Alain Lajoie introduced the item.

#### **Motion 8**

It was moved by Alain Lajoie and seconded by Larry Imbeault

THAT The Association offers two donations in the amount of \$250 each: one to *L'Astérisk*, a safer space for LGBTQ+ youth in Montreal, and the other to the *Fonds d'aide des travailleurs de l'Aluminerie de Bécancour* currently locked out.

**UNANIMOUSLY ADOPTED**

### **13. Next Meeting**

#### **Motion 9**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The next in-person meeting be held in Montreal on March 16, 17 and 18, 2019.

**UNANIMOUSLY ADOPTED**

### **14. Meeting Adjournment**

#### **Motion 10**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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Djibril Niang  
Secretary-Treasurer

Appendix 1

Ordre du jour / Agenda  
Réunion les 8 et 9 janvier 2019 / Meeting of January 8 and 9, 2019

| <b>Sujet / Subject</b>   | <b>I-E-D</b>   | <b>Qui / Who</b>   |
|--|--|--|
| 1. Présentation et adoption de l'ODJ /<br>Presentation and Adoption of the Agenda  | I-E-D  | Djibril Niang  |
| 2. Adoption des procès-verbaux précédents /<br>Adoption of Previous Minutes  | D  | Djibril Niang  |
| 3. Suivi / Follow-up   | I  | Larry Imbeault   |
| 4. Rapport d'activités des membres du CE / EC<br>Members Activity Report   | I-E  | Larry Imbeault<br>Tarek Khazen   |
| 5. Négociations 2020 Negotiations<br>5.1 Sectorielles FSE / Sectoral FSE<br>5.2 Sectorielles FPSS / Sectoral FPSS<br>5.3 Intersectorielles / Intersectoral   | I-E-D  | Larry Imbeault<br>François Beauchemin  |
| 6. Relations de travail / Labour Relations   | I-E  | Personnel conseil /<br>Union Advisors  |
| 7. Vie de secteur / Sector Life<br>7.1 Soutien CSK / KSB Support Staff<br>7.2 Enseignants CSK / KSB Teachers<br>7.3 Enseignants CSC / CSB Teachers<br>7.4 Soutien CSC / CSB Support Staff<br>7.5 CPE / Childcare Centers<br>7.6 Écoles de conseil de bande / Band<br>Council Schools   | I-E-D  | Vincent Renaud<br>Daniel Charest<br>Alain Lajoie<br>Larry Imbeault<br>Larry Imbeault<br>Larry Imbeault |
| 8. Gestion interne / Internal Management<br>8.1 Gestion du personnel / Staff<br>Management<br>8.2 Directions de secteur / Sector Directors<br>8.3 Plan d'action 2016-2019 Action Plan  | I-E<br><br>I-E<br><br>I-E-D                            | Larry Imbeault<br><br>Larry Imbeault<br><br>Larry Imbeault   |
| 9. Congrès<br>9.1 Échéancier / Timeline<br>9.2 Amendements aux Statuts /<br>Amendments to the By-laws<br>9.3 ODJ provisoire / Provisional Agenda<br>9.4 Présidence du Comité d'élection /<br>Election Committee President<br>9.5 Présidence d'assemblée / Assembly<br>Chairperson<br>9.6 Inscriptions / Registration<br>9.7 Divers / Varia | I-E<br>I-E<br><br>I-E<br>I-E-D<br><br>I-E-D<br><br>I-E | Larry Imbeault   |
| 10. Finance<br>10.1 États financiers 2017-2018 / 2017-2018   | I-E-D  | Djibril Niang  |

|   |     |                |
|---|-----|----------------|
| Financial Statements<br>10.2 Budget 2018-2019   |     |                |
| 11. Regroupement sectoriel / Sectoral Group     | I-E | Larry Imbeault |
| 12. Varia                                       |     |                |
| 12.1 Consultations                              | I-E | Larry Imbeault |
| 12.2 Prof, ma fierté ! / My Teacher My Pride    | I-E | Larry Imbeault |
| 12.3 Colloque FSE Seminar                       |     |                |
| 12.4 Capsules video / Video Clips               | I-E | Tarek Khazen   |
|   | I-E | Larry Imbeault |
| 13. Prochaine réunion / Next Meeting            | D   |                |
| 14. Levée de l'assemblée<br>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**

**1819CEPV-10-E**

**Electronic Meeting of January 10, 2019**

**Present:**

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

**1. Sector Director – CSB Support Staff**

Larry Imbeault moved, Alain Lajoie seconded

THAT Jean McKee be nominated Sector Director – CSB Support Staff until the end of the mandate (clause 18.09 of the By-laws).

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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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**

**1819CEPV-11-E**

**Electronic Meeting of February 4, 2019**

**Present:**

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

**1. Presidency of Election Committee – 2019 AENQ Congress**

WEHEREAS the impossibility of the nominated President of the Election Committee for the 2019 AENQ Congress to accomplish her mandate;

Larry Imbeault moved, Tarek Khazen Niang seconded

THAT Isabelle Couture, from CSQ, be nominated President of the Election Committee for the 2019 AENQ Congress.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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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**

**1819CEPV-12-E**

**Electronic Meeting of February 6, 2019**

**Present:**

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

**1. Replacement Position – Union Advisor**

Considering the recommendation of the Selection Committee;

Larry Imbeault moved, Daniel Charest seconded

THAT The President be mandated to offer a replacement contract to Me Michelle Théberge for the duration of Me Eve-Lyne Fecteau’s leave without pay, starting March 4, 2019.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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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**

**1819CEPV-13-E**

**Conference Call of February 21, 2019**

**Present:**

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

**Guest:**

|             |                            |
|-------------|----------------------------|
| Emma Dallas | Union Advisor (for item 2) |
|-------------|----------------------------|

**1. Presentation of the Agenda**

Larry Imbeault presented the closed agenda (Appendix 1).

**2. Labour Relations**

Emmas Dallas introduced the item.

Due to the confidential nature of a file regarding a legal opinion, no details are recorded in the minutes.

**Motion 1**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The EC mandate the President to send a letter as contained in the external legal opinion received on February 15, 2019, to the member in question. However, the deadline for the member to respond will be February 28 and not February 22.

**UNANIMOUSLY ADOPTED**

### **3. Congress**

#### **3.1 Request from a member**

Larry Imbeault introduced the item.

The EC members exchanged views on a member's request. What has been agreed is that members who will be at the Congress and who have lost days from their March break will have one day to compensate for each of these lost days.

#### **3.2 Agenda**

Larry Imbeault introduced the item.

The provisional agenda for the next AENQ congress was submitted to the EC members. Changes and comments were made.

#### **Motion 2**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The provisional agenda be adopted as presented and amended.

**UNANIMOUSLY ADOPTED**

#### **3.3 Slogans and imagery**

Larry Imbeault introduced the item.

There were exchanges between the members of the EC. Finally, the chosen slogan is: **STRONG TOGETHER!**

The item on imagery is postponed until later.

### **4. 2017-2018 Financial Statements**

Larry Imbeault introduced the item.

#### **Motion 3**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT Half of the 2018 surplus of \$52,448.50 be transferred to the strike fund.

**UNANIMOUSLY ADOPTED**

**Motion 4**

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

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

**UNANIMOUSLY ADOPTED**

**5. Meeting Adjournment**

**Motion 5**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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Djibril Niang  
Secretary-Treasurer

## Appendix 1

### Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 21 février 2019 / Conference Call of February 21<sup>st</sup>, 2019

De 10 h 30 à midi / From 10:30 am to noon

| Durée<br>Length | Sujet / Subject   | I/E/D | Qui / Who      |
|-----------------|---|-------|----------------|
|                 | 1. Présentation de l'ordre du jour<br>Presentation of the Agenda  | I     | Larry Imbeault |
| 45              | 2. Relations de travail<br>Work Relations   | I-E-D | Emma Dallas    |
| 30              | 3. Congrès<br>Congress<br>3.1 Demande d'une membre / Request from a member<br>3.2 ODJ (inclure laïcité? Envoi aux délégués le 21<br>février) / Agenda (Include secularism? To be sent to<br>union delegates on Feb. 21)<br>3.3 Slogan & imagerie / Slogan & Imagery | I-E-D | Larry Imbeault |
| 15              | 4. États financiers 2017-2018<br>Financial Statements   | I-E-D | Larry Imbeault |
|                 | 5. Levée de l'assemblée<br>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**

**1819CEPV-14-E**

**Electronic Meeting of February 27, 2019**

**Present:**

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

**1. 2017-2018 Financial Statements**

Larry Imbeault moved, Alain Lajoie seconded

THAT the corrected 2017-2018 financial statements be adopted as of February 27, 2019.

**UNANIMOUSLY ADOPTED**

**2. Work Relations**

Larry Imbeault moved, Alain Lajoie seconded

THAT the deadline set in the proposal 1 of 1819CEPV13-E (February 28, 2019) be replaced by March 11, 2019.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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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**

**1819CEPV-15-E**

**Meeting of March 16, 17 and 18, 2019**

**Present:**

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

**Absent:**

|              |   |
|--------------|---|
| Alain Lajoie | Sector Director – CSB Teachers (legitimate absence on March 16) |
|--------------|---|

**Guests:**

|                     |   |
|---------------------|---|
| François Beauchemin | Union Advisor (for items 12.1, 12.2 and 12.3) |
| Michelle Théberge   | Union Advisor (for item 13)                   |
| Zéni Andrade        | Union Advisor (for item 13)                   |
| Emma Dallas         | Union Advisor (for item 13 - by phone)        |

**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 of Meetings**



Djibril Niang introduced the item.

## **Motion 2**

It was moved by Djibril Niang and seconded by Daniel Charest

THAT The minutes of meetings 1819CEPV-09, 1819CEPV-10, 1819CEPV-11, 1819CEPV-12, 1819CEPV-13 and 1819CEPV-14 be adopted as amended.

**UNANIMOUSLY ADOPTED**

## **3. Follow-up**

Larry Imbeault introduced the item.

- The external source we consulted concerning the CSQ's interpretation of its statutes in regards to our request to be recognized as a sectoral group gave us an opinion contrary to that of the Centrale;
- We received sponsorships and door prizes for the Congress;
- Vincent Renaud suggested that we at least upload hands-on documents on SharePoint in the absence of an established hierarchy;
- The video filmed in Kuujjuaq as part of "The School Needs Support" campaign will be available soon. We asked to have it ready for the Congress;
- The other items are on the agenda.

## **4. EC Members Activity Report**

Larry Imbeault and Tarek Khazen introduced the item.

General Council of Negotiations on February 7 and 8, 2019, in Trois-Rivières

- The CSQ created the position of supernumerary spokesperson to the intersectoral negotiations;
- There is still no solidarity protocol with our partners for a possible common Front;
- Discussion on parental rights, regional disparities and retirement;
- Coexistence of pay equity and negotiations;
- Calendar of mobilization and communication operations;
- Theme of the negotiations: "Things have to change. Now!"

Federal Council of Negotiations FPSS-CSQ on February 12 and 13, 2019, in Joliette

- INC and CCNRS report;
- Delegation of authority agreement for the English-speaking sector (S12 and S13);
- Delegation agreement to follow for Cree and Kativik sectors (S8 and S9);
- FPSS report on Kativik negotiations (S9);
- Union organization.

Federal Council FSE (CSQ) from February 13 to 15, 2019, in Boucherville

- Change in the FSE delegation to the INC;
- Presentation of the 2<sup>nd</sup> consultation booklet;
- Aboriginal realities;
- Signing of the procedure rules between the FSE and the AENQ.

Meeting of the FPSS-EC and AENQ-EC on February 21, 2019

- Cree-Kativik negotiations;
- Operating rules;
- Kativik assessment;
- Spokesperson at the tables.

Meeting of the NNCC (Northern Negotiations Coordination Committee) on February 22, 2019, in Montreal

- Consultations.

Federal Council of the FPSS (CSQ) on March 12 and 13, 2019, in Saint-Hyacinthe

- Presentation of the amendments to the FPSS statutes and regulations (AENQ: 21 amendments to the statutes and 10 to the regulations);
- Amendments to the Labour Standards Act;
- Kindergarten (age 4);
- Social media;
- Increase of recess time.

Federal Negotiations Council of the FPSS on March 14, 2019

- Update on the S3 consultation;
- Account from the applicators' forum (S3);
- Account from the advisors' forum (S3);
- Internal procedure leading to the elaboration of union demands filing content (S3);

- GNC operating rules.

Meeting of the Committee on working conditions of EC members released part-time on March 14, 2019, in Saint-Hyacinthe

- Committee members have reached a consensus and a recommendation will be made to the Congress.

Federal Council of the FSE (CSQ) on March 15, 2019, in Saint-Hyacinthe

- Pay relativity.

Caucus of delegates from the FPSS (CSQ) on March 15, 2019, in Saint-Hyacinthe

- Report on yesterday's INC meeting.

General Negotiations Council on March 15, 2019, in Saint-Hyacinthe

- RREGOP negotiation strategies;
- Creation of a committee on specific realities in very remote regions;
- Coordination committee report.

## **5. Internal Management**

### **5.1 Staff Management**

Larry Imbeault introduced the item.

- Eve-Lyne Fecteau began her one-year leave without pay in early March 2019;
- Michelle Théberge, who is replacing Eve-Lyne Fecteau, started working at the AENQ on March 6, 2019.

### **5.2 2016-2019 Action Plan**

Larry Imbeault introduced the item.

The amended version of the action plan, as of November 21, 2018, has been updated. Members of the EC discussed various situations.

### **5.3 Annual Training Courses and Sector Councils**

Larry Imbeault introduced the item.

### **Motion 3**

It was moved by Daniel Charest and seconded by Alain Lajoie

THAT The yearly training sessions and sector councils be held on September 21 and 22, 2019 in Val d'Or for CSB, and on September 28 and 29, 2019 in Kuujjuaq for KSB.

#### **5.4 New Memberships**

Larry Imbeault introduced the item.

#### **Motion 4**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT Persons registered on the list dated March 11, 2019, be accepted as regular members of the Association.

**UNANIMOUSLY ADOPTED**

### **6. Finance**

#### **6.1 2017-2018 Financial Statements**

Djibril Niang introduced the item.

The financial statements, as at August 31, 2018, are presented.

#### **6.2 2018-2019 Budget**

Djibril Niang introduced the item.

#### **Motion 5**

It was moved by Djibril Niang and seconded by Larry Imbeault

THAT The Executive Committee adopt the 2018-2019 budget as amended.

**UNANIMOUSLY ADOPTED**

### **7. Congress**

#### **7.1 Timeline**

Larry Imbeault introduced the item.

The timeline for the AENQ Congress has been met. All activity reports from EC members and other AENQ committees, as well as their translations, were submitted on time.

## **7.2 Provisional Agenda**

Larry Imbeault introduced the item.

Updates to the provisional agenda for the March Congress have been made.

## **7.3 Priorities**

Larry Imbeault introduced the item.

EC members are all in favour of presenting Congress delegates with a blank slate so they can express themselves without having any suggested topics beforehand.

## **7.4 Non-AENQ Participants**

Larry Imbeault introduced the item.

There will be CSQ representatives invited at the Congress to give talks on the tender process for the renewal of group insurance, the RREGOP, union struggles, etc.

## **7.5 Shuttle Service**

Larry Imbeault introduced the item.

Members of the Association who attend the Congress will be informed that transportation between the airport and the Congress venue will be by taxi.

## **7.6 Miscellaneous**

Larry Imbeault introduced the item.

Because we were unable to get a hold of performers, there will not be a throat singing presentation after all.

## **8. Sectoral Group**

Larry Imbeault introduced the item.

## **Motion 7**

It was moved by Djibril Niang and seconded by Larry Imbeault

THAT The Executive Committee recommends the following proposals to Congress:

“THAT the Congress call for the CSQ to provide the AENQ Executive Committee with details regarding food and allowances (fixed and variable criteria), including special allowances, from the Equalization Fund.”

“THAT the Congress mandate the Executive Committee to pursue steps it deems appropriate to ensure that the AENQ is recognized as a sectoral group within the CSQ, and to explore alternatives.”

**UNANIMOUSLY ADOPTED**

## **9. Special Needs Students**

Daniel Charest introduced the item.

The Executive Committee discussed the process of obtaining financial resources to meet the needs of students with handicaps, social maladjustments or learning disabilities. It was suggested to wait until the beginning of next school year to apply for budgets related to special needs students. Several issues were raised, including the jumble of reference forms, lack of guidance on how to complete appendix G, lack of communication, misinformation, unused budgets, etc.

### **Motion 8**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee establish a Special Needs Committee.

**UNANIMOUSLY ADOPTED**

## **10. FPSS Congress**

Larry Imbeault introduced the item.

The FPSS congress will be held this coming May. The President and the Vice-President will be representing the AENQ. Incidentally, EC members discussed the proposed amendments and statutes of the FPSS congress.

### **Motion 8**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The President and the Vice-President represent the AENQ at the next FPSS congress and that they express their dissent if the following proposals for amendments are not adopted:

- Statutes: 8, 10, 11, 18, 19 and 20;
- Regulations: 5, 8 and 9.

**UNANIMOUSLY ADOPTED**

## **11. Varia**

### **11.1 Emerging Union Leaders**

Tarek Khazen introduced the item.

The CSQ is launching its third edition of the Emerging Union Leaders week, which will take place from April 8 to 12, 2019.

This year, the emerging union leaders camp will be held at the Auberge-du-Lac-Taureau from April 10 to 12, 2019. Two KSB teachers are participating in this two-day gathering that will consist of training workshops, commitment and practical seminars. The emergence camp is intended for new activists involved in their union.

During the Emerging Union Leaders week, the AENQ will also participate and organize an awareness-raising activity on union life in Chisasibi. All CSB support employees will be invited to test their knowledge by taking a quiz on the CSQ, the AENQ, the FPSS, and the role of a union delegate in general.

A meal will be served and participants will have the opportunity to share their views on the importance of union emergence in a northern context.

### **11.2 AENQ Website**

Daniel Charest introduced the item.

He mentioned that a redesign of the AENQ website is desirable in order to make it much more attractive. EC members exchanged views on this point and more information will follow shortly.

### **11.3 Professional Development Summit**

Daniel Charest introduced the item.

He mentioned the participation of Tarek Khazen to the 2<sup>nd</sup> Professional Development Summit, which will be held in Saint Hyacinthe on March 25 and 26, 2019.

#### **11.4 Seminar on Educational Success**

Tarek Khazen introduced the item.

The Vice-President and the E4 Sector Director of the AENQ will attend the 4th Symposium on Educational Success on April 17, 2019 at Laval University in Quebec City, where the AENQ will have the opportunity to promote the rights of Aboriginal students to a fair and equitable education system. Our representatives will also attend various workshops related to educational success.

#### **11.5 FSE Seminar**

Tarek Khazen introduced the item.

The FSE Seminar will take place on May 9 and 10, 2019 in Laval; the AENQ will be sending participants.

#### **11.6 BGE**

Daniel Charest introduced the item.

He mentioned that eight KSB communities would like to participate in BGE activities. Alain Lajoie will follow up at the CSB level. There will be a BGE national session on April 26, 2019, in Quebec City. He added that an AENQ-BGE conference call was held on February 19.

### **12. 2020 Negotiations**

#### **12.1 Sectoral FSE**

Larry Imbeault and François Beauchemin introduced the item.

Following the first consultation phase for the 2020 negotiations, François Beauchemin announced he had received about 145 replies from CSB and 111 from KSB. He added, however, that when compared with the first consultation phase in the 2015 negotiations, the number of responses received so far is significantly lower.

#### **12.2 Sectoral FPSS**

Larry Imbeault and François Beauchemin introduced the item.



Consultations for S8 and S9 tables have been completed and results are being compiled. Very few consultations forms were received though.

### **12.3 Intersectoral**

Larry Imbeault introduced the item.

Retirement, regional disparities and parental rights were the main points raised.

François Beauchemin added the problem of the coordination group and the issues with registries and arbitrators. According to him, arbitrators must be bilingual and available to travel... This often leads to unmet deadlines of arbitration grievances.

### **13. Labour Relations**

Advisory staff members 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.

### **14. Sector Life**

#### **14.1 KSB Support Staff**

Vincent Renaud introduced the item.

1. Registration for the Congress is closed: three delegates did not send their forms on time.
2. Benefits for beneficiaries assigned to one of the Montreal offices: efforts are continuously being made to clarify this situation.
3. Transport Service employees were granted the stand-by bonus for providing service outside business hours. Only one person will be on standby and KSB will provide the employee with a computer and a phone.
4. Transport and Material Resources' employees are being relocated on the 5th floor of the administrative centre on Cavendish Boulevard.
5. Not all employees are pleased with their new work areas.
6. One employee with special ergonomic needs did not receive the required assistance in due time.
7. Compensatory days: The Board did not want to sign the draft agreement and decided to postpone discussions until the next negotiations.
8. Three applications for professional development were received.
9. The work atmosphere in the IT department has improved since the new coordinator was hired.

10. Calendar: the end of the school year is approaching. We wonder whether training courses promised by KSB will take place and what the content of these courses will be.
11. Budget for school bus monitors: Questions were raised as to whether school principals know of this budget.
12. Two Human Resources counsellors have quit, which complicates labour relations.

## 14.2 KSB Teachers

Daniel Charest introduced the item.

For the period of January 9 to March 18, 2019, inter alia:

### Surveys

- Consultation Phase #1;
- Congress.

### Training

- Professional Development Summit;
- FSE Seminar in Laval;
- Next sector council and annual training (teaching and support staff sectors) in Kuujjuaq.

### Special Needs Committee in Kuujjuaq on March 4-5, 2019

- AENQ representation;
- Complementary Services organization chart;
- Loss of the committee's data and records (10 priorities);
- Description of the roles of stakeholders;
- Survey (local Special Needs committees and the role of school management);
- Reference procedure;
- Reference sheets (Special Needs) versus compassionate and regular school approaches);
- Lack of resources and services;
- Parental authorization (signatures);
- Revision of KSB Policy on Students with Handicaps, Social Maladjustments or Learning Difficulties;
- Joint Committee – Special Needs dossier (revision of KSB policy): March 25-26.  
For the AENQ: Larry Imbeault, François Beauchemin, Daniel Charest  
For KSB: Marcel Duplessis, Erik Olstrom and Mary Kaye May
- Next meeting: May 6, 2019.

### Board Committee in Kuujjuaq on March 6-7, 2019

- Water supply, heating and follow-up;
- Substitute teaching jobs performed by support staff members;
- House purchase by KSB;
- School Council;
- Length of recess time;
- Dash versus GPI;
- BGE;
- Private versus public;
- Staff recruitment and retention;
- Drug and Alcohol Policy;
- Supervision and monitoring of internships;
- Case of violence against a teacher;
- Survey on Special Needs;
- Difficult relationship between teachers;
- Internet access;
- KSB strategic plan;
- Reimbursement of tuition fees;
- Delivery delays of teaching materials: follow-up;
- Reform of IT Services;
- Pedagogical days or tailor-made continuing education by subject;
- Medevac issues: AENQ versus KSB;
- Next meeting on May 8 in Montreal.

AEAC (Adult Ed Advisory Committee) in Montreal on March 8, 2019

- New KSB representatives;
- Committee's operating method;
- Recall list;
- Implementation of new programs;
- Student recruitment;
- Promotion of programs;
- Precision on the workload;
- Ordering of Materials;
- Heating system, water, maintenance;
- Teacher training and professional development;
- Compensation days
- Next meeting in December 2019

BGE

- Conference call BGE-AENQ Committee on February 19;
- Call for "Earth Day" projects. The deadline is March 31;
- Conference on educational success;
- National session;

### 14.3 CSB Teachers

Alain Lajoie introduced the item.

At the last Board Committee meeting, the discussion focussed mainly on school conditions in Mississauga. Several problems were also raised, including lack of teachers, difficulty in finding substitutes, and student violence against teachers. As a matter of fact, an incident occurred in a school recently.

The issue of keys was also mentioned. Some teachers do not have school keys, so classroom doors often remain unlocked, which causes a security problem.

#### **14.4 CSB Support Staff**

Jeannie McKee introduced the item.

No record appears in the minutes of meeting yet, as Jeannie McKee has just been officially appointed to the position of Sector Director for CSB support staff. The Executive Committee wishes her a warm welcome.

#### **14.5 Childcare Centers**

Larry Imbeault introduced the item.

##### **Nemaska and Ouje-Bougoumou**

- The collective agreements expire on April 1st, 2019. Members were met and consulted on January 21 and 22, 2019.

##### **Waswanipi**

- The membership card-signing operation scheduled for January 23, 2019, was cancelled.

#### **14.6 Band Council Schools**

Larry Imbeault introduced the item.

##### **Opitciwan**

- Management has been advised that the mediation period ending March 31, 2019, will not be extended. We will therefore be in conciliation, which will allow us to initiate pressure tactics.
- There was a negotiating session on January 18, 2019.
- There was a negotiating session on February 28 and March 1<sup>st</sup>, 2019. The sessions are no longer held in plenary, but through an intermediary. In this case, it is the conciliator (mediator).
- Management advised the delegate that he is not allowed to be absent to attend the Congress.

## **Wemotaci**

- The President and a union advisor met with the members on January 14, 2019.
- A negotiation session took place on February 27. Management has been advised that the mediation period that ends on February 28, 2019, will not be extended. We will therefore be in conciliation, which will allow us to initiate pressure tactics.
- The CIRB issued a decision on March 14, 2019, regarding the continuation of the terms and conditions of employment.

## **15. Next Meeting**

This item was deferred to the next meeting of the Executive Committee.

## **16. Meeting Adjournment**

### **Motion 9**

It was moved by Daniel Charest and seconded by Vincent Renaud

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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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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**Comité exécutif de l'**

**AENQ**

**Executive Committee**

Ordre du jour provisoire

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Provisional Agenda

Réunion du 16 au 18 mars 2019

/

Meeting of March 16 to 18, 2019

| Quand/<br>When      | Durée<br>Length | Sujet / Subject  | I-E-D | Qui / Who                      |
|---------------------|-----------------|--|-------|--------------------------------|
| Samedi/<br>Saturday | 5               | 1. Présentation and adoption de l'ODJ /<br>Presentation and Adoption of the Agenda   | I-E-D | Djibril Niang                  |
| Samedi<br>/Saturday | 55              | 2. Adoption des procès-verbaux précédents /<br>Adoption of Previous Minutes  | D     | Djibril Niang                  |
| Samedi/<br>Saturday | 30              | 3. Suivi / Follow-up   | I-E   | Larry Imbeault<br>Tarek Khazen |
| Samedi/<br>Saturday | 30              | 4. Rapport d'activités des membres du CE /<br>EC Members Activity Report   | I-E   | Larry Imbeault<br>Tarek Khazen |
| Samedi/<br>Saturday | 30              | 5. Gestion interne / Internal Management<br>5.1 Gestion du personnel / Staff<br>Management<br>5.2 Plan d'action 2016-2019 Action Plan<br>5.3 Formations annuelles & Conseils de<br>secteur / Annual Trainings & Sector<br>Councils<br>5.4 Nouvelles adhésions / New<br>memberships | I-E   | Larry Imbeault                 |
| Samedi/<br>Saturday | 30              | 6. Finance<br>6.1 États financiers 2017-2018 / 2017-<br>2018 Financial Statements<br>6.2 Budget 2018-2019  | I-E-D | Djibril Niang                  |
| Samedi/<br>Saturday | 180             | 7. Congrès<br>7.1 Échéancier / Timeline<br>7.2 ODJ provisoire / Provisional Agenda<br>7.3 Priorités / Priorities<br>7.4 Présences non-AENQ / Non-AENQ<br>Participants<br>7.5 Navette / Shuttle   | I-E   | Larry Imbeault                 |

| Quand/<br>When      | Durée<br>Length | Sujet / Subject  | I-E-D | Qui / Who  |
|---------------------|-----------------|--|-------|--|
|                     |                 | 7.6 Divers / Varia   |       |  |
| Dimanche/<br>Sunday | 120             | 8. Regroupement sectoriel / Sectoral Group   | I-E-D | Larry Imbeault   |
| Dimanche/<br>Sunday | 60              | 9. EHDAA / Special Needs Students  | I-E   | Daniel Charest   |
| Dimanche/<br>Sunday | 60              | 10. Congrès FPSS Congress  | I-E-D | Larry Imbeault   |
| Dimanche/<br>Sunday | 60              | 11. Varia  | I     | Tarek Khazen   |
|                     |                 | 11.1 Relève syndicale / Emerging Union Leaders   | I-E-D | Daniel Charest   |
|                     |                 | 11.2 Site internet / Website   | I-E   | Daniel Charest   |
|                     |                 | 11.3 Sommet de développement professionnel / Professional Development Summit   | I-E   | Tarek Khazen   |
|                     |                 | 11.4 Colloque sur la réussite éducative / Seminar on Educational Success   | I-E   | Tarek Khazen   |
|                     |                 | 11.5 Colloque FSE / FSE Seminar<br>11.6 EVB / BGE  | I-E   | Daniel Charest   |
|                     | 60              | 12. Négociations 2020 Negotiations<br>12.1 Sectorielles FSE / Sectoral FSE<br>12.2 Sectorielles FPSS / Sectoral FPSS<br>12.3 Intersectorielles / Intersectoral   | I-E-D | Larry Imbeault<br>François<br>Beauchemin   |
|                     | 60              | 13. Relations de travail / Labour Relations  | I-E   | Personnel conseil /<br>Union Advisors  |
|                     | 120             | 14. Vie de secteur / Sector Life<br>14.1 Soutien CSK / KSB Support Staff<br>14.2 Enseignants CSK / KSB Teachers<br>14.3 Enseignants CSC / CSB Teachers<br>14.4 Soutien CSC / CSB Support Staff<br>14.5 CPE / Childcare Centers<br>14.6 Écoles de conseil de bande / Band Council Schools | I-E-D | Vincent Renaud<br>Daniel Charest<br>Alain Lajoie<br>Larry Imbeault<br>Larry Imbeault<br>Larry Imbeault |
|                     |                 | 15. Prochaine réunion / Next Meeting   | D     |  |
|                     |                 | 16. Levée de l'assemblée/ 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**

**1819CEPV-16-E**

**Conference Call of March 27, 2019**

**Present:**

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

### **1. Presentation of the Agenda**

Larry Imbeault presented the closed agenda (Appendix 1).

### **2. AENQ Personnel**

Larry Imbeault introduced the item.

#### **Motion 1**

It was moved by Djibril Niang and seconded by Alain Lajoie

THAT The EC mandates the President to offer a replacement contract as office agent, principal class, to Mr. Claude Dumont, and this until the return of the position holder, as long as the work is done from Wednesday to Friday, including from 8 Am to 4:30PM on Fridays, as foreseen in the collective agreement of the AENQ personnel.

**UNANIMOUSLY ADOPTED**

### **3. Congress**

Larry Imbeault introduced the item.



Following the Congress, one of the English-Inuktitut interpreter went on social medias to comment the education in Nunavik. The KSB president contacted the AENQ President to express his discomfort. The two of them reiterated their need to meet.

The firm in charge of the simultaneous translation did not record the congress as foreseen in the contract. The AENQ will receive a credit.

#### **4. Derogation to the Participation Policy**

Larry Imbeault introduced the item.

##### **Motion 2**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The AENQ to derogate from the delay foreseen in the Participation Policy and reimbursed Alain Lajoie his travel claim for the EC meeting of November 19-21, 2018.

**UNANIMOUSLY ADOPTED**

#### **5. 2019-2020 Union Leaves**

Larry Imbeault introduced the item.

##### **Motion 3**

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT A full-time union leave be granted to Tarek Khazen for the 2019-2020 school year.

**UNANIMOUSLY ADOPTED**

##### **Motion 4**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT A 50% union leave be granted to Luc Lefebvre for the 2019-2020 school year.

**UNANIMOUSLY ADOPTED**

**Motion 5**

It was moved by Larry Imbeault and seconded by

THAT A 50% union leave, or its equivalent, be granted to Daniel Charest for the 2019-2020 school year.

**UNANIMOUSLY ADOPTED**

**6. Next Meeting**

**Motion 6**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The next in-person Executive Committee meeting takes place in Montreal on May 25 and 26, and that Luc Lefebvre and Paul Washipabano be invited.

**UNANIMOUSLY ADOPTED**

**7. Meeting Adjournment**

**Motion 7**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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Djibril Niang  
Secretary-Treasurer

## Appendix 1

### Comité exécutif de l'AENQ

Ordre du jour  
Réunion téléphonique de 27 mars 2019  
De 13h15 à 14h30

### AENQ Executive Committee

Agenda  
Conference Call of March 27, 2019  
From 1:15 PM to 2:30 PM

| Sujet / Subject   | I/E/D | Qui / Who      |
|---|-------|----------------|
| 1. Présentation de l'ordre du jour<br>Presentation of the Agenda                        | I     | Larry Imbeault |
| 2. Personnel de l'AENQ<br>AENQ Personnel  | I-E-D | Emma Dallas    |
| 3. Congrès de l'AENQ<br>AENQ Congress   | I-E   | Larry Imbeault |
| 4. Dérogation à la Politique de participation<br>Derogation to the Participation Policy | I-E-D | Larry Imbeault |
| 5. Libérations 2019-2020<br>2019-2020 Union Leaves                                      | I-E-D | Larry Imbeault |
| 6. Prochaine réunion<br>Next Meeting  | D     | Larry Imbeault |
| 7. Levée de l'assemblée<br>Meeting Adjournment  | D     |                |



THAT The Executive Committee accepts the request done under the Policy on the defence of rights of employees represented by AENQ.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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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**

**1819CEPV-18-E**

**Electronic Meeting of April 26, 2019**

**Present:**

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

**Absentee:**

|               |                                     |
|---------------|-------------------------------------|
| Steven Roffey | Sector Director – KSB Support Staff |
|---------------|-------------------------------------|

**1. Union Delegates**

THAT By virtue of clause 17.03 of the by-laws, the EC nominates as union delegates the following persons:

- For the support staff of Ikusik School of Salluit, Mr. Putulik Okituk;
- For the support staff of Pigiurvik School of Salluit, Mr. Daniel Cyr-Gagnon;
- For the teachers of Mikisiw School of Opitciwan, Mr. Jean Stubbart and Mr. Guillaume Quirion (substitute).

**UNANIMOUSLY ADOPTED**

## 2. Band Councils Schools

THAT By virtue of clause 21.03 of the by-laws, the EC nominates the following persons as members of the negotiation team for the teachers of Mikisiw School of Opitciwan:

- Mrs. Huguette Lapointe;
- Mr. Guillaume Quirion (substitute).

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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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**

**1819CEPV-19-E**

**Meeting of May 25, 2019**

**Present:**

|                |                                     |
|----------------|-------------------------------------|
| Larry Imbeault | President                           |
| Tarek Khazen   | Vice-President                      |
| Djibril Niang  | Secretary-Treasurer                 |
| Alain Lajoie   | Sector Director – CSB Teachers      |
| Daniel Charest | Sector Director – KSB Teachers      |
| Steven Roffey  | Sector Director – KSB Support Staff |
| Jeannie McKee  | Sector Director – CSB Support Staff |

**Guests:**

|                  |   |
|------------------|---|
| Luc Lefebvre     | Elected Sector Director – CSB Teachers      |
| Paul Washipabano | Elected Sector Director – CSB Support Staff |

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

Djibril Niang introduced the item.

**Motion 1**

It was moved by Larry Imbeault and seconded by Jeannie McKee

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 Djibril Niang and seconded by Daniel Charest



THAT The minutes of meetings 1819CEPV-15, 1819CEPV-16, 1819CEPV-17, and 1819CEPV-18 be adopted as amended.

**UNANIMOUSLY ADOPTED**

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

Larry Imbeault introduced the item.

- Mr. Claude Dumont began his replacement contract as office agent at the beginning of April;
- The video produced as part of the “School Needs Support” campaign, which features two support staff employees from KSB’s Jaanimmarik School was presented at the last Federal Council. However, the sound was very bad and the video will be reworked;
- The presence of two AENQ members at the CSQ emerging union leaders’ camp was appreciated;
- The other items are on the agenda.

### **4. EC Members Activity Report**

Larry Imbeault and Tarek Khazen introduced the item.

Federal Council of the FSE from April 3 to 5, 2019 in Quebec City

- FSE Symposium;
- Preparation of the Mobilization Plan;
- Union cohesion – follow-up of the work team and possible solutions: calls for rallying and reference to committees and networks.

Extraordinary General Council of April 9, 2019 in Trois-Rivières (no quorum)

- Only one topic: Bill 21;
- No formal decision since there is no quorum but a show of hands vote for information only (no consultation of members, support for religious neutrality and services without face covering, and denunciation of the misuse of the notwithstanding clause);
- Bill 21, if it is passed, will not apply to Cree and Kativik School Boards, nor to band council schools.

Federal Council of the FPSS on April 17 and 18, 2019 in Quebec City

- Adoption of a welcoming policy of integration;
- On the way to the Congress: “Challenges of Tomorrow” theme, electoral procedure, discussions on orientations for next triennium, ~~by-laws and regulations (appropriation)~~;
- Announcements of candidacy;

- Petition on violence experienced by support staff;
- Survey for SETs;
- Union organization;
- Budget review: the cost of work for the Quebec City offices was higher than projected. In March, the FPSS had anticipated a deficit of \$159,448. The estimated deficit in the April budget revision was of the same amount even though the purchase of furniture for these offices and their renovation cost nearly \$30,000 more than expected;
- Comparison of group insurance plans (FISA, CSN and FTQ);
- New salary structure effective April 2, 2019: Upcoming action plan for members affected by the loss of experience. This drop in the recognition of experience is contrary to the Act respecting Labour Standards (Chapters VII.1, article 87.1). This is a law of public order and takes precedence over any collective agreement. The Treasury Board says it is listening to the concerns of union groups, yet, employers' comeback to the affiliates' queries has been, broadly speaking: "It is part of the agreement that was reached between union organisation and the Government";
- Two mandatory recess periods;
- Update project on budgetary rules.

#### General Negotiations Council on April 24 and 25, 2019 in Quebec City

- Progress in the discussions on the establishment of a possible Common Front;
- Signature of a protocol of solidarity between the CSQ, CSN, FTQ, APTS and FIQ;
- Analysis of the situation;
- Consultation on intersectoral matters;
- Salary;
- Bargaining strategy - coexistence of pay equity and negotiation;
- Operating rules of the GNC, including the roll-call vote;

#### Northern Negotiations Coordination Committee on April 26, 2019 in Montreal

- Subjects that could be coordinated;
- AENQ-FPSS agreements.

#### FSE-CF on May 8 and 9, 2019 in Laval

- National Negotiation and Mobilisation;
- Union Organisation;
- Report from the April 15, 2019, meeting of the Provincial Advisory Committee.

#### General Council from May 22 to 24, 2019

- Adoption of the agenda: The item, *A Look at Aboriginal Realities from North to South*, to be at a set time on Friday morning;

- Analysis of the socio-political context: Disappointment since the word “Aboriginal” was not mentioned once;
- Renewal of group insurance plans;
- Call for tenders for group insurance as of January 1, 2021;
- Bill 21.

Meeting between the President of the AENQ, the President of the FPSS and their advisor, Marie-Claude Morin, on May 24, 2019

- Discussion on some amendments to the bylaws and regulations of the FPSS proposed by the AENQ. They wish to understand the purpose of some proposals and express their discomfort with others.

Meeting of the AENQ-CE and CSQ-CE on May 24, 2019

- AENQ as sectoral group;
  - Roundtable;
  - Presentation and explanations surrounding the Congress decisions (AENQ);
  - Upcoming meeting between the AENQ President, the Secretary-Treasurer and the Director of Finance and HR of the CSQ to analyze the question of equalization.

## **5. Internal Management**

### **5.1 Annual Training and Sector Councils**

Larry Imbeault introduced the item.

Hotel reservations for the CSB annual training are made. It will take place in Val d’Or on September 21 and 22, 2019.

### **5.2 New Memberships**

Larry Imbeault introduced the item.

#### **Motion 3**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT Persons registered on the last membership list be accepted as regular AENQ members.

**UNANIMOUSLY ADOPTED**

### **5.3 Staff Management**

Larry Imbeault introduced the item.

Several errors were noted in tasks performed by a staff member of the AENQ. The President will initiate a disciplinary procedure to improve the employee's work execution.

#### **5.4 Policy on Participation**

Larry Imbeault introduced the item.

##### **Motion 4**

It was moved by Larry Imbeault and seconded by Alain Lajoie

THAT The Executive Committee amend Appendix 4 of the Policy on Participation.

**UNANIMOUSLY ADOPTED**

#### **5.5 Recuperation Time and Holidays**

Larry Imbeault introduced the item.

### **6. Labour Relations**

Larry Imbeault introduced the item.

Due to the confidential nature of the files, no details were recorded in the minutes.

### **7. Sector Life**

#### **7.1 KSB Support Staff**

Steven Roffey introduced the item.

- Heating at Quaqtq school  
There was a glycol leak in the heating system and the school had to be closed. Ongoing monitoring is ensured.
- Job security of support staff  
Many support employees have no idea what lies ahead for their job in the future. So far, no clear information has been provided to reassure them.
- Initial orientation issues / Work description

The problem of unpaid days remains. Information is not transmitted properly. There is a lack of guidance and support.

- First Aid training and certification  
An update of the list of all persons who have received first aid training is required.
- School bus monitor project  
The presence of monitors on buses is a must. This would solve numerous problems.
- Uniforms for maintenance workers  
This is a real problem. Many employees requested uniforms and should receive them shortly. The subject of uniforms will be on the agenda at the next LRC meeting.
- Issues with overtime hours of maintenance workers on call  
Some maintenance workers are not paid the correct rates when they work on call. Timesheets are not recorded correctly; this situation needs to be rectified right away.
- Training of support staff  
Because this topic was raised at the last AENQ Congress, I approached several delegates concerning training. However, very few ideas came up to find a solution. I will work with Samantha Doig to improve this situation.
- Medical issue with a member  
This was a worrisome situation but it was resolved quickly with the help of a colleague, rather than by Human Resources. This must not happen again.
- Safety training for maintenance workers  
It is unacceptable that maintenance personnel are being asked to perform hazardous repairs without the proper equipment. In fact, they should either be trained or else be encouraged to use their right of refusal.
- Cameras in poor conditions  
Many schools do not have functional cameras; a checklist must be put in place for repairs to be made quickly.
- Schools without delegates  
Several schools do not have delegates. I am keeping it on my radar and will work with Daniel Charest to find solutions.

## **7.2 KSB Teachers**

Daniel Charest introduced the item.

Period from March 19 to June 10, 2019

### **Meetings**

AENQ Congress, March 21-22-23-24 in Montreal

EC conference call on March 24

Symposium on Educational Success on March 17 in Montreal

Meeting with Isabelle Tremblay of the CSQ on standards and procedures in Quebec City

BGE National Session on April 25-26 in Quebec City

Survey on Learning Assessments on May 1

Meeting with Mamadou Diop and Isabelle Tremblay on standards and procedures on May 2 in Montreal

Special Needs Committee on May 6 in Montreal

School Board Committee on May 8 in Montreal

Learning Assessment Committee on May 15 in Montreal

FSE meeting on May 24 in Boucherville

EC meeting on May 24-25 in Montreal

Committee on Learning Assessments on June 10

### **Issues**

Reimbursement of storage costs, Akulivik

School cleanliness, Ivujivik

Appendix 29, unused amounts

Heating problem, Quaataq

Spring break and AENQ Congress

Maternity and teaching duty, Salluit

Sage 50 program, VT, Inukjuak

Suicides, PUV, Quaataq, Salluit

Call for projects, BGE schools

Ethics and management, Salluit

Conflicts between teachers, Puvirnitug

Trainees, Kuujjuaq

Harassment, Kuujjuaq

TB, Georges River

## **7.3 CSB Teachers**

Alain Lajoie introduced the item.

- Predicament over replacement assignments in Waswanipi: Teachers challenge the fact that replacement periods are added to their teaching duties to complete their workload. Union advisors confirm that management is within its right to do so.
- The CNESST inspector will conduct a follow-up visit to Mistissini High School on May 28. I will participate in the meeting.
- Unpleasant situation at Chisasibi Elementary School where emergency battery maintenance normally performed on weekends triggered the generator to start up and release a nauseating stench. After a public safety intervention, teachers had to return to their classroom.
- A school board committee meeting took place on May 14. I participated by phone. Air Creebec suspended several flights during Goose Break; this led to problems in Nemaska as teachers could not get return flights.

It has become obvious that a representative from Material Resources must be present at school board committee meetings since many of the issues reported (school and housing conditions, alarm and camera systems, fences, etc.) fall directly under the responsibility of this department. Request in negotiations? We are still waiting for the names of teachers who are expected to obtain regular positions at AE/VT.

- I also acted as an assessor in a grievance case.
- I hope to offer an e-training course on the working of the school council soon.

#### **7.4 CSB Support Staff**

Jeannie McKee introduced the item.

~~During Goose Break, I met a daycare center employee from Ouje-Bougoumou. She told me that the daycare staff did not really seem to understand the purpose of the union and suggested that it would be good if a representative, preferably a Cree person, came to meet them. Larry Imbeault suggested a member of the Aboriginal Committee.~~

Support staff who travel with students on orientation trips must share rooms, even beds with students sometimes, because they are considered as chaperones according to the policy. Most of the time, they are recreational activities technicians. These employees do not feel comfortable sharing rooms with students, especially at a time when it is so easy for students to falsely accuse someone. This issue should be added to the next LRC meeting agenda in the fall.

In Wemindji, the Principal requires that teaching and support staff check their emails frequently, but the employees don't have the time, given the many hours they work and the few breaks they have to do so.

In Mistissini, staff members expressed their concerns regarding their union delegate who does not deem to be in a conflict of interest when, in fact, his spouse works as Principal at the same school. It was suggested that the teachers' delegate supervise or lead the election procedure of the support staff delegate in this school.

## **7.5 Childcare Centers**

Larry Imbeault introduced the item.

### **Nemaska and Ouje-Bougoumou**

- First day of negotiations on February 27.
- No fixed date for further negotiations.
- According to Jeannie McKee, a visit to the childcare center in Ouje-Bougoumou should be made at the beginning of the school year, with at least one Cree member of the Aboriginal Committee.

## **7.6 Band Council Schools**

Larry Imbeault introduced the item.

### **Opitciwan**

- Zéni Andrade is sitting at the negotiating table in place of Emma Dallas.
- Three teachers have been informed that they will not be rehired next year as they have not taken any steps to obtain their legal qualification.
- The employer has been advised that the mediation period ending on March 31, 2019, will not be extended. Therefore, we will be in conciliation, which allows us to initiate pressure tactics.
- The last negotiating session was held on May 1 and 2.
- M<sup>e</sup> Jolicoeur is scheduled to meet with the band council at the end of May to present the draft collective agreement submitted by the AENQ.

### **Wemotaci**

- On April 4, the AENQ filed a complaint with the CIRB for unfair labour practices {94 (1) and (3)}, intervention in union affairs, as well as other prohibitions relating to employers. On April 10, the CAW asked the CIRB to separate the complaint. On April 24, the AENQ objected to the splitting of the complaint. On May 24, the CIRB made the decision to dismiss the CAW's motion.
- The last bargaining session was held on May 3.
- On June 5, the AENQ President, accompanied by the President of the Quebec Native Women's Union (CSQ) and Nathaly Castonguay, will go and meet with the members.



## **8. Finance**

### **8.1 Financial Statements as of April 30, 2019**

Djibril Niang introduced the item.

Financial statements, as of April 30, 2019, are not available.

### **8.2 2019-2020 Budget**

Djibril Niang introduced the item.

The 2019-2020 budget is not available.

## **9. Sectoral Group**

Larry Imbeault introduced the item.

A meeting was held on May 24, 2019 between members of the AENQ Executive Committee and those of the CSQ on the subject of sectoral group. On the whole, the meeting was positive. During the roundtable, the CSQ-EC listened carefully to our request to go forward as sectoral group. The CSQ President said that discussions will take place later with the various stakeholders involved in this issue. Besides, a meeting will soon be held between the President of the Association and the CSQ Secretary-Treasurer to discuss equalization.

## **10.2020 Negotiations**

### **10.1 Sectoral**

Larry Imbeault introduced the item.

The consultations will take place at the beginning of the school year.

### **10.2 Intersectoral**

Larry Imbeault introduced the item.

The consultations will take place at the beginning of the school year.

Some central labour organizations have publicly announced what their wage demands would be.

### **10.3 Action-Mobilization**

Tarek Khazen introduced the item.

In connection with the upcoming negotiations, the AENQ will prepare an action-mobilization plan next fall in coordination with the CSQ and the federations. The purpose of this plan is to mobilize teachers and school support staff and put pressure on the government and employers to renew the E3, E4, S8 and S9 collective agreements.

## **11. Varia**

### **11.1 Learning Assessments**

Tarek Khazen introduced the item.

The report on the learning assessment survey will be ready by the end of June 2019, and then presented at the beginning of the next school year to committees of the Cree and Kativik school boards.

### **11.2 FSE Symposium**

Tarek Khazen introduced the item.

On May 9 and 10, 2019, the AENQ participated in the FSE symposium with a delegation composed of four KSB teachers and two CSB teachers. The delegates participated in workshops of the elementary, secondary and special needs sectors.

### **11.3 Emerging Union Leaders**

Tarek Khazen introduced the item.

As in previous years, the AENQ participated in the union emergence camp held at the Auberge-du-Lac-Taureau in Saint-Michel-des-Saints. Abdenour Déguiche and Antoine Cloutier proudly represented the AENQ.

### **11.4 Group Insurance**

Larry Imbeault introduced the item.

For the renewal of SSQ group insurance on January 1<sup>st</sup>, 2020, the average overall increase will be approximately 9%, mainly due to the 13% increase in health insurance, while there should be no increase in long-term salary, dental and life insurance.

The CSQ will issue a call for tenders for the January 1<sup>st</sup>, 2021 renewal. As provided for in the collective agreements, only companies having their head office in Quebec will be able to bid.

In dental insurance, there will be the possibility for members to enrol individually and no longer by bargaining unit as it is presently the case (40% enrolment threshold).

### **11.5 New Salary Structure as of April 2, 2019**

Larry Imbeault introduced the item.

The new salary structure in effect since April 2, 2019 has created a wave of discontent among members across the province. As a result of their integration into this new structure, some have had a negligible salary increase along with a drop in the recognition of their years of experience (step-down). For example, someone who has been with the school board for 20 years could be reclassified to experience step 4 (out of 6), whereas, before the new structure, the employee was at the maximum of the scale. A newcomer with sufficient years of experience recognized by his or her previous employer could start at step 6 while a current employee with 20 years' seniority is at step 4. This creates a disparity of treatment that is contrary to article 87.1 of the Act respecting Labour Standards. Grievances will be filed by all the unions concerned, including the AENQ.

## **12. Next Meeting**

### **Motion 5**

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The next in-person meeting be held in Montreal on August 19, 20 and 21, 2019.

**UNANIMOUSLY ADOPTED**

## **13. Meeting Adjournment**

### **Motion 6**

It was moved by Alain Lajoie and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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Djibril Niang  
Secretary-Treasurer

Appendix 1

| <b>Sujet / Subject</b>   | <b>I-E-D</b> | <b>Qui / Who</b>   |
|--|--------------|--|
| 1. Présentation and adoption de l'ODJ /<br>Presentation and Adoption of the Agenda   | I-E-D        | Djibril Niang  |
| 2. Adoption des procès-verbaux précédents<br>/ Adoption of Previous Minutes  | D            | Djibril Niang  |
| 3. Suivi / Follow-up   | I-E          | Larry Imbeault<br>Tarek Khazen   |
| 4. Rapport d'activités des membres du CE /<br>EC Members Activity Report   | I-E          | Larry Imbeault<br>Tarek Khazen   |
| 5. Gestion interne / Internal Management<br>5.1 Formations annuelles & Conseils de<br>secteur / Annual Training & Sector<br>Councils<br>5.2 Nouvelles adhésions / New<br>Memberships<br>5.3 Gestion du personnel / Staff<br>Management<br>5.4 Politique de participation / Policy on<br>Participation<br>5.5 Temps de récupération et vacances<br>/ Recuperation Time and Holidays | I-E          | Larry Imbeault   |
| 6. Relations de travail / Labour Relations   | I-E          | Larry Imbeault   |
| 7. Vie de secteur / Sector Life<br>7.1 Soutien CSK / KSB Support Staff<br>7.2 Enseignants CSK / KSB Teachers<br>7.3 Enseignants CSC / CSB Teachers<br>7.4 Soutien CSC / CSB Support Staff<br>7.5 CPE / Childcare Centers<br>7.6 Écoles de conseil de bande / Band<br>Council Schools   | I-E-D        | Steven Roffey<br>Daniel Charest<br>Alain Lajoie<br>Jeannie McKee<br>Larry Imbeault<br>Larry Imbeault |
| 8. Finance<br>6.1 États financiers au 30 avril 2019 /<br>Financial Statements as of April 30,<br>2019<br>6.2 Budget 2019-2020  | I-E-D        | Djibril Niang  |
| 9. Regroupement sectoriel / Sectoral Group   | I-E-D        | Larry Imbeault   |
| 10. Négociations 2020 Negotiations<br>10.1 Sectorielles / Sectoral<br>12.2 Intersectorielles / Intersectoral<br>12.3 Action-Mobilisation   | I-E-D        | Larry Imbeault<br>Larry Imbeault<br>Tarek Khazen   |
| 11. Varia<br>11.1 Évaluation des apprentissages /<br>Learning Assessments<br>11.2 Colloque FSE / FSE Symposium   | I-E          | Tarek Khazen<br>Tarek Khazen   |

|   |   |                |
|---|---|----------------|
| 11.3 Relève syndicale / Emerging Union Leaders                                      |   | Tarek Khazen   |
| 11.4 Assurances collectives / Group Insurance                                       |   | Larry Imbeault |
| 11.5 Structure salariale au 2 avril 2019 / New Salary Structure as of April 2, 2019 |   | Larry Imbeault |
| 12. Prochaine réunion / Next Meeting  | D |                |
| 13. Levée de l'assemblée/ Adjournment   | D |                |