



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

1920CEPV-01-E

Meeting of August 19, 20 and 21, 2019

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Luc Lefebvre	Sector Director – CSB Teachers
Daniel Charest	Sector Director – KSB Teachers
Steven Roffey	Sector Director – KSB Support Staff
Paul Washipabano	Sector Director – CSB Support Staff

Guests:

Michelle Théberge	Union Advisor (for items 8 and 9)
Emma Dallas	Union Advisor (for items 8 and 9)
Zéni Andrade	Union Advisor (for items 8 and 9)

Absent:

Luc Lefebvre	Sector Director – CSB Teachers (absence on August 19, 2019)
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1. Presentation and Adoption of the Agenda

Djibril Niang introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Tarek Khazen

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

UNANIMOUSLY ADOPTED

2. 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 meeting 1819CEPV-19 be adopted as corrected.

UNANIMOUSLY ADOPTED

3. Follow-up

The topics are on the agenda.

4. EC Members Activity Report

Larry Imbeault and Tarek Khazen introduced the item.

FPSS Congress from May 28 to 30, 2019, at Lac Taureau

- Adoption of the orientation for the next triennium;
- Adoption of the amendments to the by-laws and regulations. All amendment proposals for which we had a mandate to dissent if they were not adopted, were adopted, except for those on the percentage required to adopt amendments to by-laws and regulations and for a motion to be brought to the floor at the Congress. The AENQ expressed dissent on these two proposals;
- Some AENQ proposals were not voted on as they were not deemed admissible;
- The AENQ President was elected to the By-laws Committee;
- Election by acclamation of EC members.

Meeting with Wemotaci members on June 5, 2019

- Accompanied by the President of the Quebec Native Women's Union and the negotiations spokesperson, the President was to meet with the members;
- Some parents intimidated AENQ representatives as well as members;
- The meeting had to be held outside the community. Management did nothing to prevent or stop the bullying;
- Only a handful of members attended the meeting. Without being 100% sure, intimidation went on during the meeting, people in pick-ups were coming close to our group and left rapidly.

Meeting with the conciliator (Wemotaci) on June 7, 2019, in Trois-Rivières

- We discussed the current situation and the incident that happened on June 5, 2019;
- The mediator noted that an impasse has been reached in the negotiation process.

Federal Negotiating Council of the FPSS on June 12 and 13, 2019, in Trois-Rivières

- Adoption of the key issues to be included in the union demands.

Extraordinary Federal Council of the FPSS on June 14, 2019, in Trois-Rivières

- Decision to create a new advisory staff position.

FSE-FC from June 12 to 14, 2019, in Alma

- Presentation of the 2018-2019 activity report;
- Results of the 2nd phase of the national consultation;
- 2019-2020 budget rules;
- Look-back at the FSE Symposium;
- Election of the Executive Committee;
- Amendments to the assembly procedures.

Meeting between the President and the Vice-President of the AENQ, the CSQ Secretary-Treasurer and the Director of Financial Resources to discuss the AENQ request to be recognized as a sectoral group within the CSQ on June 27, 2019, in Montreal

- A working document on CSQ equalization funds was submitted by the CSQ for discussion purposes. This document shows the potential monetary gains and losses. It needs to be revised since some information is missing.

5. AENQ Congress

5.1 Assessment

Larry Imbeault introduced the item.

He presented the results grid of the congress evaluation forms. In addition to overall assessments, comments and suggestions were made regarding the organization of the congress and the content of the documents presented. EC members exchanged views on this item.

6. 2020 Negotiations

Larry Imbeault introduced the item.

He provided an update of the situation, details of which will not be recorded in the present minutes as they are confidential.

Regarding the action mobilization component, Tarek Khazen mentioned the importance of carrying out visibility actions. He suggested that members wear t-shirts. To do so, delegates must collate the names and language of their members, as well as the size of the t-shirts required, to be able to place the order.

Motion 3

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee mandate Daniel Charest to be part of the negotiating teams at E3 and E4 tables for the round of negotiations beginning in October 2019.

UNANIMOUSLY ADOPTED

7. Finances

7.1 Financial Statements

Djibril Niang introduced the item.

Financial statements, as at June 30, 2019, are presented.

Motion 4

It was moved by Djibril Niang and seconded by Larry Imbeault

THAT The Executive Committee receive the financial statements as of June 30, 2019.

UNANIMOUSLY ADOPTED

7.2 2019-2020 Budget

Djibril Niang introduced the item.

Motion 5

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The 2019-2020 budget be adopted.

UNANIMOUSLY ADOPTED

8. 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 were recorded in the minutes.

However, the EC welcomes the two recommendations of the Advisory staff.

9. Sector Life

9.1 KSB Support Staff

Steven Roffey introduced the item.

Few elections have been held. Some problems experienced in the workplace were discussed.

9.2 KSB Teachers

Daniel Charest introduced the item.

Issues

- Lack of staff;
- Appendix #29: ongoing file.

Quaqtaq

- School opening delay (heating);
- CNESST: a follow-up to be carried out;
- NLQ;
- Non-compliance with language policy, 3rd grade of primary school teaching workload;
- Remuneration problem.

Salluit

- School opening delay (drinking water tanks);
- Ethics and Management, file in progress.

Inukjuak

- School opening delay (drinking water).

Akulivik

- Housing shortage in Akulivik;
- House renovation;
- Furnace problem at school;
- Cargo delivery;

- Difficult arrival for new teachers;
- Social benefits - trainees;
- No school direction at the beginning of the year;
- George River, TB file in progress.

Kuujuaq

- Election of delegates;
- Furnace problems in housings.

Motion 6

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The AENQ pay Daniel Charest the equivalent of 17 days' wages for work performed in addition to his release during the year 2018-2019.

UNANIMOUSLY ADOPTED

9.3 CSB Teachers

Luc Lefebvre introduced the item.

- EC meeting in Montreal;
- Sending and receiving documents for the election of delegates;
- Problem with the elections in Mistissini (high school);
- Receipt of several complaints from two teachers;
- Receiving election results, compilation and verification of results;
- Calls to delegates not confirmed;
- Intercom problem in Mistissini;
- Issue with the posting of available housings in Waswanipi.

9.4 CSB Support Staff

Paul Washipabano introduced the item.

The elections of delegates in the sector were discussed; they are generally going well. Some thought was given to the case of the elementary school in Mistissini, where the delegate is married to the Principal. This looks like a conflict of interest situation. Also, it is suspected that the delegate did not properly conduct the elections last year. This situation must be followed closely.

There was a great deal of friction with the new Principal at Chisasibi elementary school last year. Several complaints were lodged on her lack of communication with the office staff, etc. The Principal finally left the school board in the summer for a new job in the South.

9.5 Childcare Centers

Larry Imbeault introduced the item.

Nemaska and Ouje-Bougoumou

- Nothing new since the last EC meeting.

9.6 Band Council Schools

Larry Imbeault introduced the item.

Opitciwan

- Negotiations are not progressing as quickly as expected. M^e Jolicoeur, the employer's spokesperson at the table, was scheduled to present the union proposals to the band council in May, which has yet to be done;
- Complaints about modifications to the terms and conditions of employment (non-renewal of term employment for four NLQ members);
- A member was allegedly offered a senior position if he helped "get the union out" of the school;
- The band council chief reportedly said on the radio that high school teachers were on the verge of going on strike because, according to him, "the job positions were too divergent". He added that it would be up to the next chief to settle the matter.

Wemotaci

- Numerous complaints to the CIRB (see item 8 - *Labour Relations*);
- On August 29, a management committee will meet with the CIRB to prepare for the hearings;
- The AENQ agrees to hold mediation meetings with the employer as long as the representatives are not mere "puppets". A first meeting is scheduled for September 12, 2019.

10. Internal Management

10.1 Staff Management

Larry Imbeault introduced the item.

An office employee was imposed a disciplinary measure for breach of duty. The SEESOCQ, the union representing the Association's employees, has filed a grievance.

10.2 AENQ Sectoral Group

Larry Imbeault introduced the item.

He mentioned that he is still waiting for the corrected version of the Centrale's working document submitted at the June 27, 2019 meeting. This document showed the monetary gains and losses that the AENQ would expect if it were recognized as a sectoral group.

10.3 Annual Training and Sector Councils

Larry Imbeault introduced the item.

As planned, annual training sessions and sector council meetings for CSB delegates will take place in Val d'Or on the weekend of September 21 and 22, 2019. The advisor who will do the training is Emma Dallas.

As planned, KSB delegates' annual training sessions and sector council meetings will be held in Kuujuaq on the weekend of September 28 and 29, 2019. The advisor in charge of the training is Michelle Th  berge.

Jos  e Scalabrini, FSE President, and Isabelle Tremblay-Chevalier, FSE Advisor, will be present in Val d'Or and in Kuujuaq to meet the teaching staff delegates.

10.4 EC Meetings

Larry Imbeault introduced the item.

Motion 7

It was moved by Djibril Niang and seconded by Daniel Charest

THAT EC meetings be held alternately during the week and on weekends.

UNANIMOUSLY ADOPTED

10.5 2019-2022 Action Plan

Larry Imbeault introduced the item.

The EC members set out to work on the Action Plan taking into consideration priorities voted for at the last Congress.

10.6 Childcare Centers and Band Council Schools Sector

Larry Imbeault introduced the item.

Motion 8

It was moved by Djibril Niang and seconded by Daniel Charest

THAT The mandate of Sector Director for Childcare Centers and Band Council Schools be vested in the AENQ President for the 2019-2020 school year, under clause 17.10 D) of the Association's By-laws.

UNANIMOUSLY ADOPTED

11. Varia

11.1 Mom goes to School

Tarek Khazen introduced the item.

Two candidates from KSB each won a \$500 scholarship in the "Mom goes to School" contest. One candidate comes from Salluit and the other is from Puvirnituk. Thanks to Sylvain Paradis and Zeneida Elena-Vrabie for supporting them in their efforts.

11.2 Ombudsman Report

Daniel Charest introduced the item.

The EC members read the content of the report and will initiate further reflection in order to put forward recommendations.

11.3 Learning Assessments

Tarek Khazen introduced the item.

The final report will be presented to the Cree and Kativik school board committees and the two Teachers' Sector Councils at meetings this fall.

11.4 CSQ Training

Larry Imbeault introduced the item.

A review of the Centrale's training sessions was carried out.

12. Next Meeting

Motion 9

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The next in-person meeting be held in Montreal on October 26, 27 and 28, 2019.

UNANIMOUSLY ADOPTED

13. Meeting Adjournment

Motion 10

It was moved by Djibril Niang and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Annexe 1 / Appendix 1

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-E	Larry Imbeault
4. Rapport d'activités des membres du CE / EC Members Activity Report	I-E	Larry Imbeault Tarek Khazen
5. Congrès AENQ Congress 5.1 Bilan / Assessment	I-E	Larry Imbeault
6. Négociations 2020 Negotiations	I-E-D	Larry Imbeault
7. Finances 7.1 États financiers / Financial Statements 7.2 Budget 2019-2020 Budget	I-E-D	Djibril Niang
8. Relations de travail / Labour Relations	I-E	Personnel conseil / Union Advisors
9. Vie de secteur / Sector Life 9.1 Soutien CSK / KSB Support Staff 9.2 Enseignants CSK / KSB Teachers 9.3 Enseignants CSC / KSB Teachers 9.4 Soutien CSC / CSB Support Staff 9.5 CPE / Childcare Centers 9.6 Écoles de conseil de bande / Band Council Schools	I-E-D	Steven Roffey Daniel Charest Luc Lefebvre Paul Washipabano Larry Imbeault Larry Imbeault
10. Gestion interne / Internal Management 10.1 Gestion du personnel / Staff Management 10.2 Regroupement sectoriel AENQ Sectoral Group 10.3 Formations annuelles & Conseils de secteur / Annual Training & Sector Council Meetings 10.4 Réunions du CE / EC Meetings 10.5 Plan d'action 2019-2022 Action Plan 10.6 Secteur CPE et écoles de conseil de bande / Childcare Centers and Band Council Schools Sector	I-E-D	Larry Imbeault
11. Varia 11.1 Maman va à l'école / Mom goes to school 11.2 Rapport du protecteur du citoyen / Ombudsman Report 11.3 Évaluation des apprentissages / Learning Assessments 11.4 Formation CSQ Training	I-E	Tarek Khazen Daniel Charest Tarek Khazen Larry Imbeault
12. Prochaine réunion / Next Meeting	D	
13. 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

1920CEPV-02-E

Electronic Meeting of September 2nd, 2019

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff

Absentees:

Luc Lefebvre	Sector Director – CSB Teachers
Steven Roffey	Sector Director – KSB Support Staff

1. AENQ Representation to Decision Making Bodies of the Federations

Larry Imbeault moved, Daniel Charest seconded

THAT Under clause 17.02 v) of the AENQ By-Laws, the Executive Committee mandates for the 2019-2020 school year the following persons to represent the AENQ:

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

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1920CEPV-03-E

Conference Call of September 3rd, 2019

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Luc Lefebvre	Sector Director – CSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff

Absentee:

Steven Roffey	Sector Director – KSB Support Staff (motivated absence)
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1. Presentation of the Agenda

Larry Imbeault presented the closed agenda (Appendix 1).

2. Internal Affairs

2.2 Assembly Procedures

Larry Imbeault introduced the item.

Motion 1

Larry Imbeault moved, Daniel Charest seconded

THAT The Sector Councils be consulted the fall before the adoption of a policy on assembly procedures.

UNANIMOUSLY ADOPTED

2.2 Elections in Mistissini

Larry Imbeault introduced the item.

Motion 2

Tarek Khazen moved, Larry Imbeault seconded

THAT The Executive Committee mandates the Vice-President and the Sector Director concerned to investigate the election of the Union Delegate, Substitute Union Delegate and members of the VMS Secondary School Council of Mistissini held on August 23rd, 2019, in order to guide the Executive Committee on the relevance of resuming the elections.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 3

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 3 septembre 2019 / Conference call of September 3, 2019

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

Sujet / Subject	I/E/D	Qui / Who
1. Présentation de l'ordre du jour Presentation of the Agenda	I	Larry Imbeault
2. Gestion interne Internal Affairs 2.1 Procédures d'assemblée Assembly Procedures 2.2 Élections à Mistissini Mistissini Elections	I-E-D	Larry Imbeault
3. Levée de l'assemblée Meeting Adjournment	D	



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1920CEPV-04-E

Conference Call of September 22, 2019

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Luc Lefebvre	Sector Director – CSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff

Absentee:

Steven Roffey	Sector Director – KSB Support Staff (motivated absence)
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1. Presentation of the Agenda

Larry Imbeault presented the closed agenda (Appendix 1).

2. Internal Affairs

2.1 Sector Director – KSB Support Staff

Larry Imbeault introduced the item.

Motion 1

Larry Imbeault moved, Daniel Charest seconded

THAT The Executive Committee receives and accepts the resignation of Mr. Steven Roffey as Sector Director - KSB Support Staff, effective September 16, 2019.

UNANIMOUSLY ADOPTED

2.2 Annual Training and KSB Support Staff Sector Council

Larry Imbeault introduced the item.

Given that there are only four delegates elected for the KSB Support Staff, the EC decided to bring them to Kuujjuaq during the annual training to discuss the issue of lack of delegates in the sector and possibly find alternatives solutions.

2.3 Participation Policy

Larry Imbeault introduced the item.

Motion 2

Larry Imbeault moved, Luc Lefebvre seconded

THAT The Participation Policy be amended as follows, effective September 20, 2019:

- 7.9 The official Quebec road map will be used to calculate distances. The calculation of distances can also be done using an application or a website recognized for this purpose.

UNANIMOUSLY ADOPTED

3. GEA Regional Union Delegate (KSB)

Larry Imbeault introduced the item.

Motion 3

Daniel Charest moved, Djibril Niang seconded

THAT Pursuant to Article 16-03 of the AENQ By-Laws, the Executive Committee nominates Zenaida Elena Vrabie as Regional Union Delegate for General Adult Education for the 2019-2020 school year.

UNANIMOUSLY ADOPTED

4. Mistissini

Larry Imbeault introduced the item.

Motion 4

Considering the inquiry conducted with 4 teachers of the VMS school in Mistissini;

Luc Lefebvre moved, Daniel Charest seconded

THAT The Executive Committee confirms the validity of the election of the union delegate and substitute union delegate of VMS School in Mistissini held on August 23, 2019.

UNANIMOUSLY ADOPTED

5. Meeting Adjournment

Motion 5

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Comité exécutif de l' AENQ Executive Committee

Ordre du jour / Agenda

Réunion téléphonique du 22 septembre 2019 / Conference call of September 22, 2019

De 17 h 30 à 18 h 30 / From 5:30 PM to 6:30 PM

Sujet / Subject	I/E/D	Qui / Who
1. Présentation de l'ordre du jour Presentation of the Agenda	I	Larry Imbeault
2. Gestion interne / Internal Affairs 2.1 Direction du personnel de soutien CSK / Sector Director – KSB Support Staff 2.2 Formation annuelle et Conseil de secteur - personnel de soutien CSK / Annual Training and KSB Support Staff Sector Council 2.3 Politique de participation / Participation Policy	I-E-D	Larry Imbeault
3. Personne déléguée syndicale régionale de l'EDA (CSK) / GEA Regional Union Delegate (KSB)	D	Larry Imbeault
4. Mistissini	D	Larry Imbeault
5. Levée de l'assemblée / Meeting Adjournment	D	



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee, Minutes

1920CEPV-05-E

Electronic Meeting of October 1st, 2019

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Luc Lefebvre	Sector Director – CSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff

Absentee:

Vacant	Sector Director – KSB Support Staff
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1. Sector Director – KSB Support Staff

Larry Imbeault moved, Daniel Charest seconded

THAT The Executive Committee welcomes the recommendation of the Sector Council concerned and appoints Didier Cencig, Sector Director - KSB Support Staff, until the end of the present term. In addition, a union release of 20% is granted for the 2019-2020 school year and steps must be taken to ensure that this release begins as soon as possible.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

THAT The Executive Committee adopts the union demands for KSB teachers (E4) for tabling at the CPNCSK on October 17, 2019.

UNANIMOUSLY ADOPTED

Motion 3

Larry Imbeault moved, Paul Washipabano seconded

THAT The Executive Committee adopts the union demands for CSB Support Staff (S8) for tabling at the CPNCSC on October 18, 2019.

UNANIMOUSLY ADOPTED

Motion 4

Larry Imbeault moved, Didier Cencig seconded

THAT The Executive Committee adopts the union demands for KSB Support Staff (S9) for tabling at the CPNCSK on October 18, 2019.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

Motion 5

Larry Imbeault moved, Tarek Khazen seconded

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

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

Ordre du jour / Agenda

Réunion téléphonique du 14 octobre 2019 / Conference call of October 14, 2019

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

Sujet / Subject	I/E/D	Qui / Who
1. Présentation de l'ordre du jour / Presentation of the Agenda	I	Larry Imbeault
2. Négociations 2020 Negotiations	I-E-D	Larry Imbeault
3. 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

1920CEPV-07-E

Meeting of October 26, 27 and 28, 2019

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President (except on October 26, 2019)
Djibril Niang	Secretary-Treasurer
Luc Lefebvre	Sector Director – CSB Teachers
Daniel Charest	Sector Director – KSB Teachers
Didier Cencig	Sector Director – KSB Support Staff
Paul Washipabano	Sector Director – CSB Support Staff

Guests:

Michelle Théberge	Union Advisor (for items 7 to 9)
Emma Dallas	Union Advisor (for items 7 to 9)
Zéni Andrade	Union Advisor (for items 7 to 9)

Absent:

Tarek Khazen	Vice-President (absence on October 26, 2019)
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1. Presentation and Adoption of the Agenda

Djibril Niang introduced the item.

Motion 1

It was moved by Daniel Charest and seconded by Luc Lefebvre

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 Larry Imbeault and seconded by Daniel Charest

THAT The minutes of meetings 1920CEPV-01, 1920CEPV-02, 1920CEPV-03, 1920CEPV-04, 1920CEPV-05 and 1920CEPV-06 be adopted as corrected.

UNANIMOUSLY ADOPTED

3. Follow-up

Larry Imbeault introduced the item.

- The new version of the AENQ bylaws has been on the website for some time now;
- The updated policy on participation is also available on the AENQ website;
- The other items are on the agenda.

The other topics are on the agenda.

4. EC Members Activity Report

Larry Imbeault and Tarek Khazen introduced the item.

Meeting with the FSE on September 4, 2019

- Present were the AENQ President and the negotiations spokesperson for the AENQ, as well as the Vice-President of the FSE, responsible for the negotiations, accompanied by the spokesperson at the E1 table, and FSE advisor;
- The President explained how the lists of demands will be developed for tables E3 and E4;
- The AENQ spokesperson at the same tables expressed concern about the date to be chosen for the tabling;
- The subjects for negotiation on the AENQ *wish list* are reviewed;
- Issues that are under the FSE's responsibility but negotiated at tables E3 and E4 are discussed extensively so that the FSE can authorize us to add them to our list of demands and adapt them accordingly.

FSE-FC on September 5 and 6, 2019

- Discussions on demands to be submitted at FSE sectoral tables, including a potential 8% salary increase to catch up with the Canadian average.

FPSS-FNC on September 10 and 11, 2019

- Before discussing the negotiations as such, the FPSS President informed the assembly of the situation following the raiding campaign in Saguenay-Lac-St-Jean;
- Tumultuous exchanges about a potential salary increase for FSE members. The FPSS President will follow up with the appropriate people;
- Proposition of union demands: presentation of recommendations of the S3 negotiating committee followed by motions and the vote.

Meeting with the FPSS on September 17, 2019

- Present were the AENQ President and spokesperson for the negotiations, as well as the FPSS Vice-President responsible for the negotiations and the spokesperson at tables S12 and S13 who also acts as co-spokesperson at tables S8 and S9. She is an advisor at the FPSS;
- The items of negotiation on the AENQ *wish list* are reviewed;
- Issues that are under the FPSS's responsibility but negotiated at tables S8 and S9 are discussed extensively so that the FPSS can authorize us to add them to our list of demands and adapt them accordingly;
- Also reviewed are the demands adopted for table S3 in order to agree on those to be filed for tables S8 and S9, and adapted if needed.

FSE Special Federal Council on September 18, 2019

- Sectoral negotiation (E1): presentation of the cost of the application, discussion on chapter 9 and follow-up on the FC meeting of last September 5 and 6.

Northern Negotiations Coordination Committee on October 2, 2019

- Issues of regional disparities are reviewed to determine what will be put forward at respective sectoral tables and what will have to be adopted by the General Negotiations Council to be brought to the central table.

Meeting with the CIRB on October 4, 2019

- Representing the AENQ: Larry Imbeault, AENQ President, Nathaly Castonguay, CSQ advisor and AENQ spokesperson at the negotiating table and Zéni Andrade, AENQ union advisor;
- Representing the Opitciwan Atikamekw Council: M^e Jolicoeur, OAC counsel and employer's spokesperson at the negotiating table, Nathalie Potvin, School Principal, Martine Awashish, and Jacinthe Petiquay;
- Annabelle Machabée St-Georges was present for the CIRB; Jean-Daniel Tardif was also attending;
- The AENQ explained that the purpose of the meeting is to move forward with the negotiations, which are dragging on despite the commitments that were made, and to find a solution to the complaints filed with the CIRB;
- After lengthy discussions, the OAC attorney issued possible solutions;
- Parties agreed on the principal elements of what could constitute a four-point agreement: meeting between AENQ representatives and OAC members in Opitciwan before the holidays, reopening of the file of requirements, withdrawal of complaints regarding the rate for substitutes, and replacements during holidays;

- A formal agreement should be drafted and signed by the parties in the coming weeks.

Extraordinary Federal Council of the FPSS on October 8, 2019

- Proposal of an action-mobilization project;
- Project of a wage increase submission to be filed at the FPSS sectoral tables.

General Negotiations Council on October 9 and 10, 2019

- Adoption of wage demands, retirement and regional disparities demands.

Extraordinary Federal Council of the FPSS on October 9, 2019, after the first day of the GNC (following the October 8 meeting)

- Discussions on a possible request for a wage increase to be submitted to the sectoral tables;
- The decision-making process on this potential request to be submitted to the sectoral tables was postponed to the FPSS-FNC on October 15, 2019.

Meeting with the CPNCSC and the CPNCSK on October 11, 2019

- 4 meetings to discuss 4 union leave protocols;
- Joint protocols are desired, but what was proposed would be appropriate, depending on the start and end dates of these protocols.

Federal Negotiations Council of the FPSS on October 15, 2019

- Summary of the meetings with Management Negotiating Committees regarding union leave protocols (S3, S8, S9, S12 and S13);
- Adoption of a wage increase request to be submitted at sectoral tables;
- Presentation of the list of sectoral demands (S3) and adoption of new demands added to the list: employer's contribution to the health insurance plan, creation of a national employment committee (joint decision-making), mechanism concerning the list of arbitrators.

CSQ General Council from October 23 to 25, 2019

- Analysis of the socio-political situation. On this rare occasion, the word "aboriginal" appear a few times. There is even a section on "aboriginal realities" in which the Viens Commission report and the final report of the National Inquiry on Missing and Murdered Aboriginal women are mentioned;
- General Council documents: presentation of the new CSQ extranet;
- Welcome and Union Training Guide: 2019-2020 training opportunities and welcome guide titled "A Window on the CSQ" from the *Service de l'action terrain* (CSQ - Field-oriented Action Services);
- Meeting with Vivianne Michel, President of Quebec Native Women Federation, who gave a speech focusing mainly on the Viens report. She called for help, to which the AENQ President promised to respond. He indicated that, as the EC was asked at the last Congress to put together a women's committee, he might in return contact her for advice;

- Call for tenders in group insurance: decision to adopt the specifications, and presentation of the schedule and the role of the selection committee which will analyze the bids and recommend an insurer to the GC. This committee will be composed of advisory resources from the CSQ and federations involved;
- Group insurance renewal conditions: as of January 1st, 2020, premiums will increase by 8.9%, mainly due to rising inflation in the average cost of claims, the increase in the number of claims, as well as amounts claimed. Not to mention the very significant increase in our major claimants (the 10 largest claimants had total claims of nearly \$5 million for the year 2018);
- International action at the CSQ: the CSQ General Director was elected member of the Executive Board of International Education. The CSQ is active in various projects in Haiti, Côte d'Ivoire, RDC, Burkina Faso, Tchad, Niger, Mexico and in Colombia;
- Overview of the situation in health and social services, and in early childhood as well: At the FIPEQ, negotiations have begun for several unions or groups, or will start soon. The open (raiding) period is on for 100% of the home daycare workers. The same applies to childcare centers with a few exceptions. The FIPEQ denounces the fact that kindergartens for four-year-olds have not been implemented in complementarity with childcare centers and home daycares (ADIM), as they should have been, but rather in competition with them;
- RRAT (Network of Field-focused Action Respondents): Create a bank of volunteers for open periods. Travel and living expenses, and also union leaves are covered by the Independent Union Organization Fund;
- Bill No. 40: The CSQ will file a brief. The decision to proceed with the subsequent steps was taken:
 - That the CSQ:
 1. Denounces Bill #40 wherever possible and invites affiliates to do the same;
 2. Calls on the government to reconsider Bill #40 since it weakens the foundations of the education system even more and further jeopardizes equal opportunities, besides reinforcing the logic of competition within the public network;
 3. Demands the respect and the recognition of the expertise of teaching, professional and school support staff and condemns the disproportionate control measures included in the Bill;
 4. Calls for a democratic decision-making structure, based on equal representation, and deliberating in a participatory and transparent manner;
 - Adoption of an Action and Communication Plan: Although the Cree and Kativik school boards are not covered by Bill #40, representatives from both school boards pointed out that opposition parties should be included in the groups targeted in this plan and that more concrete actions should be put in place by the Centrale.

5. Internal Management

5.1 Staff Management

Larry Imbeault introduced the item.

Follow-up on the RREGOP file of an AENQ employee (employer's share).

Motion 3

It was moved by Daniel Charest and seconded by Luc Lefebvre

THAT The Executive Committee mandate Larry Imbeault to sign the transaction and release subject to verification.

UNANIMOUSLY ADOPTED

5.2 AENQ Sectoral Group

Larry Imbeault introduced the item.

- The AENQ is moving forward on this issue. All developments and progress in this area will be shared with members of the Association;
- Larry Imbeault is preparing to work on amendment proposals for the June 2021 Congress.

5.3 Annual Training and Sector Councils (Assessment)

Larry Imbeault introduced the item.

- Sector Directors will examine the delegates' tool kits and comment on them at the next EC meeting;
- As a whole, annual training sessions and sector councils went well.

5.4 2019-2022 Action Plan

Larry Imbeault introduced the item.

EC members have begun to develop the Action Plan taking into account the priorities voted at the last AENQ congress.

5.5 Aboriginal Committee

Larry Imbeault introduced the item.

For the Cree teachers' sector, 3 applications were received and a sector council will soon be organized to put forward a recommendation.

Motion 4

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The Executive Committee appoint Jeannie McKee as CSB Support Staff Representative, Caroline Oweetaluktuk as KSB Support Staff Representative and Vinnie Baron as KSB Teachers Representative.

UNANIMOUSLY ADOPTED

5.6 Policy on Participation (Travel on Weekend)

Larry Imbeault introduced the item.

Motion 5

It was moved by Larry Imbeault and seconded by Didier Cencig

THAT The AENQ exceptionally grant one full compensation day to the person concerned for travelling on the weekend to participate in a Board Committee meeting (E3).

ADOPTÉE À MAJORITÉ

5.7 Compensation for Union Delegates

Larry Imbeault introduced the item.

EC members unanimously recognized the importance of the union delegates' work. However, no decision on monetary compensation has been taken.

5.8 Complaint from a Member

Larry Imbeault introduced the item.

Motion 6

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The EC take up a member's complaint filed against another member. The inquiry will be done externally. Larry Imbeault is mandated to approach the federations and the Centrale in order to have recommendations of persons to conduct the inquiry.

UNANIMOUSLY ADOPTED

5.9 Assembly Procedures

Larry Imbeault introduced the item.

He is currently working on the assembly procedures and once finalized, they will be sent to the union delegate at VMS school in Mistissini.

5.10 Membership

Larry Imbeault introduced the item.

Motion 7

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT Persons registered on membership lists dating from August 30 to October 25 be recognized as regular members of the AENQ.

UNANIMOUSLY ADOPTED

5.11 2018-2019 Financial Statements

Larry Imbeault introduced the item.

The financial statements are not available.

5.12 2019-2020 Budget

Larry Imbeault introduced the item.

Motion 8

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The AENQ make a \$250 donation to Quebec Native Women Inc.

UNANIMOUSLY ADOPTED

6. Varia

6.1 Learning Assessments

Tarek Khazen introduced the item.

The final report will be presented to the Cree and Kativik school board committee meetings this fall.

6.2 Mom goes to School – Mom stays in School

Tarek Khazen introduced the item.

He mentioned that a survey will be conducted in this regard to collect data on mothers who go to school and those who stay home after having a child.

6.3 My Most Beautiful Story

Tarek Khazen introduced the item.

A committee will be formed to organize a writing competition intended for upper secondary students.

Motion 9

It was moved by Tarek Khazen and seconded by Daniel Charest

THAT The writing competition committee be composed of the following five persons: Daniel Charest, Tarek Khazen, Didier Cencig, Larry Imbeault and Luc Lefebvre.

UNANIMOUSLY ADOPTED

6.4 Survey

Tarek Khazen introduced the item.

He mentioned that this survey is being conducted to demonstrate in the context of the negotiations how heavy the teachers' workloads are.

Motion 10

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The AENQ develop a survey on class composition.

UNANIMOUSLY ADOPTED

6.5 BGE

Daniel Charest introduced the item.

- As a follow-up to Mrs. Dominique Bernier's letter, the AENQ does not have the resources to participate at the round table "Taking care of our roots, the aboriginal peoples' issue" that will take place at the national session of November 28, 2019.
- 2018-2019 BGE Report on September 9, 2019
- Request for collaboration from Isabelle Claveau, school principal in Kirkland (Éric Laroche)
- Request for collaboration and research from Danielle Cloutier, Faculty of Forestry, Geography and Geomatics, Laval University (Caroline Huard)
- Waste burning, article in the October 24 issue of *Journal de Montréal*

- BGE National Session on November 27-28, 2019 in Orford with the participation of Marie-Julie Laniel-Corriveau from CSB (Tarek Khazen).

6.6 Integration Guide

Tarek Khazen introduced the item.

6.7 Ombudsman's Report

Larry Imbeault introduced the item.

Following the 2018 Quebec Ombudsman report, 15 recommendations were made; 14 of which were directly addressed to the Quebec Ministry of Education and Higher Education and 1 to the Quebec Housing Corporation.

Motion 11

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The AENQ identify the recommendations on which it can exert influence and, if necessary, work with Kativik School Board.

UNANIMOUSLY ADOPTED

6.8 LIP & LIPACIN

Daniel Charest introduced the item.

Larry Imbeault will contact the Centrale's Legal Services to draw a comparison between the Education Act and the Education Act for Cree, Inuit and Naskapi Native Persons.

7. 2020 Negotiations

7.1 Mobilization

Tarek Khazen introduced the item.

The AENQ is ordering t-shirts as part of the mobilization plan for E3, E4, S8 and S9.

7.2 Tabling of Union Demands

Francois Beauchemin introduced the item.

- October 17: union demands deposited at E3 and E4 negotiation tables,
- October 18: union demands deposited at S8 and S9 negotiation tables;
- The employers have 60 days to deposit their respective demands;

- Demands from 18 CSQ sectoral groups were filed, including the 4 AENQ tables;
- Marie-Claude Morin, FPSS union advisor, and François Beauchemin are the co-spokespersons at the negotiations tables for the CSB Support Staff (S8) and KSB Support Staff (S9);
- As for the intersectoral negotiations, there are no common front;
- The union's stand is that the duration of the new collective agreement would be 3 years.

7.3 Protocols

Larry Imbeault introduced the item.

- On October 11, 2019, 4 meetings were held with the two management negotiating committees to discuss the four union leave protocols;
- Joint protocols are wished for (one for E3 and E4 tables and one S8 and S9 tables) but what was proposed would be appropriate, conditional on the start and end dates of these protocols.

7.4 Others

Larry Imbeault introduced the item.

- Consultations on prioritization to be held soon;
- Given that Daniel Charest is at the E3 and E4 negotiating tables, it will be important to foresee the responsibilities of each members of the negotiation team;
- At the beginning of next school year, set up of negotiating committees.

8. Labour Relations

The Advisory Staff introduced the item. Due to the confidential nature of the files, no details were recorded in the minutes.

Motion 12

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee welcome the recommendation of the advisory staff and withdraw file n° 2017-2018-CE-16.

UNANIMOUSLY ADOPTED

9. Sector Life

9.1 KSB Support Staff

Didier Cencig introduced the item.

- Discussion with the local delegate at Maintenance;
- Sector Council in Kuujjuaq on September 12, 13 and 14 followed by the election;
- Request for a pedagogical counsellor job description in Kuujjuaq;
- Request to look into Teacher Training seminars as many tasks seem to be performed by project administrators;
- Request to look into the IT department as well, where technicians' job description is systematically ignored and any questions on tasks involved strongly discouraged with continuous threats of reprisals;
- CE conference call;
- Travel to Montreal for meetings.

9.2 KSB Teachers

Daniel Charest introduced the item.

Meetings

- Training with Michelle Théberge: September 28 in Kuujjuaq;
- E4 (Teachers) Sector Council: September 29 in Kuujjuaq;
- Election of Afthab Khan, support staff (Special Needs Committee): September 29;
- Board Committee: October 16 in Kuujjuaq;
- Special Needs Committee: October 17 in Kuujjuaq;
- EC meeting on October 26-27-28 in Montreal;

Next Meetings

- BGE National Session: November 27-28, 2019 in Orford;
- VT-FSE Network: November 17-18-19, 2019 in Quebec City;
- Special Needs Committee: February 5, 2020, in Montreal;
- Board Committee: February 6-7, 2020, in Montreal.

Conference Calls

- EC: September 3
- E4 (Teachers): September 19

Elections and Nominations

- E4 (elections and membership forms): August 5 to September 7;
- VT and GAE: September 20;
- Board Committee: October 3;
- Special Needs Committee: October 3;
- Pedagogical Committee: October 10.

Files

August

- Teachers' duties - Kuujjuaraapik, Salluit, Kuujjuaq;
- Housing renovations, housing shortages, water issues, wastewater in Akulivik;
- Communication AENQ-KSB;
- Heating problems, school opening delay, CNESST in Quaqtaq;
- Safety at school in Salluit;
- NLQ rehiring cases in Akulivik and Quaqtaq;
- Accommodation request form for personnel, parent-child in Kuujjuaq;
- Diagram of representatives on the various KSB committees.

September

- Calls to KSB maintenance: housing unit #508 in Akulivik, heating oil for a housing unit in Kuujjuaq;
- Water tank cleaning in Salluit;
- Teaching Staff shortage (12);
- Appendix 29, file in progress (table to come).

October

- Mobilization T-shirts;
- Scaffolding, safety in Salluit;
- Ethics and communication (school principals) in Salluit and Quaqtaq;
- Disciplinary measures: Kuujjuaq and Salluit;
- Furniture delivery delays in Salluit;
- Leave of absence for family obligations in Akulivik;
- Shooting in Ivujivik;
- Housing shortage, policy on housing allocation in Quaqtaq;
- Bedbugs in the music room, Kuujjuaq;
- Delay in processing references – local Special Needs Committee in Quaqtaq;
- Amendment to the regulation respecting teaching licenses;
- Role of the Education Committee;
- Compensatory pedagogical days.

9.3 CSB Teachers

Luc Lefebvre introduced the item.

- Interaction with delegates at elections;
- Exchanges with delegates concerning their phone numbers and email addresses;
- Discussions with delegates regarding travels, plane reservations and ground transportation;
- Talk with Tarek Khazen on the E3 Sector Council agenda;
- Multiple exchanges with the VMS School delegate and a teacher, and also with AENQ members regarding the election issue at Mistissini High School;

- Meeting with members of Mistissini High School (Luc Lefebvre, Tarek Khazen and Michelle Théberge);
- Look back on the meeting with Matthew Dixon and Denis Lahaie, following our visit; the school climate has significantly improved;
- EC conference call;
- Disagreement on the right of refusal with a School Principal: Discussions and guidance from our advisory staff finally solved the problem;
- Problem with the right of refusal in relation with a generator that leaked diesel fuel at AEMES School. The problem was solved;
- Talk with a teacher at Chisasibi School about disciplinary issues for grade 6 students. School council meeting to resolve the problem. A return to school by Friday, November 8, is planned. An intervention plan is to be implemented;
- Many teachers wonder if they must hand in their assessments to their school principal. I explained to them that the school direction has the right to request them;
- Ordering of t-shirts; several emails and phone calls to follow up were made;
- Shannon Henry elected to the Special Needs Committee. Again, several emails had to be sent to encourage delegates to vote. Only 3 of them did not;
- Signing of several applications for professional development;
- Reading of several documents and grievances;
- Some delegates fail to perform the duties expected of them.

9.4 CSB Support Staff

Paul Washipabano introduced the item.

- Handling of delegate elections: I still have to find a candidate to fill the vacant position at VMS High School in Mistissini;
- Organization of training session in Val d'Or;
- Email exchanges with delegates concerning the t-shirts order. A reminder to three communities that have not forwarded their orders;
- Exchange with Pierre Trudel, delegate at the CSB head office in Mistissini about the list of members registered with the AENQ. An update of the list was subsequently received. Nice initiative on his part, a job to be done everywhere ideally;
- Talks with Natalie Linklater from Wemindji as to whether a temporary-based educator should have been considered for a full-time position. To be continued.

9.5 Childcare Centers

Larry Imbeault introduced the item.

Nemaska and Ouje-Bougoumou

- The AENQ President and the union advisor, Emma Dallas, will meet with members of the 2 childcare centers on November 25 and 27, 2019, to discuss the negotiations, among other matters.

9.6 Band Council Schools

Larry Imbeault introduced the item.

- **Opitciwan**
 - Negotiations are progressing painfully, particularly because an election was held and a new chief of the band council was elected;
 - Meeting with representatives of the OAC and the CIRB (see details at item 4).
- **Wemotaci**
 - Negotiations are progressing painfully, particularly because an election was held and a new chief of the band council was elected;
 - Meeting with representatives of the WAC and the CIRB (see details under item 4).

10. Tool Kits

Larry Imbeault introduced the item.

Tool kits no longer seem to be at hand or used at the annual training sessions. An evaluation of the kits and the relevance of their use will be made.

11. Next Meeting

Motion 13

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The next in-person meeting be held in Montreal on January 6, 7 and 8, 2020.

UNANIMOUSLY ADOPTED

12. Meeting Adjournment

Motion 14

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Sujet / Subject	I-E-D	Qui / Who
1. Présentation and 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-E	Larry Imbeault
4. Rapport d'activités des membres du CE / EC Members Activity Report	I-E	Larry Imbeault Tarek Khazen
5. Gestion interne / Internal Management 5.1 Gestion du personnel / Staff Management 5.2 Regroupement sectoriel AENQ / Sectoral Group 5.3 Formations annuelles & Conseils de secteur (bilan) / Annual Training & Sector Council (assessment) 5.4 Plan d'action 2019-2022 Action Plan 5.5 Comité autochtone / Aboriginal Committee 5.6 Politique de participation (voyage the FDS) / Participation Policy (travel on W- E) 5.7 Compensation pour les personnes déléguées syndicales / Compensation for Union Delegates 5.8 Plainte d'un membre / Complaint from a Member 5.9 Procédures d'assemblée / Assembly Procedures 5.10 Nouvelles adhésions / New memberships 5.11 États financiers 2018-2019 Financial Statements 5.12 Budget 2019-2020	I-E-D	Larry Imbeault
6. Varia 6.1 Évaluation des apprentissages Learning Assessments 6.2 Maman va à l'école – Maman reste à l'école / Mom Goes to School – Mom Stays in School 6.3 Ma plus belle histoire / My Most Beautiful Story 6.4 Sondage / Survey 6.5 EVB / BGE 6.6 Guide d'insertion / Integration Guide 6.7 Rapport du protecteur du citoyen /	I-E I-E I-E-D I-E-D I-E I-E I-E	Tarek Khazen Tarek Khazen Tarek Khazen Tarek Khazen Daniel Charest Tarek Khazen Larry Imbeault

Ombudsman's Report 6.8 LIPACIN & LIP	I-E	Daniel Charest
7. Négociations 2020 Negotiations	I-E	Tarek Khazen
7.1 Mobilisation	I-E	François Beauchemin
7.2 Dépôts des demandes syndicales / Tabling of Union Demands	I-E	Larry Imbeault
7.3 Protocoles / Protocols	I-E	Larry Imbeault
7.4 Autres / Others	I-E	Larry Imbeault
8. Relations de travail / Labour Relations	I-E-D	Personnel conseil / Union Advisors
9. Vie de secteur / Sector Life	I-E-D	Didier Cencig
9.1 Soutien CSK / KSB Support Staff		Daniel Charest
9.2 Teachers CSK / KSB Teachers		Luc Lefebvre
9.3 Teachers CSC / CSB Teachers		Paul Washipabano
9.4 Soutien CSC / CSB Support Staff		Larry Imbeault
9.5 CPE / Childcare Centers		Larry Imbeault
9.6 Écoles de conseil de bande / Band Council Schools		
10. Boîtes à outils / Tool Kits	I-E	Larry Imbeault
11. Prochaine réunion / Next Meeting	D	
12. 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

1920CEPV-09-E

Meeting of January 6 to 8, 2020

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Luc Lefebvre	Sector Director – CSB Teachers
Daniel Charest	Sector Director – KSB Teachers
Didier Cencig	Sector Director – KSB Support Staff
Paul Washipabano	Sector Director – CSB Support Staff

Guests:

Michelle Théberge	Union Advisor (for items 6 and 7)
Emma Dallas	Union Advisor (for items 6 and 7)
Zéni Andrade	Union Advisor (for items 6 and 7)

Absent:

Didier Cencig	Sector Director – KSB Support Staff (absence on January 6, 2020)
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1. Presentation and adoption of the Agenda

Djibril Niang introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Luc Lefebvre

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 Tarek Khazen

THAT The minutes of meetings 1920CEPV-07 and 1920CEPV-08 be adopted as corrected.

UNANIMOUSLY ADOPTED

3. Follow-up

Larry Imbeault introduced the item.

- The first meeting of the Aboriginal Committee should take place in the coming weeks;
- The response to the Québec Ombudsman's report remains to be prepared; this will be discussed with the members of the Aboriginal Committee;
- A reminder concerning the survey on professional development in elementary school was sent out;
- It has been agreed to replace one of the advisors' laptop. It should be delivered by mid-January;
- The other topics are on the agenda.

4. EC Members Activity Report

Larry Imbeault and Tarek Khazen introduced the item.

Meeting with KSB on November 5, 2019

- Representing the AENQ were Larry Imbeault and François Beauchemin, as well as Harriet Keleutak and Marcel Duplessis for KSB;
- Topics covered: Trainees, Special Needs Students, NLQs, support staff retention.

Training on HR management within the union environment on November 7, 2019

- The President and the Vice-President participated;
- The different roles of the HR manager;
- Sharing of functions between elected officials and staff;
- Conflict management;
- The disciplinary and administrative approach;
- Gradations in the penalties prescribed;
- Contents of a (disciplinary) measure.

SIPE Sector Council (CSS-FIPEQ) on November 21, 2019

- The President represented the AENQ;
- Raiding and union organization;

- National negotiations (release protocol, communication and strategic framework);
- Presentation on pay equity;
- Mobilization;
- Membership management (electronic cards - HEROS);
- Presentation by an economist;
- Labour Relations Management Committee;
- Amendments to the Act respecting Labour Standards.

Meeting with members in Nemaska and Ouje-Bougoumou from November 24 to 27, 2019

- In Nemaska on November 25: The President along with an advisor met with teaching and support staff members, as well as with childcare members in the evening;
- In Ouje-Bougoumou on November 26: The President along with an advisor met with teaching and support staff members, as well as with childcare members in the evening;
- The FIPEQ-CSQ President accompanied them to explain to the members of childcare centers the role of the FIPEQ;
- Information to members on their respective negotiations and answers to their questions.

Training on negotiations on November 28 and 29, 2019

- The President, the Vice-President and the negotiations spokesperson participated;
- Roles of the negotiating team members;
- Action-mobilization;
- Negotiation strategies
- Raiding and union organization.

Federal Negotiations Council of the FPSS on December 3, 2019, in the morning

- The President represented the AENQ;
- Report on meetings with the MNC regarding protocols;
- S3 communication plan.

FPSS Federal Council from December 3 to 5, 2019

- The AENQ was represented by the President;
- Election to various committees;
- Union organization (Saguenay – Lac-St-Jean);
- 2019-2022 FPSS direction of communications;
- 2019-2022 Action Plan;
- Financial statements as of August 31, 2019 (surplus of nearly a quarter of a million);
- Adoption of a balanced budget for the year 2019-2020 (\$23 surplus);
- Field action plan in the context of raiding in disguise;
- Bill #40;
- Group insurance: call for tenders, bid evaluation committee.

CSQ General Council from December 11 to 13, 2019

- The President and the Vice-President represented the AENQ;
- Election of a member to the Sexual Diversity Committee;
- Group insurance – call for tenders: election to the bid evaluation committee. The General Council elects one representative as well as one substitute per federation (the AENQ President was elected substitute for the FPSS);
- National Youth Survey (currently not available in English);
- Financial statements as of August 31, 2019 (surplus);
- Adoption of the 2019-2020 budget estimates;
- Bill #40 – synthesis;
- Electoral reform – *Mouvement pour une Démocratie Nouvelle* (MDN);
- Current issues on immigration in Quebec;
- Pay equity campaign;
- Start of phase 2 of the 2018-2021 CSQ Action Plan.

General Negotiations Council on December 12, 2019 (in the evening)

- The AENQ was represented by the President and the Vice-President;
- Demonstration at dinnertime;
- Report on main points of the management offers on intersectoral matters;
- The CSQ 1st Vice-President mentioned that 15 of the 18 sectoral tables will receive their respective employer's offers; the three remaining tables that will not receive their employer's deposit are those of the Cree school board.

5. Internal Management

5.1 AENQ Sectoral Group

Larry Imbeault introduced the item.

Motion 3

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee adopt the roadmap presented by the presidency leading to the recognition of the AENQ as sectoral group with the CSQ.

UNANIMOUSLY ADOPTED

5.2 2019-2022 Action Plan

Larry Imbeault introduced the item.

Motion 4

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The Executive Committee adopt the final version of the 2019-2022 Action Plan.

UNANIMOUSLY ADOPTED

5.3 Policy on the Collaboration of Employees

Larry Imbeault introduced the item.

Motion 5

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee adopt the *Policy on the collaboration of employees by the AENQ*.

UNANIMOUSLY ADOPTED

5.4 Compensation for Union Delegates

Larry Imbeault introduced the item.

The EC members discussed the importance of recognizing the excellent work of the union delegates in order to highlight their effort and involvement.

Motion 6

WHEREAS the recommendation made by the CSB Teaching Sector Council on September 21, 2019;

WHEREAS the consultation carried out with the three other sectors (E4, S8 and S9) in September 2019;

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The Executive Committee recognize the outstanding work accomplished by the union delegates by underlining the contribution of Mario Boiselle (E3) and Rémi Guitard (E4). At the next meeting, the EC will honour two additional delegates from the S8 and S9 support staff sectors. Portraits summarizing their union involvement will be posted on the AENQ Facebook page.

UNANIMOUSLY ADOPTED

5.5 Complaint from a Member

Larry Imbeault introduced the item.

To conduct the investigation, the FPSS offered the services of Alain Gingras (union advisor) and the FSE, those of Éric Thibodeau (teacher released at the E1 negotiating table).

5.6 Assembly Procedures

Larry Imbeault introduced the item.

Motion 7

It was moved by Luc Lefebvre and seconded by Tarek Khazen

THAT The Executive Committee adopt the new policy on meeting procedures.

UNANIMOUSLY ADOPTED

5.7 Memberships

Larry Imbeault introduced the item.

Motion 8

It was moved by Larry Imbeault and seconded by Luc Lefebvre

THAT The persons on the lists dated November 28 and December 13, 2019 be accepted as members of the AENQ.

UNANIMOUSLY ADOPTED

5.8 Records of Decisions

Larry Imbeault introduced the item.

The Secretary-Treasurer will prepare a record of decisions for meeting minutes as defined in his mandate.

5.9 Youth Committee

Larry Imbeault introduced the item.

This involves the creation of a youth committee. Larry Imbeault will prepare an initial draft outline on the purpose of this committee by the next EC meeting before its adoption.

5.10 Women's Committee

Larry Imbeault introduced the item.

The President and the Vice-President will meet with a resource person on February 17, 2020, to elaborate on what the committee's mandate might be. Their work will be presented at the next meeting of the Executive Committee.

5.11 Annual Training and In-Person Sector Councils' Meetings

Larry Imbeault introduced the item.

Annual training sessions will take place in Kuujjuaq from September 24 to 28, 2020 for E4 and from September 25 to 28, 2020 for S9.

Annual training sessions will be held in Val d'Or from September 17 to 21, 2020 for E3 and from September 18 to 21, 2020 for S8.

6. Labour Relations

6.1 Report from the Advisory Staff

The advisory staff introduced the item.

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

6.2 Request from a Member

The advisory staff introduced the item.

Motion 9

WHEREAS the request from the AENQ advisory staff dated December 17, 2019;

It was moved by Larry Imbeault and seconded by Didier Cencig

THAT The AENQ welcome the application made by the member concerned to provide financial support up to 80% of the legal fees actually incurred, up to a maximum of \$5,000.

ADOPTÉE À MAJORITÉ

7. Sector Life

7.1 KSB Support Staff

Didier Cencig introduced the item.

Nothing new to report since last EC meeting.

7.2 KSB Teachers

Daniel Charest introduced the item.

- Non-functional local Special Needs Committee, Quaqtaq
- Housing priority on return from holidays, Kuujjuaq
- Sanitation problem (dirt, mice) at GAE, Ivirtivik
- Follow-up on a disciplinary measure, no response from the teacher, Kuujjuaq
- Travel claims (point of departure)

- Suicides, no local protocols, missing resources, Quaqtaq, Salluit
- Late payments (leave without pay and support employee), Quaqtaq
- Difficult work climate, burnout, management absences, Kuujjuaq
- Complaint of psychological harassment, GAE
- Difficult neighbours, cannabis, health impact, VT, Ivujivik

- Dismissal cases (Elementary and GAE)
- Teachers' storage sheds, new KSB policy, Kuujjuaq, Ivujivik
- Financial compensation for replacing management, Kuujjuaq
- Trainee, status and salary
- Injured teacher wanting to return to work, consequences

- Special needs committee, meeting times and scope of the work involved, Kangirsuk
- Replacement of a teacher at mid-term, conditions for NLQs, Salluit
- Chronic absence of an Inuit teacher (47%), Ivujivik
- Refusal to share accommodations, Akulivik
- Amplification system, Kuujjuaq

- Request for information on the creation of a daycare centre, Salluit
- Tasks not given to teachers, Salluit
- Qualifications (language test)
- Memo on drinking water by HR (KT)

- Survey guide – professional integration
- Standards and procedures, follow-up at KSB
- Selection committee, professional development Fund
- Training - Pedagogy committee, French sector, conference on January 9

7.3 CSB Teachers

Luc Lefebvre introduced the item.

- Preparation for the next school board committee meeting. There has been very little feedback from the school board since Natalie Petawabano was absent.

- Major problem at EAWMS. The school was temporarily closed and an emergency measure was applied. Teachers were placed in various locations in the community. A diesel spill occurred in the mechanical room. Following a thaw, the ventilation system was taking air in and blowing it throughout the school. As a result, many teachers and children suffered from headaches, nausea and eye irritation. There has been work done, and the situation is back to normal.
- Trouble noticed with high school principals in Mistissini and Waswanipi who are applying anti-union pressure.

7.4 CSB Support Staff

Paul Washipabano introduced the item.

- Follow-up regarding the need of a delegate at the high school in Mistissini: Finally, Betsy Loon (documentation technician) was chosen to be the delegate for this school.
- Communication with Natalie Petawabano to plan the next Labour Relations committee meeting. It will be held via videoconferencing on January 31, 2020.
- A member is been questioned on his annual outings. File to be forwarded to AENQ advisory staff.

7.5 Childcare Centers

Larry Imbeault introduced the item.

Nemaska and Ouje-Bougoumou

- Meeting of the President and a union advisor with members on November 25 and 26, 2019 to discuss negotiations. For the first time, the President of the FIPEQ-CSQ, Valérie Grenon, met with the AENQ members of childcare centers in their workplace;
- The date of the next negotiation meeting has yet to be determined.

7.6 Band Council Schools

Larry Imbeault introduced the item.

Opitciwan

- It was agreed that some union representatives, together with the President, are to meet the band council members in Wendake on February 11, 2020.

Wemotaci

- The WAC supposedly filed a complaint with the Canadian Human Rights Commission against representatives of the AENQ.

8. 2020 Negotiations

8.1 Tabling of the Employers' Demands

Larry Imbeault introduced the item.

KSB submitted its demands on December 19, 2019. A synopsis of the employers' demands for E4 and S9 was made. A third E4 negotiation meeting is scheduled for January 29, 2020.

For its part, the CSB will table its demands on January 24, 2020 (tables E3 and S8).

8.2 Protocols

Larry Imbeault introduced the item.

- Management submitted new protocol proposals that take into account some of the comments we made at the October 11th meeting;
- Other issues raised at the October 11th meeting still need to be addressed (vacations, possibility to extend the protocols and return to work of the person released at the end of negotiations under the present protocol).

8.3 Intersectoral Negotiations

Larry Imbeault introduced the item.

The Executive Committee read the document relating to the employers' demands on intersectoral negotiations.

8.4 Action-Mobilization and Communication Plans

Tarek Khazen introduced the item.

- Inform and mobilize our members;
- The t-shirts have been ordered;
- Buttons in the four languages to be ordered soon;
- Planning of sector councils' meetings to determine future mobilization actions.

9. AENQ 50th Anniversary

Larry Imbeault introduced the item.

Members of the Executive Committee exchanged views on this point. Between now and the next meeting, they will think of ideas to mark the AENQ's 50th anniversary coming up in 2021. Among others: videos on the union struggles of the AENQ, on its history, etc.

10. Finances

10.1 Financial Statements

Larry Imbeault introduced the item.

- The audited financial statements for the year 2018-2019 are presented;
- The financial statements, as at November 30, 2019, are presented.

Motion 10

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The Executive Committee welcome and accept the audited financial statements for the year 2018-2019.

UNANIMOUSLY ADOPTED

Motion 11

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The Executive Committee welcome the financial statements as at November 30, 2019.

UNANIMOUSLY ADOPTED

10.2 2019-2020 Budget

Djibril Niang introduced the item.

Motion 12

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The Executive Committee adopt the amendments to the budget 2019-2020 budget.

UNANIMOUSLY ADOPTED

11. Varia

11.1 VT Valorization Plan

Tarek Khazen introduced the item.

The AENQ will adapt the FSE's plan to promote vocational training while taking into account the Northern reality as well as living and working conditions of the members of this sector.

11.2 Survey on Learning Assessments

Tarek Khazen introduced the item.

E3 and E4 sector directors will follow up on the survey on learning assessments with their respective school board to make them aware of the results of this survey thus developing new policies that acknowledge teachers' needs in regard to student evaluation.

11.3 Mom goes to School

Tarek Khazen introduced the item.

A registration form will be sent to all GAE teachers as an incentive to participate in the *Mom goes to School* contest with students.

11.4 CSQ Emerging Union Leaders Week and Camp

Tarek Khazen introduced the item.

Marie-Julie Laniel-Coriveau, teacher at the Waskaganish elementary school, will participate this year in the emerging union leaders camp organized by the CSQ, to take place at the Duschesnay Tourist Resort from April 22 to 24, 2020. As part of the week on the emergence of new union leaders, the AENQ will organize an activity in Chisasibi for teachers and support staff. Professionals will be invited to participate in the activity. A request for financial support will be presented to the CSQ as mentioned in document #A1920-CG-030.

11.5 UQAM Research Project: Succeed 2.0

Daniel Charest introduced the item.

On December 9, Daniel Charest participated, via Zoom video conferencing, in the UQAM research group whose objective is to study the impact of community involvement on academic success.

11.6 BGE

Daniel Charest introduced the item.

Daniel Charest (KSB), Danielle Cloutier (Laval University) and Marie-Julie Laniel-Corriveau (CSB) participated in the roundtable entitled *Taking care of our Roots* at the BGE National Session on November 27, 2019, in Orford. Amélie Nguyen of the Workers' Solidarity Centre (CISO) and Alexandra Lorange representing the Quebec Native Women's Association were the other guests at this roundtable.

11.7 Derogation to the Participation Policy

Daniel Charest introduced the item.

Motion 13

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee waive clause 2.4 of the *Policy on Participation of the AENQ* and reimburse Daniel Charest for expenses related to the following activities:

- Citrec: April 16-17, 2019;
- CE Meeting: May 24-25-26, 2019;
- Cellphone plan cost differences: June to September, 2019.

UNANIMOUSLY ADOPTED

11.8 Group Insurance

Larry Imbeault introduced the item.

The CSQ will make a call for tenders for the renewal of group insurance on January 1, 2021. As stipulated in the collective agreements, only companies with their head office in Quebec (Desjardins, La Capitale and SSQ) will be allowed to bid.

A bid evaluation committee has been set up by the CSQ. The committee is composed of one person representing each of the federations, an external secretary, one representative of the CSQ Executive Council, and staff members of the Centrale. This committee will select the best bidder based on pre-established evaluation criteria and weighting. At the December 2019 GC, the AENQ President was elected as alternate representative for the FPSS.

At the upcoming extraordinary General Council on April 8, the evaluation committee will submit its recommendation to the GC for adoption. This recommendation must be agreed on unanimously by members of the evaluation committee.

12. Next Meeting

Motion 14

It was moved by Didier Cencig and seconded by Djibril Niang

THAT The next in-person meetings be held in Montreal on March 10, 11 and 12, 2020; April 22, 23 and 24, 2020; and June 2, 3 and 4, 2020.

UNANIMOUSLY ADOPTED

13. Adjournment

Motion 15

It was moved by Tarek Khazen and seconded by Luc Lefebvre

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

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-E	Larry Imbeault
4. Rapport d'activités des membres du CE / EC Members Activity Report	I-E	Larry Imbeault Tarek Khazen
5. Gestion interne / Internal Management 5.1 Regroupement sectoriel AENQ Sectoral Group 5.2 Plan d'action 2019-2022 Action Plan 5.3 Politique relative à la collaboration des personnes salariées / Policy on the Collaboration of Employees 5.4 Compensation pour les personnes déléguées syndicales / Compensation for Union Delegates 5.5 Plainte d'un membre / Complaint from a Member 5.6 Procédures d'assemblée / Assembly Procedures 5.7 Nouvelles adhésions / Membership 5.8 Relevés de décisions / Records of Decisions 5.9 Comité des jeunes / Youth Committee 5.10 Comité des femmes / Women's Committee 5.11 Formations annuelles et réunions en personne des Conseils de secteur / Annual Training and In-person Sector Councils' Meetings	I-E-D	Larry Imbeault
6. Relations de travail / Labour Relations 6.1 Rapport du personnel conseil / Report from Advisory Staff 6.2 Demande d'un(e) membre / Request from a member	I-E-D	Personnel conseil / Union Advisors
7. Vie de secteur / Sector Life 7.1 Soutien CSK / KSB Support Staff 7.2 Enseignants CSK / KSB Teachers 7.3 Enseignants CSC / CSB Teachers 7.4 Soutien CSC / CSB Support Staff 7.5 CPE / Childcare Centers	I-E-D	Didier Cencig Daniel Charest Luc Lefebvre & Djibril Paul Washipabano Larry Imbeault Larry Imbeault

7.6	Écoles de conseil de bande / Band Council Schools		
8.	Negotiations 2020 Negotiations		
8.1	Dépôts des demandes patronales / Tabling of the Employers' Demands		Larry Imbeault
8.2	Protocoles		Larry Imbeault
8.3	Negotiations intersectorielles / Intersectoral Negotiations	I-E-D	Larry Imbeault
8.4	Plan d'action-mobilisation et de communication / Action-Mobilisation & Communication Plans		Tarek Khazen Larry Imbeault
9.	50 ^e anniversaire de l'AENQ / AENQ 50 th Anniversary	I-E-D	Larry Imbeault
10.	Finances		
10.1	États financiers 2018-2019 Financial Statements	I-E-D	Djibril Niang Larry Imbeault
10.2	Budget 2019-2020 Budget		
11.	Varia / Miscellaneous		
11.1	Plan de valorisation de la FP / VT Valorisation Plan	I-E	Tarek Khazen
11.2	Sondage sur l'évaluation des apprentissages / Survey on Learning Assessments	I-E	Tarek Khazen
11.3	Maman va à l'école / Mom goes to School	I-E	Tarek Khazen
11.4	Semaine et camp de la relève CSQ / CSQ Emerging Union Leaders Week and Camp	I-E-D	Tarek Khazen
11.5	Projet de recherche de l'UQAM : Réussir 2.0 / UQAM Research Project: Succeed 2.0	I-E	Daniel Charest
11.6	EVB / BGE	I-E	Daniel Charest
11.7	Dérogation à la politique de participation / Derogation to the Participation Policy	I-E-D	Daniel Charest
11.8	Assurances collectives / Group Insurance	I-E	Larry Imbeault
12.	Prochaine réunion / Next Meeting	D	
13.	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

1920CEPV-10-E

Conference Call of January 30, 2020

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Luc Lefebvre	Sector Director – CSB Teachers
Daniel Charest	Sector Director – KSB Teachers
Didier Cencig	Sector Director – KSB Support Staff
Paul Washipabano	Sector Director – CSB Support Staff

Absent:

Didier Cencig	Sector Director – KSB Support Staff
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1. Presentation of the Agenda

Larry Imbeault presented the closed agenda (Appendix 1).

2. KSB Support Staff Sector

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The President of the AENQ be mandated to carry out the functions of Sector Director (KSB Support Staff) and that he take steps to find a replacement person to assume the position of Sector Director - KSB Support Staff for the duration of Didier Cencig's absence.

UNANIMOUSLY ADOPTED

3. Labour Relations Intern

Larry Imbeault introduced the item.

Motion 2

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The President of the AENQ be mandated to take the necessary steps to hire a Labour Relations Intern for the summer of 2020.

UNANIMOUSLY ADOPTED

4. Meeting Adjournment

Motion 3

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Sujet / Subject	I/E/D	Qui / Who
1. Présentation de l'ordre du jour Presentation of the Agenda	I	Larry Imbeault
2. Secteur soutien CSK KSB Support Staff Sector	I-E-D	Larry Imbeault
3. Stagiaire en relations de travail Labour relations intern	I-E-D	Larry Imbeault
4. Levée de l'assemblée Meeting Adjournment	D	

3. Committee on the Status of Women (AENQ)

Larry Imbeault introduced the item.

Motion 2

Considering the mandate given by the AENQ Congress in March 2019;

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The AENQ Executive Committee move forward with the establishment of the Committee on the Status of Women – AENQ (CSQ) according to the guidelines presented (Appendix 2).

UNANIMOUSLY ADOPTED

4. Next Meeting

Larry Imbeault introduced the item.

The next meeting of the Executive Committee is maintained as planned.

5. Meeting Adjournment

Larry Imbeault introduced the item.

Motion 3

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The meeting of the Executive Committee be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Sujet / Subject	I/E/D	Qui / Who
1. Présentation de l'ordre du jour Presentation of the Agenda	I	Larry Imbeault
2. Direction de secteur - soutien CSK Sector Director - KSB Support Staff	I-E-D	Larry Imbeault
3. Comité de la condition féminine (AENQ) Committee on the Status of Women (AENQ)	I-E-D	Larry Imbeault
4. Prochaine réunion Next Meeting	I-E-D	Larry Imbeault
5. Levée de l'assemblée Meeting Adjournment	D	

Committee on the Status of Women AENQ (CSQ)

Composition:

- 1 Inuk woman
- 1 Cree woman
- 1 Atikamekw woman
- 3 non-native women, one working in Nunavik, one in Eeyou Istchee and one from an Atikamekw community
- 1 politically accountable decision-maker (AENQ Vice-President) without voting rights
- 1 godmother, a CSQ-CE member (to be confirmed) without voting rights

Mandate:

The AENQ-CSW shall play a supervisory by making the question of Aboriginal and non-Aboriginal women a constant concern in all aspects of the AENQ life.

In this sense, the AENQ-CSW shall:

- reflect and analyze issues affecting the status of women;
- raise awareness and advise the members of the AENQ Executive Committee on issues concerning women's living and working conditions;
- make recommendations and offer advice about issues of specific concern to women;
- encourage and promote the adhesion and participation of women in union life;
- see to the integration of its dossiers in the actions of the AENQ.

The term of the mandate is for the 3 years of a usual triennium at the AENQ.

Posting: to be done on March 8, 2020 (International Women's Rights Day) on the AENQ's Facebook page, but to be sent to delegates on March 9, 2020, for posting in the community for a period of 10 working days (until March 20). Members' applications will be forwarded to the attention of the AENQ Vice-President. Afterwards, sector councils concerned will proceed with the election of the members of the AENQ-CSW (e.g., for the Cree applicant, childcare centers, E3 and S8 sector councils will vote).

Frequency of meetings: 3 annual meetings (the first of the triennium to be held in person).



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee Minutes

1920CEPV-12-E

Meeting of March 10, 11 and 12, 2020

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Luc Lefebvre	Sector Director – CSB Teachers
Daniel Charest	Sector Director – KSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff
Caroline Oweetaluktuk	Interim Sector Director – KSB Support Staff

Guests:

Michelle Théberge	Union Advisor (for items 7 to 9)
Emma Dallas	Union Advisor (for items 7 to 9)
Zéni Andrade	Union Advisor (for items 7 to 9)
François Beauchemin	Union Advisor (for items 7 to 9, 10.1, 10.2 and 10.3)

Absent:

Tarek Khazen	Vice-President (absent without valid reason on March 12, 2020)
Didier Cencig	Sector Director – KSB Support Staff (legitimate absence)
Caroline Oweetaluktuk	Interim Sector Director – KSB Support Staff (legitimate absence)

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 of Meetings

Djibril Niang introduced the item.

Motion 2

It was moved by Djibril Niang and seconded by Luc Lefebvre

THAT The minutes of meetings 1920CEPV-09, 1920CEPV-10 and 1920CEPV-11 be adopted as corrected.

UNANIMOUSLY ADOPTED

3. Follow-up

Larry Imbeault introduced the item.

- The new laptop for one of the advisors has finally arrived.
- In the dossier of the group insurance call for tenders, the president was elected substitute for the FPSS. Since the bid evaluation committee has begun its work, he will not have to be part of it.
- The CSQ youth survey was finally translated into English. It was posted on the Facebook page.
- The *Policy regarding the collaboration of employees represented by the AENQ* was posted on the website on March 9, 2020.
- In the case of the complaint by a member against another member, following numerous exchanges with the CSQ legal staff, the people appointed by the federations to conduct the investigation, the person who filed the complaint and the one targeted in the complaint, the file can be considered closed. However, bylaws will be amended at the next Congress to take into account certain problems that arose in this file.
- Trainee in Labour Relations: one application only. The project is postponed until winter 2021.
- The assembly procedures were sent out on January 23, 2020.
- With regard to the recognition of the work accomplished by union delegates, Mario Boisselle, teaching staff delegate in Wemindji, was reluctant to have his union portrait posted on the AENQ Facebook page, but he still wanted to thank the Executive Committee for the good intention.
- The other items are on the agenda.

4. EC Members Activity Report

Larry Imbeault and Tarek Khazen introduced the item.

Extraordinary Federal Council of the FSE on January 15, 2020: Tarek Khazen

HÉROS training on January 29, 2020

- The President received training on an electronic membership card signing system. This mobile phone application is still not available in English.

FPSS-FNC on February 4, 2020

- Tabling of summary documents relating to sectoral employer applications.
- Review of discussions with the MNCs regarding release protocols.

Aboriginal Committee on February 5, 2020

- See item 5.10.

NNCC on February 7, 2020

- See item 10.

Meeting with members of the Opitciwan Atikamekw Council in Wendake on February 11, 2020.

- See item 8.6.

GNC on February 12 and 13, 2020

- The president, the vice-president, the sector director for KSB teachers (E4) and the spokesperson at the tables participated in this 2-day meeting.
- Analysis of the situation (highlights).
- Report on the coordination of intersectoral negotiations: 22 meetings planned by the end of June 2020.
- Non-participation of Centrales in discussion forums proposed by the government.
- Wage demands: management made its presentation last January 24. Presentation of the union analysis on February 5.
- Demand on parental rights: decision that the demand be to increase the duration of paternity and adoption leaves from a maximum of 5 weeks to 10 weeks and to extend the payment of additional benefits up to 100% of the base salary paid by the employer.
- Report on sectoral negotiations.
- Pay equity status report.
- Results of the actuarial valuation of the RREGOP: as of December 31, 2017, the plan was funded (employees' portion) at 110.2%. Reminder: the employer is asking to merge the government employees' pension fund and the RREGOP with the PPMP (Pension Plan of Management Personnel).
- Working Committee on Living Conditions in remote, isolated and devitalized Regions (CSQ): the president had the proposal on the implementation of a working committee amended so that he is part of the group (rather than a person responsible for the Aboriginal file at the CSQ) and for the committee to include two Aboriginal representatives, one Cree and one Inuk (rather than the committee be able to include an Aboriginal person).
- Visibility plan in support of mobilization: the CSQ puts forward two lines of action, the main one aimed at building mass mobilization and the secondary one intended to increase public events visibility. Since the objectives are

complementary, it is crucial that priority in terms of volume of actions be given to the first line. Consequently, the second one will be deployed with the purpose of generating participation in the mobilization by offering media coverage materials.

- Handling of confidential information.

FSE-FC from February 19 to 21, 2020: Tarek Khazen

- Assessment of the negotiation meetings: management seems keen on stretching the negotiations and is putting pressure on all major centrales and federations participating in the discussion forums. The response from the Federation was uncompromising: Negotiations go down at negotiating tables! That's it, that's all!
- The Minister of Education no longer intends to remove the *a priori* weighting to increase the size of groups.
- New Ethics and Religious Culture course: Aboriginal groups present at the discussion tables on this subject want to integrate Aboriginal knowledge, as well as Aboriginal cultures and values in this new course.
- Highlights on the adoption of Bill #40: despite the anger expressed by the Federal Council over the gag order adoption of this bill, delegates emphasized the rigour and quality of the work of the political representatives and the entire FSE-CSQ staff in the governance of this file.
- Pay equity: it is imperative that the 2010 demands be settled before the 2015 demands. A lot of pressure is put by the Federal Council to settle this file as quickly as possible.
- Action-mobilization: resource people asked the Federal Council delegates to reflect on new and original ways to strike. File to follow.

5. Internal Management

5.1 AENQ Sectoral Group

Larry Imbeault introduced the item.

Motion 3

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The roadmap adopted at the January 2020 Executive Committee meeting be amended as proposed.

UNANIMOUSLY ADOPTED

5.2 2019-2022 Action Plan

Larry Imbeault introduced the item.

Motion 4

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The 2019-2022 Action Plan be amended by adding the following priority mandates:

- Recognition of the AENQ as a sectoral group;
- Education Act vs Education Act for Cree, Inuit and Naskapi Native Persons.

UNANIMOUSLY ADOPTED

5.3 New Memberships and Members' Cards

Larry Imbeault introduced the item.

It was requested that membership cards be issued and sent to members. This could be done as part of a validation operation of the membership lists.

Motion 5

It was moved by Larry Imbeault and seconded by Luc Lefebvre

THAT The persons on the lists dated January 17, February 20 and March 6, 2020, be accepted as regular members of the AENQ.

UNANIMOUSLY ADOPTED

5.4 Participation Policy

Tarek Khazen introduced the item.

Motion 6

It was moved by Tarek Khazen and seconded by Daniel Charest

THAT The Vice-President request an exemption from the Executive Committee in order to participate in proceedings to be held in Saint-Hyacinthe and Boucherville, while benefiting from accommodation, until the end of the 2019-2020 school year.

UNANIMOUSLY ADOPTED

5.5 Assessment on the Work of EC Members

Tarek Khazen introduced the item.

An exchange took place among members of the Executive Committee on how to improve the work of its members. The President mentioned that he does not receive the activity reports of EC members who have full or part-time releases on

a regular basis. At the same time, EC members were reminded of the self-assessment tool available to them and invited to make use of it. The President will forward an up-to-date version of this tool to the EC members.

5.6 Electronic Signature

Daniel Charest introduced the item.

He mentioned that it is important to have uniformity regarding the electronic signature of EC members. This electronic signature must be used along with the AENQ or the CSQ logo. Versions of these signatures will be sent to the EC members.

5.7 HR Management

Larry Imbeault introduced the item.

Eve-Lyne Fecteau officially resigned on February 3, 2020. She had been on a leave without pay since March 7, 2019. Michelle Théberge signed an employment contract as union advisor with regular status dated February 24, 2020, but which took effect on February 3. Given the work she had already performed, which counted in her probationary period, she is now a permanent employee.

Monique Nepveu will retire on July 3, 2020. Her last workday would be May 28, 2020.

Motion 7

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The position of Administrative Agent be posted as soon as possible in the usual manner.

UNANIMOUSLY ADOPTED

The management secretary is currently on disability leave. We do not know how long this leave will last.

Motion 8

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The President be mandated to take steps to temporarily fill the position of Management Secretary.

UNANIMOUSLY ADOPTED

Michelle Théberge announced that she is expecting a child. The expected delivery date is September 25, 2020, with a possible departure in mid-August.

Motion 9

It was moved by Larry Imbeault and seconded by Luc Lefebvre

THAT The President be mandated to take steps to temporarily fill the position of Union Advisor until the return of Michelle Théberge.

UNANIMOUSLY ADOPTED

5.8 Modifications to the Employees' Collective Agreement

Larry Imbeault introduced the item.

The President presented the modifications proposed by the SEESOCQ delegate along with his own.

Motion 10

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The President be mandated to conclude an agreement according to the terms agreed upon in the Executive Committee.

UNANIMOUSLY ADOPTED

5.9 Harassment Policy

Larry Imbeault introduced the item.

Motion 11

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The President be mandated to finalize the Harassment Policy with employee representatives according to the terms agreed upon in the Executive Committee.

UNANIMOUSLY ADOPTED

5.10 Aboriginal Committee

Larry Imbeault introduced the item.

Jeannie McKee will resign from the Committee on March 16, 2020. Two other positions are still vacant.

Motion 12

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT In order to fill the vacant positions, the President be mandated to proceed with the postings required according to the usual practice as of March 16, 2020.

UNANIMOUSLY ADOPTED

Vinnie Baron suggested holding general assemblies in separate groups first, with Inuit in one group and non-Inuit in another group, and then bringing both groups together. This topic will be discussed at the September 2020 in-person sector council meetings.

5.11 Women's Status Committee

Larry Imbeault introduced the item.

The President and the Vice-President met with a CSQ resource person on February 14, 2020. To comply with the decision taken at the Congress, the Executive Committee decided last February 27 to go ahead with the implementation of a committee with certain pre-established guidelines. The creation of the committee was announced on the AENQ Facebook page and the President sent to the delegates an announcement searching for candidates to be posted. Sector councils concerned will be consulted before proceeding to the nomination of members. The CSQ network on Women's Status will hold a meeting on April 30 and May 1. There should be an AENQ representative present at the meeting.

5.12 Youth Committee

Larry Imbeault introduced the item.

Motion 13

Considering the mandate given by the AENQ Congress in March 2019;

It was moved by Larry Imbeault and seconded by Luc Lefebvre

THAT The AENQ Executive Committee move forward with the establishment of the AENQ Youth Committee (CSQ) according to the guidelines presented (Appendix 2).

UNANIMOUSLY ADOPTED

5.13 AENQ 50th Anniversary

Larry Imbeault introduced the item.

Suggestions for activities to mark the event:

- A contest could be organized to create a “50th Anniversary” logo, or given the timeframe, the CSQ or a firm could be asked to do it.
- Promotional material (pins, sleeves, pens, etc.) could then be produced.
- We had talked about making video clips of former EC members and retired employees to highlight significant AENQ events.
- Celebration with cake on the very day of the anniversary in each community.

Motion 14

It was moved by Tarek Khazen and seconded by Luc Lefebvre

THAT A “50th Anniversary” Committee be created. This committee would be composed of Tarek Khazen, Luc Lefebvre, Daniel Charest and a member of the AENQ staff.

UNANIMOUSLY ADOPTED

6. Regional Special Needs Committees

This item is postponed to a future meeting.

7. Labour Relations

7.1 Report from Advisory Staff

The advisory staff introduced the item.

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

7.2 COVID-19

Larry Imbeault introduced the item.

Some members are worried. A memo drafted by the advisory staff will be sent to members to inform them of the proper hygiene measures to use in all circumstances.

8. Sector Life

8.1 KSB Support Staff

Larry Imbeault introduced the item.

- Caroline Oweetaluktuk, interim sector director, started her first day of union leave on March 6. Early in the day, the president gave her some coaching on what she should do on this first union leave day.
- She has started to contact sector delegates and other people requesting their involvement.
- Still no word from the incumbent sector director. He is said to still be on disability.
- Adapted calendar: DSS employees want to finish at the same time as teachers.

8.2 KSB Teachers

Daniel Charest introduced the item.

Akulivik

- Physical Education *Trainee*;
- Lack of housing;
- *Youth Fusion* substitute;
- Substitute for two groups and remuneration;
- Water problems, letter to employees;
- Grievances.

Kuujuaq

- Supervision periods at Pitakallak;
- Management attitude (amplitude, supervision, behaviour);
- SB presence at Education Committee meetings;
- Election of a substitute;
- Letter on leave extension;
- Management position posting.

Quaqtaq

- Rent payment stoppage;
- Housing – School direction vs teachers.

Inukjuaq

- Damage to a member's reputation on Facebook;
- Hours worked by a bus driver.

Committee

- Special Needs Committee: February 5, 2020;
- School Board Committee, February 6, 2020 (February 7 cancelled);
- Pedagogy Committee, conference calls, January 23, 2020;
- Conference call on mobilization;
- Summary report of the survey: Welcome - Recruitment

KSB

- KSB directives- HR03 (summer hours) and HR18 (leaves of absence without pay);
- KSB Welcoming Booklet for employees;
- 2020-2021 calendar consultation;
- KSB Educational programs;
- HR-Community table;

OTHER ACTIVITIES

NETWORK PROJECT: SUCCEED 2.0

- Collaboration with a UQAM research group (continued)
Impact of Community Engagement on Academic Success

NEGOTIATIONS

- Preparation: January 23, January 27, February 4, 2020;
- E3: January 24, February 26, 2020;
- E4: January 29, February 20, 2020

GNC

- February 12-13, 2020.

8.3 CSB Teachers

Luc Lefebvre introduced the item.

- Preparation and holding of the Com-Com meeting on February 16, 2020.
- Mobilization of troops for t-shirts and letter addressed to the school administrations.
- Problem with schools in Waswanipi. Teachers asked that the letter be modified. Tarek Khazen and Larry Imbeault will take care of it.
- Reminder to some teachers to make sure that a meeting about mobilization is held.
- Teachers of Waswanipi schools still have to print report cards even though there had been a discussion to this effect with the CSB at the Com-Com meeting last November. A follow-up will be made at the next meeting in April 2020.
- Calls to delegates who don't keep in touch to see how they are going in their schools.
- Sanitation issue at the Waswanipi high school significantly improved after discussion with the delegate.

8.4 CSB Support Staff

Paul Washipabano introduced the item.

- The Labour Relations Committee meeting was held on January 31, 2020, as planned. The next meeting will be held on April 20, 2020.
- A sector council took place on February 24, 2020, with Larry Imbeault, Tarek Khazen and François Beauchemin to inform delegates on the negotiations and the action-mobilization plan. The delegates must hold a general assembly the following week to relay the information received to their members and also to conduct the mobilization survey.

8.5 Childcare Centers

Larry Imbeault introduced the item.

As part of her tour, the FIPEQ president wants to go back to Ouje-Bougoumou for a luncheon meeting with members of childcare centers on Saturday, May 9, 2020, at 10 a.m.

On the negotiations front, we are waiting for an answer from the employer regarding a tow clause on wages. The person in charge of the file is on disability leave. There is a delay in the payment of contributions.

8.6 Band Council Schools

Larry Imbeault introduced the item.

- Larry Imbeault, president, Nathaly Castonguay, spokesperson at the bargaining table, Zéni Andrade, union advisor in charge of the OAC, and Guillaume Quirion, union delegate and member of the negotiating team, met with OAC members who were accompanied by M^e Jolicoeur, the employer spokesperson at the bargaining table. All in attendance introduced themselves. The AENQ President gave a speech in which he demonstrated, among other things, actions the Association carries out to promote the academic success of Aboriginal students. The next day of negotiations with the OAC is scheduled on March 20, 2020, in Trois-Rivières. The four non-renewal cases will be heard in August.
- Following the anti-union public notice issued by the WAC last fall, a formal letter asking to retract the statement was sent to the council. The WAC has not acted on it.
- Following the letter sent by the CAW to the CSQ President on November 27, 2019, denouncing the alleged actions of AENQ representatives, a response was drafted by the CSQ on March 3. It was approved by both the CSQ and the AENQ presidents.
- On the negotiation side, a simplified draft agreement will be presented to the CAW. The application for union revocation has been suspended for the duration of the bargaining process. The next day of negotiations with the CAW is April 1st, 2020, in Shawinigan.
- An agreement was reached in the second case of disciplinary measures and dismissal of the delegate.

9. Education Act vs Education Act for Cree, Inuit and Naskapi Native Persons

Larry Imbeault introduced the item.

There is confusion about the legal framework of the Cree and Kativik school boards. A formal opinion should be given by the AENQ advisory staff on this matter.

10. 2020 Negotiations

10.1 Protocols

Larry Imbeault and François Beauchemin introduced the item.

The employers' proposals do not meet union requirements. Despite the fact they have agreed to include in them that protocols are without reimbursement by the union and clauses concerning vacation, the possibility of extending them is still missing.

According to the CSQ's sectoral negotiations coordinating committee, the MNCs would all have the necessary mandates to reach agreements on the protocols, but it seems that they are reluctant to move on points in dispute. There is a feeling that each MNC is in tow with the other one, probably due to a lack of experience.

10.2 Intersectoral Negotiations

Larry Imbeault introduced the item.

There will be no Common Front, but the main Centrales are in constant communication. Alliances on specific issues are not excluded.

This morning, we received confirmation from the Treasury Board that the 10% attraction and retention bonus for certified workers that expired on March 31, 2020, will not be renewed. A mobilization activity outside the National Assembly in Quebec City is planned for tomorrow.

There are 22 negotiation meetings planned between now and the end of June 2020.

10.3 Sectoral Negotiations

Larry Imbeault introduced the item.

At first glance, we denounce the rhythm of meetings and the fact that the MNCs refuse to officially plan medium-term meetings. For example, in the last bargaining round, it took 55 days of negotiations at table E3, to reach a tentative agreement. To date, there is an average of less than one scheduled negotiating day per month, which is unacceptable.

We are still at the beginning of the discussions. We are focusing on our demands. The MNCs would have an understanding of all of our requests. One MNC requires more explanation than the other. The MNCs do not put forward much of their requests and they do not explain them further.

Some members want to have the union and management lists of demands. A lot of information has already been sent to members via the nego-newsletters. There is a consensus that a more complete summary of union demands could be sent out. So far, the MNCs have not made their demands much more explicit.

All the demands tabled at our (sectoral) tables must be negotiated at our tables, it is out of the question that some of them be negotiated at intersectoral tables.

In the coordination group, there were discussions as to when mediation requests could be filed.

10.4 Action-Mobilization and Communication Plans

This item is postponed to a later meeting.

10.5 Working Committee on Living Conditions in Remote, Isolated and Devitalized Areas (CSQ)

Larry Imbeault introduced the item.

As mentioned earlier at the Executive Committee meeting, the recommendation presented and adopted at the last GNC meeting was amended following the AENQ' proposals to include the president on the committee. Also, instead of the committee "being able to add an additional resource person", the proposal now reads as follows: "To ensure an in-depth study of the specific realities of the Aboriginal and Inuit communities, the committee **will have to include additional resource persons, one to represent the Inuit and one to represent the First Nations**".

Motion 15

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The AENQ recommend to the appropriate authorities that the additional Aboriginal resource person representing First Nations in the Working Committee on Living Conditions in Remote, Isolated and Devitalized Areas (CSQ) be Paul Washipabano and that the Executive Committee designate within a week a resource person who will be recommended to represent the Inuit.

UNANIMOUSLY ADOPTED

11. Finances

11.1 Financial Statements

Djibril Niang introduced the item.

Motion 16

It was moved by Djibril Niang and seconded by Larry Imbeault

THAT The Executive Committee welcome the financial statements as at February 28, 2020.

UNANIMOUSLY ADOPTED

11.2 2019-2020 Budget

Djibril Niang introduced the item.

Motion 17

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The amendments to the 2019-2020 budget be adopted.

UNANIMOUSLY ADOPTED

12. Varia

12.1 Electronic Surveys

Daniel Charest introduced the item.

Motion 18

It was moved by Daniel Charest and seconded by Paul Washipabano

THAT If the AENQ decides to consult members on specific issues, electronic surveys be used from now on to facilitate the collection and compilation of data.

UNANIMOUSLY ADOPTED

12.2 CSQ Emerging Union Leaders Week and Camp

This item is postponed to a later meeting.

12.3 Welcoming and Professional Integration Guide

This item is postponed to a later meeting.

12.4 Bill 40

This item is postponed to a later meeting.

12.5 VT Valorization Plan

This item is postponed to a later meeting.

12.6 BGE

Daniel Charest introduced the item.

- National BGE session, Ste-Hyacinthe, April 8-9, 2020;
- BGE call for *Earth Day 2020* projects;

- Partial contribution of the AENQ in response to call for projects;
- Conference calls on February 27, 2020.

13. Next Meeting

For information purposes, the next in-person meeting is scheduled for April 22, 23 and 24, 2020.

Motion 19

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The next conference call be held on March 16, 2020.

UNANIMOUSLY ADOPTED

14. Adjournment

Motion 20

It was moved by Larry Imbeault and seconded by Paul Washipabano

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

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-E	Larry Imbeault
4.	Rapport d'activités des membres du EC / EC Members Activity Report	I-E	Larry Imbeault Tarek Khazen
5.	Gestion interne / Internal Management		
5.1	Regroupement sectoriel AENQ Sectoral Group	I-E-D	Larry Imbeault
5.2	Plan d'action 2019-2022 Action Plan	I-E-D	Larry Imbeault
5.3	Nouvelles adhésions et cartes de membres / New Membership and Members' Cards	I-E-D	Larry Imbeault
5.4	Politique de participation / Policy on Participation	I-E-D	Tarek Khazen
5.5	Appréciation du travail des membres du EC / Assessment on the Work of EC Members	I-E	Tarek Khazen
5.6	Signature électronique / Electronic Signature	I-E-D	Daniel Charest
5.7	Gestion des ressources humaines / HR Management	I-E-D	Larry Imbeault
5.8	Modifications à la convention collective des membres du personnel / Modifications to the employees' collective agreement	I-E-D	Larry Imbeault
5.9	Politique sur le harcèlement / Harassment Policy	I-E-D	Larry Imbeault
5.10	Comité autochtone / Aboriginal Committee	I-E-D	Larry Imbeault
5.11	Comité sur la condition féminine / Women's Status Committee	I-E	Larry Imbeault
5.12	Comité des jeunes / Youth Committee	I-E	Larry Imbeault
5.13	50 ^e anniversaire de l'AENQ / AENQ 50 th Anniversary	I-E	Larry Imbeault
6.	Comité regional EHDAA (CSC) / Regional Special Needs Committees (CSB)	I-E	Tarek Khazen
7.	Relations de travail / Labour Relations		
7.1	Rapport du personnel conseil / Report from Advisory Staff	I-E-D	Personnel conseil / Union Advisors
7.2	COVID-19	I-E	Larry Imbeault
8.	Vie de secteur / Sector Life		
8.1	Soutien CSK / KSB Support Staff		Larry Imbeault
8.2	Enseignants CSK / KSB Teachers		Daniel Charest
8.3	Enseignants CSC / CSB Teachers	I-E-D	Luc Lefebvre
8.4	Soutien CSC / CSB Support Staff		Paul Washipabano
8.5	CPE / Childcare Centers		Larry Imbeault Larry Imbeault

8.6	Écoles de conseil de bande / Band Council Schools		
9.	LIP vs LIPACIN / Education Act vs Education Act for Cree, Inuit and Naskapi Native Persons	I-E-D	Larry Imbeault
10.	Négociations 2020 Negotiations 10.1 Protocoles / Protocols 10.2 Négociations intersectorielles / Intersectoral Negotiations 10.3 Négociations sectorielles / Sectorial Negotiations 10.4 Plans d'action-mobilisation et de communication / Action-Mobilisation & Communication Plans 10.5 Comité de travail sur les conditions de vie dans les régions éloignées, isolées et dévitalisées (CSQ) / Working Committee on Living Conditions in Remote, Isolated and Devitalized Areas	I-E-D	François Beauchemin Larry Imbeault
11.	Finances 11.1 États financiers au 28 février 2020 / Financial Statements as of Feb. 28, 2020 11.2 Budget 2019-2020 Budget	I-E-D	Djibril Niang Larry Imbeault
12.	Varia / Miscellaneous 12.1 Sondages électroniques / Electronic Surveys 12.2 Semaine et camp de la relève CSQ / CSQ Emerging Union Leaders Week and Camp 12.3 Guide d'accueil et d'insertion professionnelle / Welcoming and Professional Integration Guide 12.4 PL40 / Bill 40 12.5 Plan de la valorisation de la FP / VT Valorisation Plan 12.6 EVB/BGE	I-E-D I-E-D I-E I-E I-E I-E	Daniel Charest Tarek Khazen Tarek Khazen Tarek Khazen Tarek Khazen Daniel Charest
13.	Prochaine réunion / Next Meeting	D	
14.	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

1920CEPV-13-E

Conference Call of March 16, 2020

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Luc Lefebvre	Sector Director – CSB Teachers
Daniel Charest	Sector Director – KSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff

Absent:

Djibril Niang	Secretary-Treasurer (absent without valid reason)
Didier Cencig	Sector Director – KSB Support Staff (legitimate absence)
Caroline Oweetaluktuk	Interim Sector Director – KSB Support Staff (legitimate absence)

1. Presentation of the Agenda

Larry Imbeault presented the closed agenda (Appendix 1).

2. Action-Mobilization Plan

Tarek Khazen introduced the item.

A draft action-mobilization plan was presented to the different sectors of the two school boards. Delegates were informed that they are to hold general assemblies in the coming weeks to consult with colleagues on the mobilization actions they are willing to undertake from the list presented to them. Members will have the possibility to add other actions to it.

A few delegates responded and a follow-up will be done to collect as many responses as possible.

Teaching staff delegates were also requested to get signatures on a letter addressed to school principals, asking them whether they were in agreement with management orientations. Some delegates were reluctant to have it signed

for fear of reprisals from their principals. Advocacy work is conducted with the delegates to further explain the content and purpose of the letter.

The majority of our members (E3, E4 et S8) have received their t-shirt and wear it every Thursday. A few group pictures were taken and more are expected in the days/weeks to come. We are working hard to send t-shirts to the members of sector S9.

Banners, buttons and posters have been ordered and were recently received. The most opportune time to send them to the communities remains to be determined. Additional mobilization articles will be ordered as required.

Financial support will be requested from the Centrale and the two federations for purchasing advertisements in regional magazines or newspapers.

Pierre Lanthier offered to come and support us in our mobilization activities in the North. The EC must schedule a tour and prepare an action plan.

3. CSQ Emerging Leaders Week and Camp

Tarek Khazen introduced the item.

As mentioned at the last in-person EC meeting, Marie-Julie Laniel-Corriveau, a teacher at the Waskaganish elementary school, will participate in the emerging union leaders camp organized by the CSQ, to take place from April 22 to 24, 2020.

As for the activity to be organized in Chisasibi in connection with the emergence of new union leaders' week, the professionals' union does not seem to be proactive in this matter, which will prevent us from being eligible to a CSQ grant.

4. Welcoming and Professional Integration Guide

Tarek Khazen introduced the item.

A welcome and professional integration guide for all teachers and support staff of the Cree and Kativik school boards is currently being written by Nicole De Sève. The welcome section of the guide is very well done, but perhaps the section dealing with professional integration for teachers should be a tad more developed.

5. Bill 40

Tarek Khazen introduced the item.

The memo written for our teachers on Bill 40 will be reviewed and modified by our advisory staff before it is distributed to the schools. The new rights, enshrined in the Education Act (LIP), need to be thoroughly discussed. The Cree and Kativik school boards must be made aware of them so that they are recognized and inserted in the *Education Act for Cree, Inuit and Naskapi Native Persons* (LIPACIN).

6. COVID-19

Larry Imbeault introduced the item.

Members are worried and uncertain about the next coming weeks. It is difficult for them to obtain information from employers. Members of the AENQ advisory staff have divided the responsibility of the files between themselves.

The President has written to the school boards' directors-general to find out who their main contact is for this dossier. Still no answer.

The CSQ offices will be closed as of today at 5pm. As much as possible, the employees, the President and the Vice-President of the AENQ will telework.

Negotiations are suspended for a few weeks.

7. Meeting Adjournment

Motion 1

It was moved by Tarek Khazen and seconded by Larry Imbeault

THAT The meeting of the Executive Committee be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Sujet / Subject	I/E/D	Qui / Who
1. Présentation de l'ordre du jour Presentation of the Agenda	I	Larry Imbeault
2. Plan d'action-mobilisation et de communication Action-Mobilisation & Communication Plan	I-E	Tarek Khazen
3. Semaine et camp de la relève CSQ CSQ Emerging Leaders Week and Camp	I-E	Tarek Khazen
4. Guide d'accueil et d'insertion professionnelle Welcoming and Professional Integration Guide	I-E	Tarek Khazen
5. PL40	I-E	Tarek Khazen
6. COVID-19	I-E	Larry Imbeault
7. Levée de l'assemblée Meeting Adjournment	D	



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee Minutes

1920CEPV-14-E

Conference Call of March 20, 2020

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Luc Lefebvre	Sector Director – CSB Teachers
Daniel Charest	Sector Director – KSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff

Absent:

Caroline Oweetaluktuk	Interim Sector Director – KSB Support Staff (legitimate absence)
Didier Cencig	Sector Director – KSB Support Staff (legitimate absence)

1. Presentation of the Agenda

Larry Imbeault presented the closed agenda (Appendix 1).

2. AENQ Human Resources

Larry Imbeault introduced the item.

- Applications received for Administrative Agent: 10, Union Advisor: 29, and Executive Secretary: 16.
- The SEESOCQ agrees that the position of Administrative Agent should be offered to Danielle Joly.
- Administrative layoff of Nicole Sauvé around the beginning of July 2020. The exact day of the beginning of her disability will be confirmed.
- Implementation of Appendix 13 of the SEESOCQ collective agreement, namely: the abolition of the position of Office Agent on the day of the administrative layoff of Nicole Sauvé and conversion of the two remaining positions into 35 hours/week positions.

Motion 1

Considering the retirement of Monique Nepveu, AENQ Administrative Agent, whose last day of work will be May 28, 2020;

Considering that Danielle Joly has held this position in replacement of Monique Nepveu in the past;

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The position be offered to Danielle Joly, that she takes over on May 25, allowing a four-day transition period, and that the President be mandated to close the posting of this position as of now.

UNANIMOUSLY ADOPTED

Motion 2

Considering that there remain two positions temporarily vacant;

Considering that the postings are in effect until April 7, 2020;

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The President be mandated to be the employer representative on the selection committee.

UNANIMOUSLY ADOPTED

3. COVID-19

Larry Imbeault introduced the item.

Frequent updates are posted by the Advisory Staff on their Facebook page and by the President on the official AENQ Facebook page.

4. 2020 Negotiations

Larry Imbeault introduced the item.

Reminder: Negotiations are currently suspended for a few weeks.

It seems that the Government wants to extend the collective agreements for three years with a wage increase limited to a non-inflationary MAXIMUM rate.

The Government is in a hurry to settle, saying that it has a window of 4 to 6 weeks.

A non-decisional General Negotiation Council (CSQ) would be convened next week (ZOOM).

Motion 3

Considering the current situation;

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The AENQ representatives be mandated to announce the AENQ's dissent if the appropriate decision-making bodies, at the level of both sectoral and intersectoral negotiations, agree on an extension of the collective agreements.

THAT The AENQ representatives be mandated to vote in favour of a decision by the appropriate body to negotiate a wage increase at the CPI rate, regardless of the duration. They are also mandated to announce the AENQ's dissent if any other decision on a wage increase below the CPI rate is taken.

THAT The AENQ representatives be mandated to vote in favour of a decision by the appropriate body to ask the government the suspension of sectoral negotiations until such time as deemed appropriate and to express their dissent in the event of a decision to the contrary.

UNANIMOUSLY ADOPTED

5. Facebook AENQ

Larry Imbeault introduced the item.

The official AENQ Facebook group page and its postings are currently public although it was created for the benefit of AENQ members. EC members all agree that the group should become private.

In addition, the President will confer with the advisory staff on suitable communication channels to implement.

6. Next Meeting

Larry Imbeault introduced the item.

Due to the current situation, numerous meetings will take place over the phone. The ZOOM application will be tested soon.

Motion 4

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The in-person meeting of the Executive Committee, scheduled for April 22-24, 2020, be cancelled.

UNANIMOUSLY ADOPTED

7. Meeting Adjournment

Motion 5

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The meeting of the Executive Committee be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Sujet / Subject	
1.	Présentation de l'ordre du jour Presentation of the Agenda
2.	Ressources humaines AENQ AENQ Human Resources
3.	COVID-19
4.	Négociations 2020 2020 Negotiations
5.	Facebook AENQ
6.	Prochaine réunion Next Meeting
7.	Levée de l'assemblée Meeting Adjournment



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee Minutes

1920CEPV-15-E

Conference Call of April 14, 2020

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Luc Lefebvre	Sector Director – CSB Teachers
Daniel Charest	Sector Director – KSB Teachers
Didier Cencig	Sector Director – CSB Support Staff
Paul Washipabano	Sector Director – Soutien CSC
Caroline Oweetaluktuk	Interim Sector Director – KSB Support Staff (unjustified lateness)

Absent:

Didier Cencig	Sector Director – KSB Support Staff (legitimate absence)
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Guest: François Beauchemin – Union Advisor

1. Presentation of the Agenda

Larry Imbeault presented the closed agenda (Appendix 1).

2. 2020 Negotiations

Larry Imbeault and François Beauchemin introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The AENQ request the NNCC to convene as soon as possible in order to define a joint strategy for a possible return to the negotiating tables.

AND

THAT In the event of a resumption of talks at our negotiating tables, it be made clear to our employer counterparts that we are coming back in the context of normal negotiations.

UNANIMOUSLY ADOPTED

3. COVID-19

Larry Imbeault introduced the item.

Despite last Friday's ministerial order, the reassignment of health education staff must be done on a voluntary basis and this information must be widely disseminated, which is being done now. The school boards have the obligation to consult us if they want to reassign members of their staff to the health and social services network. At the moment, the school boards have no consultation or communication with the AENQ about the expectations they have of their employees with regard to a possible reassignment of health education staff. Therefore, there has been no change yet. Information is frequently posted by the advisory staff.

4. ZOOM

Larry Imbeault introduced the item.

ZOOM is an application that lets you hold audio and video meetings. EC members are all in favour of using this conferencing tool, which they will be testing shortly.

5. Meeting Adjournment

Motion 2

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The meeting of the Executive Committee be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

	Sujet / Subject	Qui / Who
1.	Présentation de l'ordre du jour Presentation of the Agenda	Larry Imbeault
2.	Négociations 2020 2020 Negotiations	Larry Imbeault François Beauchemin
3.	COVID-19	Larry Imbeault
4.	ZOOM	Larry Imbeault
5.	Levée de l'assemblée Meeting Adjournment	



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

1920CEPV-16-E

Meeting of April 22, 2020

Present via Zoom:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Luc Lefebvre	Sector Director – CSB Teachers
Daniel Charest	Sector Director – KSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff
Caroline Oweetaluktuk	Interim Sector Director – KSB Support Staff

Guests via Zoom:

Michelle Théberge	Union Advisor (for items 6 and 7)
Emma Dallas	Union Advisor (for items 6 and 7)
Zéni Andrade	Union Advisor (for item 6.1)
François Beauchemin	Union Advisor and Spokesperson at negotiating tables (for items 6 to 8)

Absent:

Didier Cencig	Sector Director – KSB Support Staff (legitimate absence)
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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 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 1920CEPV-12, 1920CEPV-13, 1920CEPV-14 and 1920CEPV-15 be adopted as corrected.

UNANIMOUSLY ADOPTED

3. Follow-up

The items are on the agenda.

4. EC Members Activity Report

Larry Imbeault and Tarek Khazen introduced the item.

March 18, 2020: Larry Imbeault – meeting of the FPSS Presidencies (Zoom)

- Update on COVID-19 and Emergency Childcare Services (ECS).
- Government wishing for accelerated negotiations in times of pandemic.

March 19, 2020: Larry Imbeault – meeting of the FSE presidencies (Zoom)

- Follow-up on discussions at the INC negotiations, the government wants a 3-year settlement in the health sector.
- Recap on the use of the Messenger app for FSE presidencies (given his workload, the AENQ President later asked the Vice-President to replace him in this group).
- Update on COVID-19 in schools (ECS).

March 20, 2020: Larry Imbeault – meeting of the FPSS Presidencies (Zoom)

- Update on the COVID-19 situation in the ECS and suspension of certain clauses of the collective agreements.
- Update on negotiations.

March 23, 2020: Larry Imbeault – meeting of the FSE presidencies (Zoom)

- Order-in-council suspending certain clauses of collective agreements.

March 24 and 25, 2020: Larry Imbeault, Tarek Khazen, Daniel Charest and Paul Washipabano – General Negotiation Council (Zoom)

- After proposing to suspend negotiations for a few weeks because of COVID-19 (March 13, 2020), the government has changed course and would like to begin accelerated negotiations to renew collective agreements for all public sector employees. Negotiations are expected to be completed by March 31, 2020.

- The FTQ, the CSN, the FIQ and the APTS all agreed to this accelerated negotiating framework.
- The Prime Minister and the Treasury Board Secretariat (TBS) set the parameters for negotiations.
- The General Negotiation Council adopted a counter-proposal to be submitted to the TBS.
- The AENQ presented a proposal to suspend negotiations until after the pandemic. It informed the GNC delegates that it will have to express its dissent if a decision that goes against a suspension of negotiations is made.
- The GNC adopted Option 2, which provides for union wage proposals over 3 years, a sectoral bargaining space with a dedicated envelope, temporary measures for essential service staff.
- The AENQ expressed its dissent.

March 25, 2020: Larry Imbeault and Emma Dallas – conference call with CSB representatives

- Emergency childcare services (ECS).

March 26, 2020: Tarek Khazen and Daniel Charest – Extraordinary Federal Council of the FSE (Zoom)

- Negotiations:
 - There is nothing specific in terms of money at the sectoral level, it will depend on how much money the government is willing to put on the table.
 - The FSE would like to get the maximum for its members.
 - As an example, the FSE presented a short list of priorities in relation to the sectoral negotiations. Among these are the 8% wage increase, the drop in class ratios, and services for special needs students.
 - The increase in salary increment includes the elimination of the first 6 steps. This increase is estimated at approximately \$300 million.
- The viewpoint of FC members was mixed following this presentation; they are not prepared to sign a discount agreement-in-principle without substantial improvements in the working conditions of its members.

March 27, 2020: Larry Imbeault – conference call of partners in the education network

- Information on emergency childcare services.
- Possible reassignment if necessary.

March 29, 2020: Larry Imbeault and Tarek Khazen – Federal Negotiations Council of the FPSS (Zoom)

- At the national table (S3), there was a negotiation meeting on March 26 and the federation has not finished presenting its demands.
- COVID-19 premium: when can it be applied and at what percentage is it set?
- As far as intersectoral negotiations are concerned, the CSQ counter-proposal did not get a great deal of acceptance from the employer side.
- The deferred forums on health and educational success are still relevant.

- Salary: the employer side maintains its December offer and premiums would be increased at the same rate as wage increases.
- No premium for temporary measures, however, there would be a risk premium for those working directly with patients infected with COVID-19.
- No premium for support staff working in emergency childcare services.
- The government is putting a lot of pressure on the union side for a very quick settlement and does not show any openness to union counter-proposals.
- As a result of this observation, the FC unanimously adopted the EC's proposal to refuse the continuation of sectoral negotiations within the government's proposed strategic framework of concluding a sectoral agreement in principle by March 29, 2020.

April 1st, 2020: Larry Imbeault and Michelle Théberge – conference call with KSB representatives

- Current status of staff members retained in Nunavik.

April 1st, 2020: meeting of the FSE presidencies (Zoom)

- Meeting to exchange views only.
- Each affiliate gave an overview of the situation in its environment in relation to the current crisis (school organization, ministerial directives, revision of the appendixes, grievances, forums/committees: members of the FC all exchanged views on these issues of concern).
- The AENQ also presented a status of the situation at Cree and Kativik school boards.

April 2, 2020: Larry Imbeault, Tarek Khazen, Daniel Charest and Paul Washipabano – General Negotiations Council (Zoom)

- Analysis of the situation.
- Intersectoral negotiations: mandate to negotiate based on a 2-year extension (salary, pension)
- Sectoral negotiations: situation at the tables
- Meeting with the management side where the CSQ presented its counter-proposal.
- Management is open to normal but accelerated negotiations.
- Other centrales want to negotiate.
- Our balance of power is diminishing because Mr. Legault is popular with the public.
- There is still room to negotiate and the CSQ is asking us to pursue negotiations within the parameters set out in Option 2 (2-year extension, envelope reserved for sectoral negotiations, inflation and GDP clause for 2021 and 2022, adjustment of the \$1,000 package proposed by the government, participation in the committees on pension and parental rights).
- The government is still pushing for a 3-year agreement (it wants a 3-year industrial peace).
- Concerning wages, the government maintains its initial proposal.
- On the issue of pension, the government still wants to integrate the RRPE into the RREGOP.

- There are premiums and COVID-19 measures for healthcare employees.
- The government is not able to give all the details and what is submitted depends on the conclusion of a comprehensive 3-year agreement.
- Creation of a table on educational success where teacher salary scales, their tasks, class ratios, and services offered to special needs students would be discussed.
- Observation: the negotiating framework is constantly changing, evaluations and strategies are to be reviewed daily, the employer strategy is also in constant adjustment even though the framework remains inflexible.
- The GNC adopted the proposal to return to the intersectoral negotiating table within the parameters of Option 2.

April 2, 2020: Larry Imbeault – administrative training on Zoom app

- Types of license.
- Pre-meeting process (registration).
- Possibility of dividing the “large conference room” into small groups.
- No secret ballot possible.
- Resource requirements depending on the type of meeting (secretary, moderator, chairperson, etc.).

April 2, 2020: Larry Imbeault and Michelle Th  berge – meeting with KSB representatives (Zoom)

- Nunavik Regional Board of Health and Social Services decisions.
- Conflicting messages from KSB to its employees are still not rectified.

April 6, 2020: Larry Imbeault – meeting with KSB representatives (Zoom)

- The return of teachers to the South is completed.
- Reassignment to the health sector still on a voluntary basis.

April 9, 2020: Larry Imbeault, Tarek Khazen, Daniel Charest and Paul Washipabano – General Negotiations Council (Zoom)

- The government is no longer negotiating in an emergency mode, nor is there a deadline to reach an agreement any longer. It is now operating in a normal mode of intersectoral negotiations. However, the government wants an agreement +/- quickly.
- There has been only one negotiating session since the last GNC meeting when the report was presented.
- The employers’ offers remain the same and the government maintains them.
- The CSQ is still negotiating on the basis of what had been decided in the GNC.

April 10, 2020: Larry Imbeault – conference call of partners in the education sector

- Upcoming ministerial order on a possible reassignment of education personnel to the health network (AM2020-019 issued on April 11).
- Volunteer work, but the employer’s obligation to consult with the union if reassignment is mandatory.

April 14, 2020: Larry Imbeault, Tarek Khazen and François Beauchemin – Extraordinary Federal Council of the FSE (Zoom)

- Position of the FSE on ministerial order 2020-020 of April 10, 2020.
- Zero-cost sectoral negotiations sought by the Treasury Board.
- A new bargaining table has been set up by the government dedicated to educational success where teachers' issues are addressed. At the CSQ, there was a consensus among affiliates that they would not participate in the various forums; the government changed the name from 'discussion forum' to 'bargaining table' so that, as if by magic and despite the initial union position, representatives of the FSE would agree to participate.
- Presentations of priority and zero-cost issues remaining on the table.
- There were 59 demands on six major issues in the union deposit tabled in October 2019.
- The government has asked the FSE to prioritize its demands so that a fiscal framework can be determined.
- FSE resources have prioritized the requests. The 8% salary increase remains an unavoidable issue.
- The government maintains that it wants to renew the agreement for a period of 3 years. The answer from the FSE is a resounding no, there is no mandate from the FC to negotiate on this basis.
- Possible settlement in June 2020? Accelerated negotiations or not?
- The protocol on union leaves was signed on March 28, 2020.
- Current labour relations: a great number of questions were asked in connection with several topics related to the COVID-19 pandemic (calculation of work hours, pedagogical follow-up, redeployment of teachers in health centres and their remuneration, evaluation of students in the VT and Adult Ed sector).

April 16, 2020: Larry Imbeault, Tarek Khazen and François Beauchemin - Extraordinary Federal Council of the FSE (Zoom)

- Account of the negotiation session of April 15, 2020.
- The employer side brought back its request to negotiate a 3-year agreement in a short period of time (3 to 4 weeks which can be extended to the end of June 2020).
- The union did not present its prioritized version of its demands. Presentation of the 6 issues and the 59 demands already included in the list.
- Management asked the union to provide an estimate of the costs of its applications; this was not done.
- Management withdrew its request for a 35-hour work week.
- The employer is not open to lower the class ratios (lack of space and shortage of staff).
- Management will present a new salary scale.
- A list of the top 15 priority demands was submitted knowing full well that all the other requests are still at stake.
- Two new applications were added to the list.

April 17, 2020: Larry Imbeault, Tarek Khazen and François Beauchemin – Federal Negotiations Council of the FPSS (Zoom)

- Report on the development of negotiations.
- The context is completely changed, the economy is going badly and the GDP is diminishing.
- There is no longer the same urgency to negotiate.
- The union side has not presented all its demands.
- The management side has asked the union side to prioritize 5 requests, which was refused by its representatives. If management raises the issue again, the union side will maintain its position.
- For management, anything having a monetary impact must be discussed at the central negotiating table.
- A decision was made to return to the S3 table to negotiate all union demands.

April 17, 2020: Larry Imbeault and Tarek Khazen – meeting with the FPSS-EC (Zoom)

- Presentation of the AENQ position on a resumption of negotiations at tables S8 and S9.
- The FPSS-EC agrees with AENQ that its negotiations should continue with all its demands.
- The same discussion but for E3 and E4 tables took place over the phone between the AENQ President and the FSE Vice-President who also agreed with AENQ position.

April 18, 2020: Larry Imbeault, Tarek Khazen and François Beauchemin – Federal Negotiations Council of the FPSS (Zoom)

- Continuation of negotiations based on what was presented in FNC.

April 20, 2020: Larry Imbeault, Tarek Khazen and François Beauchemin – Northern Negotiations Coordination Committee (NNCC) (Zoom)

- Discussion on the matters coordinated at the 6 northern negotiations tables.
- Status of negotiations at the 6 tables of the North.
- Reopening of discussions with management negotiating committees for the 4 AENQ tables, AENQ wish there were more days of negotiations.

April 21, 2020: Larry Imbeault and Tarek Khazen – Federal Council of the FPSS (Zoom)

- A communication plan was presented and commented on.
- Upcoming changes at the federation concerning its human resources (departures).
- Latest developments in the pay equity file (2010 and 2015 not completed).
- Bill #40: provisions concerning the Board of directors are presented (Cree and Kativik School Boards are not covered by this aspect of the Act). There is no delay in the implementation of Bill #40; however, the timeline is difficult to meet because of the health crisis.

- A decision to mandate the federation to sign an agreement with the MNCs regarding the suspension of time limits on grievances and disciplinary measures.

5. Internal Management

5.1 AENQ Sectoral Group

Larry Imbeault introduced the item.

The President will be sending out invitations to affiliates in the coming weeks inviting them to discuss this issue. He is currently working on a briefing paper for them.

5.2 New Memberships

Larry Imbeault introduced the item.

Motion 3

It was moved by Larry Imbeault and seconded by Luc Lefebvre

THAT The persons on the lists dated April 15, 2020, be accepted as members of the AENQ.

UNANIMOUSLY ADOPTED

5.3 HR Management

Larry Imbeault introduced the item.

Several applications were received for the three positions posted.

Michelle Th  berge will be the employee representative on the selection committee for her temporary replacement (maternity leave). She and the President have agreed on the candidates to be interviewed.

Nicole Sauv   informed the President that her return to work is impossible. She will, therefore, be administratively laid off on July 7, 2020. Appendix 13 of the collective agreement of AENQ employees will be implemented.

5.4 Modifications to the Employees' Collective Agreement

Larry Imbeault introduced the item.

The President and the Delegate are working on a draft amendment to the employees' collective agreement. There is no question of reopening negotiations. The elements submitted by the delegate and those proposed by the President are presented. Members of the Executive Committee reached a consensus on the

aspects to settle. When the President and the Delegate agree on the amendments, these will be presented to the members of the Executive Committee for approval.

5.5 Committees

Larry Imbeault introduced the item.

We have only received 2 applications for the Women's Committee and none for the vacant positions on the Aboriginal Committee.

Motion 4

Considering the situation caused by the COVID-19 pandemic;

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The AENQ proceed with postings of positions for the three committees after the annual training sessions in the fall of 2020.

UNANIMOUSLY ADOPTED

5.6 Communications

Larry Imbeault introduced the item.

Despite reminders, the President is still receiving emails that should not be sent to him. He asked for everyone's cooperation in order not to unnecessarily overflow mailboxes. When it is not essential, do not reply to all but only to the recipient.

5.7 2020-2021 Union Leaves

Larry Imbeault introduced the item.

The President will be released on a full-time basis. Historically, there has never been a decision to this effect since it is usually done automatically. Union leaves of the Vice-President and Sector Directors (support and teaching staff) will not be interrupted; they will de facto be renewed for next year.

Motion 5

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT Caroline Oweetaluktuk be granted a 20% union leave for the 2020-2021 school year.

UNANIMOUSLY ADOPTED

6. Labour Relations

6.1 Report from Advisory Staff

The advisory staff introduced the item.

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

6.2 COVID-19

There have been no formal exchanges at this stage of the present meeting as this topic has transcended most of the items on the agenda.

7. Sector Life

7.1 KSB Support Staff

Caroline Oweetaluktuk introduced the item.

- Not many elections were held for delegates in all of KSB schools;
- The following people were elected as delegates for the year 2019-2020: Aftab Ahmed Khan, Caroline Oweetaluktuk, Mary Naktairaaluk, Eva Nutara, Andrew Niviaxie and Gary Thibault;
- It's difficult to find union delegates;
- Since the outbreak of COVID-19, all activities have been suspended in schools except for cleaning;
- To date at Nunavimmi Pigiursavik, two office agents have been considered essential workers and six janitors have been assigned for cleaning the schools and the VT Centre. Of these six employees, three of them are not regular employees but temporary workers hired to assist the janitors;
- One of the janitors had almost become a full-time employee before schools were closed. She worked as a janitor in another school but was hired as a replacement in our school. A grievance against her is expected to be filed shortly. File to follow.

Motion 6

It was moved by Caroline Oweetaluktuk and seconded by Tarek Khazen

THAT As provided for in clause 16.03 of the AENQ bylaws, Eva Annahatak be appointed union delegate for support staff at Sautjuit school in Kangirsuk, effective immediately.

UNANIMOUSLY ADOPTED

Motion 7

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT As provided for in clause 16.03 of the AENQ bylaws, Marc Mercier be appointed union delegate for support staff in Salluit, effective when the members of the Executive Committee accept him as member of the AENQ upon receipt of his completed and signed membership form.

UNANIMOUSLY ADOPTED

7.2 KSB Teachers

Daniel Charest introduced the item.

- Repatriation of teaching staff hired in the South: conference calls between the AENQ and KSB;
- Communication to delegates: from Larry Imbeault and the advisory staff in connection with Facebook postings;
- Advisory staff enquiry on the conditions of departure from the North (teachers hired in the South);
- Exceptional circumstances and questionings from delegates: survey on the situation in the North; school closures; end of the school year; difficult KSB communications; return to the South; housing; COVID-19; ministerial order and divergent instructions from KSB; cleanliness in schools; internet.

7.3 CSB Teachers

Luc Lefebvre introduced the item.

Since the last in-person Executive Committee meeting, three phone calls to all delegates have been made to ensure that they check their emails frequently and transmit them to all teachers. He also contacted some teachers who had concerns about their outing rights and their salary. Follow-up and messages were relayed to delegates and teachers.

On April 22, several emails were sent to delegates to be forwarded to teachers in each school. He was in communication with Emma Dallas and Tarek Khazen concerning some teachers worrying about the COVID-19 situation.

7.4 CSB Support Staff

Paul Washipabano introduced the item.

- A meeting of the Labour Relations Committee was held on April 20, 2020.

7.5 Childcare Centers

Emma Dallas introduced the item.

- Ouje-Bougoumou: employees are working 2 days a week. No social distancing is respected.
- Nemaska: everything seems to be going well. Emergency childcare services are operating at 30% capacity. Social distancing is respected.
- Negotiations are on hold.
- At both locations, delegates feel that it is no need for the AENQ to intervene.

7.6 Band Council Schools

Emma Dallas and Zéni Andrade introduced the item.

- Wemotaci: the case of the teacher dismissed twice is settled.
- Obedjiwan: all is well for the moment given, the situation. The Grand Chief has informed us that, because of the current crisis, negotiations have been pushed to the background.

8. 2020 Negotiations

8.1 Protocols

Larry Imbeault and François Beauchemin introduced the item.

The protocols were signed by union representatives and sent to the MNCs. Final versions of the 4 protocols signed by management representatives have still not been received.

8.2 Sectoral and Intersectoral Negotiations

François Beauchemin introduced the item.

- The government has made a global offer at the national teaching staff table (E1).
- As of April 23, negotiations will resume at the S9 table. The week after, negotiations will resume at the 3 other tables (E3, E4 and S8).
- Reminder: the AENQ's position is that negotiations will be based on all of our demands in normal negotiating mode.
- At the level of intersectoral negotiations, meetings are frequent. The government maintains its position to settle for 3 years under the pretext of the pandemic. The AENQ still believes that negotiations should be suspended.

9. Finances

9.1 Financial Statements

Djibril Niang introduced the item.

Motion 8

It was moved by Djibril Niang and seconded by Larry Imbeault

THAT The Executive Committee welcome the financial statements as at March 31, 2020.

UNANIMOUSLY ADOPTED

9.2 2019-2020 Budget

Djibril Niang introduced the item.

Motion 9

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The amendments to the 2019-2020 budget be adopted.

UNANIMOUSLY ADOPTED

10. Next Meeting

The next meeting date will be determined later. The President will consult with the Executive Committee members to decide on a date.

11. Meeting Adjournment

Motion 10

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

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-E	Larry Imbeault
4. Rapport d'activités des membres du CE / EC Members Activity Report	I-E	Larry Imbeault Tarek Khazen
5. Gestion interne / Internal Management		
5.1 Regroupement sectoriel AENQ Sectoral Group	I-E	Larry Imbeault
5.2 Nouvelles adhésions / New Membership	I-E-D	Larry Imbeault
5.3 Gestion des ressources humaines / HR Management	I-E	Larry Imbeault
5.4 Modifications à la convention collective des membres du personnel / Modifications to the employees' collective agreement	I-E	Larry Imbeault
5.5 Comités / Committees	I-E-D	Larry Imbeault
5.6 Communication	I-E	Larry Imbeault
5.7 Libérations syndicales 2020-2021 Union Leaves	I-E-D	Larry Imbeault
6. Relations de travail / Labour Relations		
6.1 Rapport du personnel conseil / Report from Advisory Staff	I-E-D	Personnel conseil / Union Advisors
6.2 COVID-19	I-E	Larry Imbeault
7. Vie de secteur / Sector Life		
7.1 Soutien CSK / KSB Support Staff		Caroline Oweetaluktuk
7.2 Enseignants CSK / KSB Teachers		Daniel Charest
7.3 Enseignants CSC / CSB Teachers		Luc Lefebvre
7.4 Soutien CSC / CSB Support Staff		Paul Washipabano
7.5 CPE / Childcare Centers		Larry Imbeault
7.6 Écoles de conseil de bande / Band Council Schools	I-E-D	Larry Imbeault
8. Négociations 2020 Negotiations		
8.1 Protocoles		
8.2 Négociations sectorielles et intersectorielles / Sectoral and Intersectoral Negotiations	I-E-D	François Beauchemin Larry Imbeault
9. Finances		
9.1 États financiers au 2020-03-31 Financial Statements	I-E-D	Djibril Niang Larry Imbeault
9.2 Budget 2019-2020 Budget		
10. Prochaine réunion / Next Meeting	D	
11. 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

1920CEPV-17-E

Conference Call of April 27, 2020

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Luc Lefebvre	Sector Director – CSB Teachers
Daniel Charest	Sector Director – KSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff
Caroline Oweetaluktuk	Interim Sector Director – KSB Support Staff

Absent:

Didier Cencig	Sector Director – KSB Support Staff (legitimate absence)
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Guest:

François Beauchemin	Union Advisor and Spokesperson at negotiating tables
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1. Presentation of the Agenda

Larry Imbeault presented the closed agenda (Appendix 1).

2. 2020 Negotiations

Larry Imbeault and François Beauchemin introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The AENQ representatives concerned make the necessary representations to our partners in order to convince them that all of our demands submitted in the fall 2019 remain on the tables.

UNANIMOUSLY ADOPTED

3. CSB Support Staff Improvement Fund

Paul Washipabano introduced the item.

At the last LRC meeting, the CSB representatives submitted a proposal for a human resource development project for support staff. This plan will cost almost \$700,000 and they would like to use \$50,000 from the improvement fund. Union representatives agree. The members of the AENQ Executive Committee believe that the decision is up to the board and that there is no reason to object.

4. Meeting Adjournment

Motion 2

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The meeting of the Executive Committee be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Sujet / Subject	I/E/D	Qui / Who
1. Présentation de l'ordre du jour Presentation of the Agenda	I	Larry Imbeault
2. Négociations 2020 2020 Negotiations	I-E-D	Larry Imbeault François Beauchemin
3. Fonds de perfectionnement soutien CSC CSB Support Staff Improvement Fund	I-E	Paul Washipabano
4. Levée de l'assemblée Meeting Adjournment	D	



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee Minutes

1920CEPV-18-E

Conference Call (Zoom) of May 4, 2020

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Luc Lefebvre	Sector Director – CSB Teachers
Daniel Charest	Sector Director – KSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff

Absent:

Didier Cencig	Sector Director – KSB Support Staff (legitimate absence)
Caroline Oweetaluktuk	Interim Sector Director – KSB Support Staff (absent without valid reason)

Guest:

François Beauchemin	Union Advisor (for item 2)
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1. Presentation of the Agenda

Larry Imbeault presented the closed agenda (Appendix 1).

2. 2020 Negotiations

Larry Imbeault and François Beauchemin introduced the item.

- The government is prepared to extend the agreements for 2 years but says it is open to 3 years.
- The management's offer at the intersectoral table was presented to the members of the EC.
- The government insists on obtaining the sectoral priorities before settling at the intersectoral level.

- The government also insists on negotiating some sectoral issues at the intersectoral table, which goes against Bill 37. Should legal remedies be considered?
- The position of the AENQ has so far been to maintain all of our demands.

Motion 1

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The AENQ representatives ask the GNC:

- To vote against the inter-round committees wanted by the employer (pension plan, parental rights, certified workers, disability plan, comprehensive health, stabilization of work teams, reduction of overtime, educational success, accessibility to health care (beneficiary attendants and health and social services and assistants), and sectoral committees with dedicated monetary envelopes) since these issues shall be addressed during negotiations;
- To demand that the government negotiate issues at the levels provided for in the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (sectoral issues vs intersectoral issues);
- To undertake, if necessary, all possible remedies to counter the imposition of such negotiations.

Failing this, that the Executive Committee evaluate the possibility for the AENQ to initiate such recourse. The AENQ's dissent must be expressed if the decisions taken in GNC do not minimally respect these orientations.

UNANIMOUSLY ADOPTED

3. Internal Affairs

3.1 AENQ Human Resources

Larry Imbeault introduced the item.

- Employees' vacation plans were due May 1, 2020. For the time being, the Executive Committee has agreed to extend the deadline. The situation will have to be re-evaluated according to changing conditions. There is no need to set a date for now. The employees have suggested that they submit their vacation plans 5 working days before the vacation is to be taken.
- The management secretary's disability leave has been extended until May 12, 2020. To date, given the pandemic, there has been no need to replace her.

- Danielle Joly takes over as administrative agent on May 25, 2020, at 26 hours/week, replacing Monique Nepveu who retires on May 28, 2020 (last day of work). A good transition will have to be organized in the prevailing context.
- Nicole Sauvé will be laid off administratively on July 7, 2020.
- Thus the office agent position will be abolished on July 8, 2020. The replacement employee was notified by letter on April 27.
- The President is in the process of verifying when interviews for the temporary replacement of Michelle Théberge can take place.
- A request was received from an employee allowing him to be paid the totality of his recuperation time bank on his last pay in May 2020 whereas the collective agreement provides that employees can be paid a maximum of 50% of the time in their bank, either at the end of June or at the end of December.

Motion 2

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The AENQ pay François Beauchemin the totality of the hours accumulated in his time bank on the last payday of May 2020.

UNANIMOUSLY ADOPTED

3.2 AENQ Office

Larry Imbeault introduced the item.

- The CSQ offices are currently closed until May 22, 2020.
- The AENQ mail was being held until May 3, 2020. So, it will be delivered to the CSQ offices starting today. The mail at the CSQ is sorted out every Wednesday.
- The President made arrangements to go to the AENQ offices to check the mail and faxes received.
- Since telework is functioning well, the President proposed that the advisory staff, the Vice-President and himself should continue teleworking until the end of the school year 2019-2020. There is a consensus that the situation of the AENQ office workers will then be evaluated as well.

4. Meeting Adjournment

The meeting ended at 1:55 pm.

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Sujet / Subject	I/E/D	Qui / Who
1. Présentation de l'ordre du jour Presentation of the Agenda	I	Larry Imbeault
2. Négociations 2020 2020 Negotiations	I-E-D	Larry Imbeault François Beauchemin
3. Gestion interne / Internal Affairs 3.1 Ressources humaines / Human Resources 3.2 Bureaux de l'AENQ Office	I-E-D	Larry Imbeault
4. Levée de l'assemblée Meeting Adjournment	D	



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee Minutes

1920CEPV-19-E

Conference Call of May 27, 2020 (via Zoom)

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Luc Lefebvre	Sector Director – CSB Teachers
Daniel Charest	Sector Director – KSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff

Absent:

Didier Cencig	Sector Director – KSB Support Staff (legitimate absence)
Caroline Oweetaluktuk	Interim Sector Director – KSB Support Staff (legitimate absence)

Guest:

François Beauchemin	Union Advisor (for item 3)
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1. Presentation of the Agenda

Larry Imbeault presented the closed agenda (Appendix 1).

2. AENQ Human Resources

Larry Imbeault introduced the item.

Motion 1

It was moved by Tarek Khazen and seconded by Luc Lefebvre.

THAT The Executive Committee welcome the recommendation of the Selection Committee and mandate the President to proceed with the hiring of the replacement at the appropriate time (expected starting date: September 7, 2020).

UNANIMOUSLY ADOPTED

3. 2020 Negotiations

Larry Imbeault and François Beauchemin introduced the item.

Motion 2

Considering the offer presented by the Treasury Board Secretariat at the intersectoral table on May 21, 2020;

Considering the AENQ's position not to prioritize its members' demands for sectoral negotiations at this stage;

Considering the impossibility at this time of holding a consultation with the members that could be representative;

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The AENQ's position be to reject the Treasury Board Secretariat's offer of May 21, 2020, to continue sectoral negotiations on all demands submitted in October 2019, and not to proceed with a consultation of its members before the next school year as desired by the FSE.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Sujet / Subject	I/E/D	Qui / Who
1. Présentation de l'ordre du jour / Presentation of the Agenda	I	Larry Imbeault
2. Ressources humaines AENQ / AENQ Human Resources	I-E-D	Larry Imbeault
3. Négociations 2020 / 2020 Negotiations	I-E-D	Larry Imbeault François Beauchemin



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

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Executive Committee Minutes

1920CEPV-20-E

Conference Call of June 5, 2020 (via ZOOM)

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Djibril Niang	Secretary-Treasurer
Luc Lefebvre	Sector Director – CSB Teachers
Daniel Charest	Sector Director – KSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff

Absent:

Didier Cencig	Sector Director – KSB Support Staff (legitimate absence)
Caroline Oweetaluktuk	Interim Sector Director – CSB Support Staff (legitimate absence)

Guests:

François Beauchemin	Union Advisor (for items 2 and 3)
Emma Dallas	Union Advisor (for items 2 and 3)
Zéni Andrade	Union Advisor (for items 2 and 3)
Michelle Théberge	Union Advisor (for items 2 and 3)

1. Presentation of the Agenda

Larry Imbeault presented the closed agenda (Appendix 1).

2. COVID-19

EC members and union advisors introduced the item.

KSB is requesting that its teachers return to the North in phases starting June 26, 2020, while at CSB, no return-to-work date has been set. As for the Band Council schools, a return plan is being put in place and access to the communities remains closed. However, in Wemotaci, classes have continued but virtually, and a negotiation meeting is scheduled for June 17 via ZOOM.

3. 2020 Negotiations

Larry Imbeault and François Beauchemin introduced the item.

- Sectoral Negotiations

- A coordinated return to sectoral tables with negotiations in more normal mode;
- A steadier negotiating pace: 16 negotiation meetings expected by July 9, 2020;
- Very vague and very 'national' management offers.

- Intersectoral Negotiations

- The CSQ is awaiting a response to the counteroffer it made to the Treasury Board Secretariat;
- The AENQ is uncomfortable with the conduct of CSQ proceedings. Decision-making in GNC is done in such a way that the AENQ is forced to globally dissent on a given subject while its dissent is only related to a part of the decision. The way that meetings are run in GNC must change;
- Decisions in GNC in link with demands of specific sums to sectoral negotiations, which fall under the jurisdiction of the federations, must be avoided as this divides the troops.

4. Annual in-person Training and Sector Councils

Tarek Khazen introduced the item.

Due to the current situation related to COVID-19, several scenarios have been proposed for the annual in-person training and sector councils next fall. This could be done in a variable-geometry way depending on the sector.

No specific decision has been made and the dates are maintained for the time being. The President's opinion is that it is out of the question to put the health (physical and mental) of AENQ members and delegates at risk.

5. AENQ 50th Anniversary

Tarek Khazen introduced the item.

The members of the AENQ 50th Anniversary Committee met once. Activities related to this 50th anniversary will begin in September 2021 and culminate at the AENQ Congress of 2022.

6. AENQ Human Resources

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The AENQ Policy on harassment become effective on June 5, 2020.

UNANIMOUSLY ADOPTED

7. Next Meeting

A decision on the date of the next meeting will be made at a later date.

8. Meeting Adjournment

Motion 2

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Sujet / Subject	I/E/D	Qui / Who
1. Présentation de l'ordre du jour Presentation of the Agenda	I	Larry Imbeault
2. COVID-19	I-E	Membres du CE - EC Members & Personnel conseil - Union Advisors
3. Négociations 2020 2020 Negotiations	I-E-D	Larry Imbeault François Beauchemin
4. Formation et Conseils de secteur annuels en personne Annual Training and In-person Sector Councils	I-E-D	Tarek Khazen
5. 50 ^e anniversaire de l'AENQ AENQ 50 th Anniversary	I-E	Tarek Khazen
6. Ressources humaines AENQ AENQ Human Resources	I-E-D	Larry Imbeault
7. Prochaine réunion Next Meeting	D	
8. Levée de l'assemblée Meeting Adjournment	D	Larry Imbeault