



Executive Committee - Minutes

2425CEPV-10-E

Meeting of January 7 and 8, 2025

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President
Guillaume Lajeunesse	Sector Director – KSB Teachers
Matthew Dixon	Sector Director – CSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff
Tracey Fisher	Sector Director – KSB Support Staff

Resource Persons:

Catherine Huart	AENQ Union Advisor–E3-E4 Spokesperson
Émile Tremblay	AENQ Union Advisor –S8-S9 Spokesperson
Nadim Fares	AENQ Union Advisor

Point 1 Presentation and Adoption of the Agenda

Motion 1

Larry Imbeault proposed, Guillaume Lajeunesse seconded

THAT the agenda be adopted as presented (Appendix).

UNANIMOUSLY ADOPTED

Item 2 Assembly Procedures and By-laws

Larry Imbeault introduced the item.

He explains the assembly procedures as well as certain provisions of the by-laws relating to Executive Committee meetings, the meaning of votes and the mandates of sector directors.

Item 3 Follow-Up

Larry Imbeault introduced the item.

- Posting for the Indigenous Committee will be done this week;
- The other items are on the agenda.

Item 4 Internal Affairs

Item 4.1 Annual Sector Council Meetings and Training

Larry Imbeault introduces the item.

These meetings took place in Val d’Or on September 7 and 8, 2024, for E3 and S8 and in Kuujjuaq on September 21 and 22, 2024, for E4 and S9. The members of the Executive Committee discuss these annual fall meetings in 2024, particularly the successes and what can be improved. Hold them later for E3 and S8?

Comments from our administrative agent:

- Val d’Or:
 - Early departure: 8 people x \$200 approximately, two late cancellations (50% of the cost of the night per person);
 - Two union delegates (E3 & S8) that are a couple took each their rooms since their children were with them;
 - A union delegate (S8) came with her babysitter which had their own room.

- Kuujjuaq:
 - Some union delegates still have not remitted their travel claims.

Adjust the content of training for union delegates. For example, if a lot of new people, put the emphasis on the basics. If many experienced people, go more in depth.

In the sector council, present the meetings of the Board Committee – Labor Relations Committee. Leave time for experienced delegates to share their tips, their successes, their experiences.

The presence of more than one member of the advisory staff should be considered given that union delegates request follow-ups on current files.

Constantly provide feedback sheets to participants to allow them to express themselves on training and sector council meetings.

Heros training for electronic signing of the membership form.

Motion 2

Paul Washipabano proposed, Tarek Khazen seconded

THAT the E3 and S8 sector council meetings and the annual training for the union delegates take place at the Quality Inn in Val d’Or on September 24 and 25, 2025.

UNANIMOUSLY ADOPTED

Motion 3

Tracey Fisher proposed, Guillaume Lajeunesse seconded

QUE the E4 and S9 sector council meetings and the annual training for the union delegates take place at the Kuujjuaq Inn in Kuujjuaq on September 27 and 28, 2025.

UNANIMOUSLY ADOPTED

Item 4.2 Secretary-treasurer position

Larry Imbeault introduced the item.

Following the last posting, there was one person who had shown an interest but who ultimately decided not to apply because they do not want to commit until June 2026. We will therefore have to re-post starting this week.

Make the posting more attractive: specify releases, responsibility premium, etc.

Motion 4

Larry Imbeault proposed, Tarek Khazen seconded

THAT Larry Imbeault assumes the functions of secretary-treasurer on an interim basis until the position is filled, in addition to his duties as president.

UNANIMOUSLY ADOPTED

Item 4.3 Consolidation Tour

Tarek Khazen introduced the item.

Catherine Huart suggests that we send the members of the advisory staff the dates of these tours and they will share who will go where.

Item 4.4 Personnel Management

Larry Imbeault introduced the item.

There was an LRC meeting on October 11, 2024. The legal assistant position has been open for a year and we need to decide if we create the position permanently. After discussing it with members of the advisory staff, the president recommends that the position be duly created.

Motion 5

Larry Imbeault proposed, Paul Washipabano seconded

THAT the position of legal assistant be created permanently and the president is mandated to conclude an agreement with the SEESOCQ to integrate it into the collective agreement in due form.

UNANIMOUSLY ADOPTED

Item 4.5 Lease

Larry Imbeault introduced the item.

The AENQ-SEESOCQ collective agreement provides at 12-5.04 that "During any meeting between the AENQ and the CSQ to discuss the needs of the AENQ in terms of workspace and the number of offices, the AENQ invites a representative of the Union to participate.". When he meets the buildings department, he will therefore be accompanied by the employee union representative. This meeting should take place very soon. Email sent to Jocelyn Roy (Annie Brochu) on January 6, 2025, to request a meeting.

Item 4.6 Participation Policy

Larry Imbeault introduced the item.

The members of the Executive Committee review certain articles of the policy, including that on babysitting.

Motion 6

Larry Imbeault proposed, Tarek Khazen seconded

THAT the following amendments be made to the participation policy and that they take effect today:

3.5 When a member remains, at the request of the AENQ, outside his or her community of assignment between two authorized activities, he or she is entitled to the per diem provided for in this policy for these interval days unless he or she remains in his or her residence.

10.4 The reimbursement for babysitting are:
a) day : 60 \$
b) day and night: 90 \$

UNANIMOUSLY ADOPTED

Item 4.7 Membership

Larry Imbeault introduced the item.

Motion 7

Larry Imbeault proposed, Paul Washipabano seconded

THAT in accordance with clause 9.01 d) of the AENQ by-laws, persons registered on the January 8, 2025, list are accepted as members of the AENQ.

UNANIMOUSLY ADOPTED

Item 4.8 2024-11-30 Financial Statements

This item is postponed to the next meeting.

Item 4.9 2024-2025 Budget

This item is postponed to the next meeting.

Item 5 Sector Life

Item 5.1 KSB Teachers

Guillaume Lajeunesse introduced the item.

- Special Needs Students Committee and Board Committee meetings in October. The school board offered a water intervention plan, which boils down to warning employees what to do to save water. Not very useful and little concrete action taken but at least represents recognition of the problem.
- Water file: no major water shortage reported since August 2024. We will have to remain vigilant in 2025 because the worst water shortages occur in winter. The water problem begins to become known with the return in January. The beginning of a water distribution problem has been reported in Puvirnituk. I contacted the delegate to find out what is going on.
- Complaint from one member against another in Puvirnituk. I was contacted by members curious to know what the remedies are according to our by-laws. Recognition of members for sharing documentation and listening.
- Violence and lack of follow-up of student files at Akulivik: intervention by Éric Demers and monitoring of the situation; the school board sent specialists to address the problem on site and offer training but several members were absent.
- Several delegates absent for the moment: assistant delegates are temporarily in charge of union life in several communities. Election of a new delegate in Tasiujaq (Said Khirani).
- Continuous effort on my part to encourage members to share their problems as soon as they arise.

Item 5.2 CSB Teachers

Matthew Dixon introduced the item.

The same issues that have seemingly always been here are continuing Lack of respect for the collective agreement and their own policies leads to many administrators, I believe, trying to do their best but who are not being properly supported or admin who are unwilling/unable to manage our schools. This leads to failures from top to bottom between mismanaging interpersonal relations within the workplace such as not acting when harassment is reported, slow or no responses to concerns that are raised, passing the blame to others instead of solving issues locally like leaky roofs in schools, being unprepared to address student behaviour such as sending students back to class without proper interventions after hitting each other or staff, ignorance or aloofness due to lack of perceived parental involvement demanding better and holding them accountable which they think gives them a licence to kill in the sense of not providing the high quality education our students deserve such as a case of a school that doesn't have any textbooks or pedagogical materials for multiple classes since the beginning of the year. The simplest tenets of professionalism often lie beyond their grasp.

In the meantime, the employer decides to focus their attention on rooting out and tormenting troublemakers: They are up to their old tricks of psychological warfare of disciplinary meetings over issues that could be settled more gracefully and with seemingly targeting those they don't like with suspensions and disciplinary measures the day before or mere minutes before vacation. It seems that for protected teachers (excluding Adult ed/Vocational) that they prefer to torment their perceived troublemakers into going on sick leave or quitting on their own instead of firing them which, in many cases, would probably be illegal so this is their preferred route.

Elephant Thoughts (non-unionized workers) continue to do the work of unionized teachers and support staff. The latest in Mistissini on Dec 18 includes scheduled and part time tutoring during the school day 1030-1145 and 230-345 every single day including vague "workshops" with students during the same times. Other incidents over the past 18 months include a Vice Principal writing that Elephant Thoughts can "support" teachers in the classroom if the teacher requests it. Clearly this is the job of support staff educators. A teacher took a picture showing Elephant Thoughts modifying student attendance in secondary 1 and secondary 2 in a Teams

document which only staff have access to. This is a teacher duty or support staff student affairs technician duty. Elephant Thoughts provided "Study and Review Sessions" during exams between 1PM and 4PM which is the duty of a teacher. It's also affecting housing, I have an email from a teacher to the CEA confirming their conversation that the reason the teacher couldn't change units is because one was allocated to Elephant Thoughts. All of this has been sent to Nadim in December, 2024. The AENQ cannot permit this non-unionized work to continue right under our noses.

Item 5.3 CSB Support Staff

Paul Washipabano introduced the item.

- Helped organize training and first sector council in Val d'Or.
- Participated in the joint sector council in September regarding the strike.
- I travelled to participate in the Mistissini demonstration on September 26 but the demonstration was cancelled once there.
- Participated in a short GCN on September 30.
- We went on strike from October 1st to 3rd, very proud of all our members and my colleagues in Chisasibi and everywhere. I was interviewed on the 3rd day of the strike on local radio in Chisasibi to explain the situation.
- We held an LRC on October 4, the first of the 2024-25 school year. The next LRC will be on February 3, 2025, in the afternoon.
- Sent the two posters for the youth committee and the women's committee, and numerous Nego Newsletter during the fall.
- Participated in two FC-FPSS, in October in Gatineau and in December in St-Hyacinthe.

Motion 8

Considering the resignation of Susie Rupert from her position as union delegate for the support staff at Badabin Eeyou School in Whapmagoostui since she now occupies a management position;

Paul Washipabano proposed, Tarek Khazen seconded

THAT in accordance with clause 16.03 of our by-laws, the Executive Committee appoints Carrie Ann Herodier as union delegate for the support staff of the Badabin Eeyou school in Whapmagoostui until the end of this mandate as union delegate.

UNANIMOUSLY ADOPTED

Item 5.4 KSB Support Staff

Tracey Fisher introduced the item.

Since November 20, Tracey Fisher uses her 5% union release on Wednesdays from 2:45PM to 4:30PM.

- From October to December, I was moving towards my new position, a bit tight with only 5% release and the emphasis on negotiations.
- Negotiations: EC meetings and information meeting with Emile Tremblay.
- S9 and E4 sector council meeting held jointly with Guillaume Lajeunesse – very grateful to him and his delegates for their help.
- S9 GA: Preparation meeting with Emile Tremblay. Table report sent in advance so members can prepare questions to ask at the meeting.

- December 11 GA – attendance was disappointing (~90 emails sent, 12 meeting attendees) and tense discussions led to the chair joining the meeting to address members' questions and concerns.
- In a post-mortem meeting with Émile Tremblay, he suggested asking members for feedback that he could respond to directly. Again, engagement was disappointing – 1 response out of about 90 emails sent.
- LRC: Information meeting with Émile Tremblay – ready to schedule a meeting for February-March.
- Health & Safety: Briefing meeting with Éric Demers – preparing a call for representatives email to send to delegates/members, need follow-up with Éric Demers as planning continues.
- With such little interest and awareness of Northern issues, I feel disconnected and would like to have ideas on how to engage and involve members from Montreal and Nunavik.

Item 5.5 Daycare Centers

Larry Imbeault introduced the item.

We are still waiting for information to be included in the annexes to our collective agreements. Little collaboration from the CPE and GNC management. The CPEs will be visited soon, the president of FIPEQ wants to accompany us. CSS coming soon.

Item 5.6 Schools of Band Councils

Larry Imbeault introduced the item.

Nadim Fares and Larry Imbeault met with the management of the Nikanik School in La Tuque and then with the members in Wemotaci on September 19. Discussions with management focused on various issues related to the collective agreement, including problems with its application. With the members, we discussed various issues, including the housing situation. Important file for which a work plan is planned. Management wants to modify provisions of the agreement. They first talked about it in Waia Kiskinohatokamokok (school council). It has been made clear to management that we must negotiate any changes to the collective agreement. On February 20, 2025, there should be a negotiation meeting in Trois-Rivières.

Motion 9

Larry Imbeault proposed, Paul Washipabano seconded

THAT in accordance with clause 20.03 of our statutes, the Executive Committee appoints the following people as members of the negotiating team:

- Catherine Huart, AENQ advisor, spokesperson;
- Catherine Falguyret, teacher at Nikanik, negotiator;
- Larry Imbeault, AENQ president, negotiator and AENQ political representative.

UNANIMOUSLY ADOPTED

Item 6 Work Relations

Catherine Huart, Émile Tremblay and Nadim Fares introduced the item.

Given the confidential nature of certain matters, details are not included in these minutes.

Item 7 2023 Negotiations

Item 7.1 AENQ Sectoral

S8: We have an agreement on the class support file. Closure of the employer on our demand to increase premiums. A meeting will take place on January 14 between the conciliator and the spokespersons of the two parties. The next negotiation meeting is scheduled for January 17, 2025. The conciliator could submit a settlement hypothesis to the status quo with what has been settled to date. There is a sector council meeting scheduled for January 9 at 6 p.m.

S9: There will most likely be no settlement at this table until the E4 negotiations are resolved despite the few issues on the table. No employer openness to our demands. No union openness to priority employer demands as long as no employer openness to our priority demands. Next negotiation meetings: January 24 and 29, 2025. The conciliator proposed that when negotiations resume we go with global settlement offers.

E3: We should be able to sign the agreement in principle because the last draft agreement was accepted by the parties. It would still be necessary to agree on the list of arbitrators. The conciliator could intervene if the agreement is not signed very soon or we could file a complaint with the LAT under article 111.33 of the Labor Code. If the agreement in principle is not signed by Friday, appeals will be initiated. The Sector Council meeting should be called for January 22 to present the agreement in principle to the union delegates and the general meetings convened for January 23 to allow members to vote on the agreement in principle.

E4: On December 19, 2024, the strike notice was sent. A request for conciliation was filed on December 20, 2024. Richard Champagne was appointed conciliator by the Ministry of Labor. There will be a conciliator meeting with the parties separately on January 8, from 12:30 p.m. to 2:30 p.m. with the union side. The next negotiation dates: January 9, 15 and 29. Above all, the priority demands of each party remain at stake because the integration of the E1 agreement is practically complete. There would be a sector council meeting on January 13 at 6 p.m.

Motion 10

Larry Imbeault proposed, Matthew Dixon seconded

THAT the Executive Committee recommends to the members concerned to vote in favor of the agreement in principle reached on November 14, 2024, at E3 table.

UNANIMOUSLY ADOPTED

Motion 11

Larry Imbeault proposed, Matthew Dixon seconded

THAT the AENQ strongly denounces to the BNG and the MNCCSB the slowness in obtaining the texts of the agreement in principle and asks to act more promptly for the writing of the texts and for the signing of the collective agreement in order to avoid the circus of the last round of negotiations.

UNANIMOUSLY ADOPTED

Item 7.2 Action-Mobilisation

Tarek Khazen introduced the item.

Members must continue visibility actions. A slogan and the associated visual are currently being produced by the Centrale.

Item 8 Activity Reports from the EC Members

Period of August 30, 2024, to January 6, 2025

President's Report

NNCC of September 3, 2024

- Coordination of negotiations of the 6 tables of the North:
 - Actual situation;
 - Coordinated subjects;
 - Action-mobilisation.

NNCC of September 16, 2024

- See NNCC of 2024-09-03.

INC of September 17, 2024

- Report on the negotiation of the North;
- Negotiations Assessment:
 - The strategic frame;
 - The Common Front;
 - The strike;
 - The action plan on mobilisation ;
 - The action plan on communications ;
 - The decision-making bodies;
- Assessment of the INC;
- Assessment from the sectoral negotiations coordination;
- Assessment of the strategic group (one political person responsible of the mobilisation per federation);
- RREGOP Indexation Committee:
 - Advisory role for the negotiation team and the decision-making bodies:
 - Contribute to the reflection of union organizations during inter-union coordination meetings, in particular through the analysis of the hypotheses explored inter-union or via exchanges on possible solutions to be proposed;
 - Explore the question of the impact on the due rate of a more generous indexation for future service.

FC-FSE of September 24, 2024

- See report from the Vice-president.

NNCC of September 30, 2024

- See NNCC of 2024-09-03.

GCN of September 30, 2024

- Report from the coordination of the negotiations of the North;
- Assessment of the sectoral and intersectoral negotiations (see NIC of 2024-09-17);
- Strategique Group and regional coordination;

- Indexation Committee of the RREGOP.

NNCC of October 1, 2024

- See NNCC of 2024-09-03;
- Strike at the CSB (E3).

FCN-FPSS of October 2, 2024

- Work Plan and deadlines of the S3, S12 et S13 negotiations assessment:
 - Factual assessment of the S3 negotiation;
 - Factual assessment of the communications and mobilisation S3, S12 et S13.

NNCC of October 2, 2024

- Follow-up on the MNCCSB tables.

AENQ-LRC of October 11, 2024

NNCC of Octobre 15, 2024

- See NNCC of 2024-09-03 ;
- E3: close to an agreement;
- E4: many elements of the E1 agreement are being discussed;
- P3: false blitz before the strike;
- P4: P1 agreement settled, remain some specific elements such as telework and work schedule;
- S8: parties remain on their positions, the conciliator withdraws himself as long as the parties do not budge;
- S9: need management openness on our demands if they want us to open on their priorities.

AENQ Team Meeting of Octobre 15, 2024

- Changes on the Executive Committee;
- English session on preparation to retirement;
- Action plan on housing issues in Wemotaci;
- Possible meeting with daycare centers members;
- Tuberculosis in the North;
- Around the table.

FC-FPSS of October 16 and 17, 2024

- Forums – Professional Life:
 - Janitors and workers in fall 2024;
 - Daycare Service Technician, Recreational Activities Technician, Special Education Technician and Social Work Technician in winter and spring 2025;
- Education Internation 10th World Congress;
- Survey on the practice of my profession (July 2024):
 - Demographic Data;
 - Observation : tasks are getting heavier, more work outside normal hours, less rewarding tasks, solutions.
- Elections on CSQ committees – announcement of intention;
- A look back at National School Support Staff week;
- Financial Policy – decision on accumulated vacation bank;
- Violence against support staff members:
 - 2018-2019 to 2023-2024 portrait;
 - Not all school service centres share their information;

- More than 40,000 violence cases, raising number each year, per class of employment;
- Type of violence (psychological physical, harassment, sexual, cyberintimidation) ;
- Origin of the violence (supervisors, parents, colleagues, students);
- FPSS 2025 Congress;
- Monitoring committee on class assistance:
 - Ensure monitoring to identify issues;
 - Ensure implementation;
 - Promote the exchange of information and ensure coordination.
- Class assistance: survey in the fall of 2024.

GC-CSQ of October 23 to 25, 2024

- Elections on committees;
- Put energy back into the service of the common good: Hydro-Québec – a national treasure to be protected;
- Highlights of the assessment of various committees (Health and Safety, Feminist Action Committee, Committee for Sexual Diversity and Gender Identity, Socio-Political Action Committee, ACTES Committee, Youth Committee);
- CSQ 45th Congress of 2027:
 - Discussion on the dates;
 - Survey to come;
- Renewal conditions for group insurance as of January 1st, 2025:
 - Health Insurance: increase of 12%;
 - Dental Care Insurance: increase of 4%;
 - Salary Insurance Long Term: increase of 10%;
 - Life Insurance: status quo.
- Creation of a group insurance advisory committee to analyze and reflect on ways to ensure sound management of the plan that could lead to better cost control;
- Minimum wage:
 - Demand its increase in order to ensure a level necessary to ensure an escape from poverty;
 - Actively promote this demand;
 - Develop and promote proposals for fiscal changes in order to maintain the level of contribution of employees to the claimed minimum wage.
- Presentation of a decision from Supreme Court of Canada on searches in the workplace;
- State of play of national coordination: meetings on January 2025;
- 2024-2027 Action Plan;
- The American election: analyzes of economic and socio-political situations, conference by Charles-Philippe David from the Observatory on the United-States and Randi Weingarten, president of the American Federation of Teachers (1.8M members).

NNCC of October 28, 2024

- E3: negotiations dates to come, strike?;
- Situation at P3.

FC-FSE of October 29 to 31, 2024

- See Vice-president report.

NNCC of October 30, 2024

- Negotiations with the CSB.

NNCC of November 12, 2024

- E3: almost everything is settled;
- E4: no progress, negotiation this Friday;
- S8: discussion on class assistance;
- S9: negotiations only in December;
- P3 and P4: issue of criminal records.

Midi-legal of November 12, 2024

- Clandestine recordings.

NNCC of November 13, 2024

- Discussion on the ultimatums at the CSB.

INC of November 14, 2024

- Consensual mode of operation;
- Report from the intersectoral negotiations coordination: the work on the inter-round committee on parental rights as begun;
- Report from the coordination of the negotiations of the North;
- Negotiation Assessment: survey results and comments;
- Regional Coordination: survey before coordinators;
- Electoral process of the RREGOP indexation committee.

GCN of November 22, 2024

- See INC of November 14, 2024.

Kativik Scarcity of Labour Committee of November 22, 2024

- Presentation of the four projects submitted by the MEQ and KSB;
- AENQ wishes to consult its members.

NNCC of November 25, 2024

- Negotiations with the CSB:
 - E3: agreement in principle reached on November 14;
 - S8: no negotiation since the last NNCC;
 - P3: went on strike for one day.

Socio-Political Action Network of November 28 and 29, 2024

- Where is unionism today?;
- Unionism and the transformations that affect it;
- Union Action: victories, setbacks and future prospects;
- What are the priority social and/or union issues and how to transform them into opportunities;
- Ideas for resources and tools to develop for unions.

AENQ Team Meeting of December 2, 2024

- AENQ organigram;
- Around the table.

FC-FPSS of December 3 to 5, 2024

- Pay Equity : where are we ?
 - 2010 pay equity audit: agreements in 2021 (school daycare workers, school secretaries, administrative technician), recourses before the LAT;
 - 2015 pay equity audit: CNESST inquiries in progress (computer operator), withdrawl of complaints for which we had nothing to claim but representation mandates for other individuals complaints;

- 2020 pay equity audit: no salary correction necessary, modifications for some categories of employment, preparatory work for filing documents at the CNESST;
- 2025 pay equity audit: following their invitation in the committee, response to transmit to the Secretariate of the Treasury Board in the next weeks.
- School Transport Pilot Project: in-house operation;
- Finances:
 - 2023-2024 Financial Statements: surplus of \$650,000;
 - 2024-2025 Budget: forecast a surplus of 20,000\$;
- Reference framework on control measures in schools: these include restraint, isolation and the use of chemical substances. Their aim is to prevent a student from inflicting harm on themselves or others. The use of such measures must be minimal and exceptional in addition to taking into account the physical and mental state of the person;
- FPSS Labour Relations files: hearings in progress (required qualifications, education requirements, hiring priority, recognition of diploma), dismissal or resignation, administrative measures, premium for specialized skilled workers, daycare ratios, class assistance, employment statuses, abolition of positions following additions of hours during the year, salary insurance – disability, hiring freeze), hiring freeze: complaint of interference in an association of employees and reflection committee on the collective agreement negotiation regime;
- Assessment of the 25th anniversary of the FPSS;
- Conference to prevent and counter homophobia and transphobia in education networks on January 16 and 17, 2025;
- Perspectives and interventions of school staff on gender-based violence in Quebec secondary schools: research project subsidized by Women and Gender Equality Canada;
- Trainee unionization campaign:
 - Formation of a CSQ national union of education interns;
 - Continued data collection;
- 2025 FPSS Congress:
 - May 12 to 15, 2025;
 - Presentation of the timetable for modifications to the bylaws and regulations;
 - Logistics: contract for the imagery and theme of the congress, schedule, social activities committee, reservations from January 6;
- Survey on class assistance;
- Janitors Forum of November 12, 2024.

Kativik Scarcity of Labour Committee of December 5, 2024

- Union feedback following its internal consultation:
 - Hesitant about precarious teachers and new teachers;
 - Return of the Ministry and of KSB to come.

NNCC of December 9, 2024

- E3: the texts of the agreement in principle is delayed because of the group insurance file;
- E4 and S9: general assemblies to come by December 12 for the strike mandate consultation;
- S8 and S9: negotiation this week.

GC-CSQ of December 11 to 13, 2024

- Elections to various committees;
- Establishment of a committee to review the electoral process for vice-presidential positions;

- Immigration and francization: conference, analysis of the socio-political situation, inventory of francization, operations of the CSQ;
- Analysis of the economic situation;
- Cohesion and Conciliation Council (previously the Conciliation Council: appointment and information on the 3 subcommittees (working group on the harmonization of the rules of conduct of the bodies, the general council agenda committee and the committee on the operating rules of the CCC:
 - Mandate of the CCC: include the parties involved in a conciliation process. It also sees to the implementation and compliance with the rules of conduct applicable to bodies, networks and committees;
- Outreach strategy for the traveling exhibition on half a century of feminist history;
- Action plan 2024-2027;
- Kognos training offer;
- Budget forecasts for 2024-2025: forecast of a deficit of approximately \$20,000;
- When quarrelsomeness interferes with the obligation of good representation;
- Three-year development plan in union organization:
 - Development perspectives;
 - Consolidation and structuration.
- Union Equality Access Program (PAES): adoption of modifications to the PAES as well as the 2024-2027 work plan;
- Operational report and election committee report of the 44th CSQ congress:
 - Record participation (1149);
 - Demographic data;
 - Very high satisfaction or satisfaction for all elements surveyed;
 - Cost: more than \$650,000.
- Presentation of the Regulations relating to the pilot project on national coordination and inventory;
- 45th Congress of the CSQ:
 - Dates: June 28 to 30, 2027 (M-T-W);
 - Recommendation to create a work committee on the dates of the Congress;
- General States on trade unionism: hold a broad and open reflection on the trade union movement:
 - Phase 1: planification from September to November 2024 ;
 - Phase 2: approbation and publicity from December 2024 to March 2025;
 - Phase 3: consultations on the observations from March to December 2025;
 - Phase 4: consultations on the solutions and innovative ideas from January to May 2026;
 - Phase 5 : the conclusion of the General States from June to December 2026.
- The international action of the CSQ: Education International (EI)
 - EI: more than 32M members;
 - Campaigns to actively support free, quality education financed by public funds;
 - Defend and promote democracy, peace, social justice and human rights;
 - The CSQ has been there for approximately 20 years and is the only French-speaking presence of North America;
 - Positions on environmental education and climate change, the creation of the International Support Staff Recognition Day;
 - The DG of the CSQ was elected for a 2nd term to the EI executive office.

Kativik Scarcity of Labour Committee of December 12, 2024

- Meeting where the parties discuss their respective positions, no agreement on all projects;
- Confirmation on December 18 by email of an agreement on the projects.

NNCC of December 18, 2024

- E4 will go on strike in January. The AENQ Executive Committee will decide on the dates.

Report from the Vice-President

FC-FSE June 12, 2024 Hôtel Riotel (Matane)

- Sectoral negotiation: on June 8, 2024, FSE representatives finally signed the entry into force of the new collective agreement E1.
- Challenges to professional training – Follow-up to the conference.
- 2023-2024 activity report.
- Conciliation in pay equity: The federal council mandates the FSE-CSQ to notify the Centrale and the CNESST of its interest in reconciling the complaints of non-compliance of the 2020 maintenance filed on May 15 and 17, 2024.
- My Teacher, my pride! – Campaign relaunch plan: The federal council approves the relaunch plan for the Prof, my pride! campaign. as presented in document A2324-CF-072.
- Remuneration policy for members of the FSE executive committee: the FC Adopts the modifications to the Remuneration policy for members of the FSE executive committee, as presented in document A2324-CF-075 and accepts that the modifications to the Remuneration policy for members of the FSE executive committee, as presented in document A2324-CF-075, are effective from September 1, 2024.
- Class help.
- Tutoring.
- A look back at the Day of Mobilization on the Prevention of Violence and Bullying in Schools.
- Results-based management.
- Elections to the executive committee.
 - ✓ President, Richard Bergevin
 - ✓ 1st Vice-president, Karine Nantel
 - ✓ 2nd Vice-president, Luc Gravel
 - ✓ Secretary-Treasurer, Martin Hogue
 - ✓ 1st advisor, Natacha Blanchet
 - ✓ 2nd advisor, Martine Provost

FC-FSE September 24 and 25, 2024 Hôtel Delta (Trois-Rivières)

- **Shortage of teachers:** The Federal Council mandates the FSE, in collaboration with the CSQ, to initiate a reflection on the desired management mode in education in the context of a shortage of teachers and also mandates the FSE to follow up on the issue of exit interviews with the MEQ and to equip the affiliated unions on this subject, if necessary. The AENQ has already done a questionnaire on this subject in 2017-18 and it would be relevant to do another to update today's reality.
- **Priorities for the 2023-2026 triennium – Update for 2024-2025:** The Federal Council adopts the 2024-2025 update of the priorities for the 2023-2026 triennium as presented.
- **Relaunch of the professional and educational offensive Masters of our profession:** the relaunch of the professional and educational offensive provides for regular and short consultations on important issues having effects on the teaching conditions of our members and student learning. E3 and E4 members will participate in all of these surveys.

FC-FSE October 29, 30 and 31, 2024 Hôtel Delta (Québec)

- **Remuneration of interns:** The Federal Council supports the principle of financial recognition of the work of interns during their training period and requests that any financial recognition formula, including remuneration for the work of interns, likely to

affect teachers represented by the FSE, be discussed in the Federal Council before being supported.

- **Reflection on Bill 37:** Following the negotiation of the 2023-2028 National Agreement, a recommendation for reflection on the negotiation process, particularly regarding Bill 37, was adopted at the 2024 CSQ Congress, namely: That the Centrale and its affiliates carry out a reflection on the relevance of intervening with the government in order to ensure a more effective negotiation process.
- **Special educational projects:** reaction to the Ministry of Education's desire for massive growth: For nearly forty years, Quebec public schools have offered a diversity of special educational projects (PPP). These projects are the result of competitive pressure from private schools as well as the desire of parents and teachers to build a project that meets their interests and that of young people. They have effects in particular on equal opportunities between students, the workload of teaching staff and the distribution of time allocated to subjects. The consequences of PPPs on the composition of the regular class lead to burnout which can lead teachers to leave the profession and worsen the shortage of qualified personnel.
- **Group insurance – 120-day contribution:** The federal council submits the decision on the following proposal to the meeting of the federal council on December 4, 5 and 6, 2024: “The executive committee recommends to the federal council to mandate the CSQ in order to modify the maintenance of group insurance protections, reducing it from 120 days to 70 days.”

FSE Special Needs Students Network November 26, 2024 Congress Center of Saint-Hyacinthe

- Despite all the difficulties that affiliated unions have in applying all the articles and appendices related to students with special needs in their E1 collective agreement, the fact remains that it is clear that Indigenous students in the Cree and Kativik school boards do not receive all the services to which they are entitled and all the professional resources that would significantly improve their academic and educational success.
- Many questions arise: why do Indigenous Cree and Kativik school boards students not benefit from such professional services and resources in order to increase their academic success? Why do the two school boards systematically refuse to integrate these articles and annexes into E3 and E4 collective agreements? How long will this situation continue?

FC-FSE December 4, 5 and 6, Hôtel Mortagne

- **Results of the survey on work overload and loss of meaning at work:** the objective was to refocus the work of our members towards what they consider to be the heart of their profession and to provide more humane working conditions, in line with the nature of public services.
- **The process is done in four steps:** Understand (what is happening to us), think (what we want), choose (the actions to take) and act (change our work environments).
- Without going too far into the results, here is a summary of the approximately 600 comments that survey participants expressed:
 - The main problem is student behaviour
 - The profile of students has changed a lot
 - The lack of responsibility of parents for the education of their children is problematic
 - Class composition is a serious problem
 - Managers lack leadership
 - The proliferation of technological tools harms work
- **Governance reflection committee:** The Federal Council unanimously adopted the establishment of a governance reflection committee under the conditions provided for in document A2425-CF-030. This committee will be composed as follows:

- The presidency;
- A non-released member of the executive committee;
- General Director;
- A person who is a member of the by-laws committee, appointed by it;
- Three people who are members of the federal council under article 3.02 of the FSE by-laws and regulations.

The general mandate of the committee will be to take stock of the state of governance within the Federation and to propose training and avenues for improvement. The committee must also take into account the needs of affiliated unions which may emerge during the work, particularly in terms of training. The budget allocated to the operation of the committee is \$20,000.

Report from the KSB Teachers Sector Director

GC-CSQ of October 23 to 25, 2024

- CSQ in the media.
 - There were 40,000 acts of violence against support staff.
 - Return to the CSQ demonstration in Trois-Rivières as well as the reiteration of the CSQ's support for the AENQ negotiations.
- Environment: Bill 69.
 - Promoting social dialogue around the bill. Recommendation to put in place mechanisms to limit the influence of large industrial groups on Quebec policies.
- Assessment of the Committees.
 - Health and safety at work: The CSQ has a seat on the CNESST. The president (Éric Gingras) will sit there (Summit: April 2025).
 - Feminist Action: several files worked on (Act together kit, 50th book, change of name of the committee).
 - Committee for Sexual Diversity and Gender Identity: group tour and kiosks.
 - Sociopolitical action: IA, activism in a transformed world, pay equity, women's rights.
 - ACTES: Mention 30th anniversary.
 - Youth Committee: union life, involvement, psychological injury in the workplace.
- Group insurance: 2025 renewal.
 - Call for tenders which will last until 2025;
 - 104 weeks is the ceiling for disability;
 - Creation of a group insurance advisory council.
- Context of the American elections: economic future of Quebec over the next 4 years, rise of populism, America/Quebec sociopolitical conjecture.
- Congress action plan: prioritization exercise.
 - Representativeness and social dialogue, water issue. Intervention by Guillaume Lajeunesse and Larry Imbeault regarding the most important articles.

GC-CSQ Of December 11 to 13, 2024

- Opening remarks: Negotiation in the North.
 - Mention of the ongoing negotiations in Kativik (and the agreement in principle for KSB teachers). Intervention by Guillaume Lajeunesse on the microphone to underline the urgency of the situation.
 - We note the importance of the need to put in place means to encourage retention.
- Proposal for a new vice-president election committee.
- Various testimonies (Maison du coeur, l'Envolé).

- Conference by Kim Tuy. Raising awareness of the reality of refugee immigrants. Creation of an intercultural committee.
- CSQ 2024-2025 action plan, resolutions.
 - Formulation of unequivocal request: ask the leaders of the Fonds de Solidarité FTQ to divest from any company supporting the colonization of Palestine.
 - Condemnation of the dismantling of camps (homelessness, housing crisis).
 - Following an intervention by Larry Imbeault, change of the word “obtain” to “support”; in connection with the proposal on the creation of a working committee related to the water problem in Nunavik, with the aim of respecting the right of self-determination of community members and not to make people believe in forced intervention.

Item 9 Complaint from a member

Larry Imbeault introduced the item.

On December 13, 2024, a member sent the president a complaint under clause 12.01 a) and b) of the by-laws against the union representative of his school. As provided for in the by-laws, the complainant was notified of receipt of the complaint on December 14, 2024. As for the person targeted by the complaint, he was notified on December 16, 2024.

Here is what the by-laws provide:

Article 12 Complaints and Removal

- 12.01 **Complaints.** Any member or group of members of the AENQ may lodge a complaint against a member of the AENQ for any of the following reasons:
- a) a serious violation of the By-laws and Regulations of the AENQ;
 - b) a moral or material prejudice caused to the AENQ;
 - c) any situation involving a conflict of interests; or
 - d) any other serious reason for which the present By-Laws have no provision.

The complaint must be sent to the President or the Secretary-Treasurer of the AENQ who, after having acknowledged receipt to the plaintiff and to the accused member, will bring the complaint before the Executive Committee. The Executive Committee must make an investigation of the complaint and take its decision within a delay of 90 days. The Executive Committee may refer the investigation externally. In this case, the 90-day time limit must still be respected.

- 12.02 **Decision.** After an investigation, the Executive Committee decides:
- a) to reject the complaint;
 - b) to impose a disciplinary sanction adapted to the circumstances;
 - c) to suspend the member for a limited period of time;
 - d) to exclude the member from the AENQ.

Any decision of the Executive Committee concerning a complaint must be communicated verbally and sent in writing to the accused member within 5 days after the decision was taken.

- 12.03 **Appeal.** If a member is not satisfied with the decision held against them, they may appeal the decision. The appeal is filed verbally and in writing with the President or the Secretary-Treasurer of the AENQ within a twenty-day period following the date the decision was taken.

During the appeal process, the decision of the Executive Committee is suspended.

- 12.04 **Appeals' Committee.** As soon as the appeal is known by the President or to the Secretary-Treasurer, the Executive Committee sets up an Appeals' Committee composed of the 3 following persons chosen within a delay of 30 days:

- a) a member chosen by the accused member. If the delay of 30 days is not respected, the appeal is rejected;
- b) a person chosen by the Executive Committee; and
- c) a person chosen by the Centrale.

The Appeals' Committee is master of its own regulations. Its decision must be taken within a delay of 60 days following the formation of the Committee and is executory.

12.05 **Removal of a member, other than a member of the Executive Committee, from their Union Duties.** The Executive Committee may remove any member from their union duties, other than a member of the Executive Committee, for the following reasons:

- a) a serious violation of the By-Laws and Regulations of the AENQ;
- b) a failure to assume their duties;
- c) a prejudice caused to the AENQ.

The appeal procedures described above apply to this clause.

Motion 12

Larry Imbeault proposed, Tracey Fisher seconded

THAT Tarek Khazen and Paul Washipabano be designated by the Executive Committee to conduct the inquiry. Matthew Dixon is appointed as observer.

UNANIMOUSLY ADOPTED

Item 10 Request under the Members' Defence Policy

Larry Imbeault introduced the item.

Motion 13

Larry Imbeault proposed, Tarek Khazen seconded

THAT the Executive Committee welcomes the recommendation of the advisory staff not to accept the request for financial support received under the policy for defending the rights of employees represented by the AENQ.

UNANIMOUSLY ADOPTED

Item 11 Adoption of Previous Minutes

Larry Imbeault introduced the item.

Motion 14

Larry Imbeault proposed, Guillaume Lajeunesse seconded

THAT The 2425CEPV-01 to 2425CEPV09 be adopted as corrected.

UNANIMOUSLY ADOPTED

Item 12 Miscellaneous

Item 12.1 Mouvement ACTES

Guillaume Lajeunesse introduced the item.

Last November there was the national session of the ACTES Movement. Funding is available for projects in our communities. School councils could be set up to involve young people. Some communities showed interest but, in order to obtain funding, projects had to be presented in October. Even if the funding is not there this year, the CSQ resources of the ACTES Movement are there to support us. We will be able to submit our projects at the start of the school year.

Item 12.2 FPSS Congress

Larry Imbeault introduced the item.

Who will be part of the delegation? We are entitled to one person per 250 members according to our December 2024 membership declaration.

FPSS by-laws: Each union can delegate to the Congress one person per two 250 members or fraction of 250 members. The delegation of any union is established by bargaining unit, on the basis of the declaration of membership produced the same year by it, in accordance with article 2.4 of these by-laws.

According to our 2024 declaration, there are 486 S8 members and 441 S9 members. We would therefore be entitled to 2 people for S8 and 2 people for S9.

Motion 15

Larry Imbeault proposed, Matthew Dixon seconded

THAT the AENQ delegation to the May 2025 FPSS congress be composed of the following people:

- Larry Imbeault;
- Tarek Khazen;
- Paul Washipabano;
- Tracey Fisher.

UNANIMOUSLY ADOPTED

Item 13 Next Meetings

Larry Imbeault introduced the item.

Next in-person EC meeting will take place on March 4 and 5, 2025.

The following meeting was supposed to take place on May 27 and 28, 2025. However, there is a meeting of the CSG General Council from May 28 to 30, 2025. Therefore, we have to move our EC meeting.

Motion 16

Larry Imbeault proposed, Tarek Khazen seconded

THAT the in-person meeting of the Executive Committee scheduled for May 27 and 28, 2025, will be moved to May 20 and 21, 2025.

UNANIMOUSLY ADOPTED

Item 14 Adjournment

Motion 17

Larry Imbeault proposed, Tarek Khazen seconded

THAT the meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Armelle Kodjo-D'Amour
Secretary-Treasurer

Appendix

1.	Présentation et adoption de l'ordre du jour / Presentation and Adoption of the Agenda
2.	Procédures d'assemblée et Statuts / Assembly Procedures and By-Laws
3.	Suivi / Follow-up
4.	Affaires internes / Internal Affairs
4.1	Réunions des conseils de secteur et formations syndicales annuelles / Annual Sector Council Meetings & Union Training
4.2	Poste de Secrétariat-trésorerie / Position of Secretary-Treasurer
4.3	Tournée de consolidation / Consolidation Tour
4.4	Gestion du personnel / Personnel Management
4.5	Bail / Lease
4.6	Politique de participation / Participation Policy
4.7	Membership
4.8	E/R au 2024-11-30 Financial Statements
4.9	Budget 2024-2025
5.	Vie de secteur / Sector Life
5.1	Enseignants CSK / KSB Teachers
5.2	Enseignants CSC / CSB Teachers
5.3	Soutien CSC / CSB Support Staff
5.4	Soutien CSK / KSB Support Staff
5.5	CPE / Childcare Centers
5.6	Écoles de conseil de bande / Band Council Schools
6.	Relations de travail / Labour Relations
7.	Négociations 2023 Negotiations
7.1	Sectorielles AENQ Sectoral
7.2	Action-mobilisation
8.	Rapport d'activités des membres du CE / EC Members Activities Reports
9.	Plainte d'un membre / Complaint from a member
10.	Demande en vertu de la Politique de défense des membres / Request under the Members' Defence Policy
11.	Adoption des procès-verbaux précédents / Adoption of Previous Minutes
12.	Varia / Miscellaneous
12.1	Mouvement ACTES
12.2	Congrès FPSS Congress
13.	Prochaines réunions / Next Meetings
14.	Levée de l'assemblée / Adjournment