

Item 3. Follow-up

Larry Imbeault introduced the item.

- The rooms were reserved for the annual training sessions;
- Following the investigation conducted and the Executive Committee's decision on the matter, the member concerned by the complaint of one member against another was informed of his removal from all union functions;
- I was met within the framework of the Ministry's investigation into KSB's management of human, material, and financial resources. The CSQ, according to the guidelines of the Act respecting access to documents held by public bodies and the protection of personal information, submitted: "Any report (including an inquiry report) produced, following the issue of the Decree 1869-2023, on December 20, 2023, concerning the application of certain provisions of the Act respecting commissions of inquiry at the Minister of Education, its delegates and the investigation it presides over on the administration and operation of the Kativik School Board, a copy of which is attached to this email.";
- The member who has submitted a claim under the Policy on the Defence of Rights of Members has been informed of our decision. This person contacted us again, but without any new information that would enable us to revise our decision;
- The other items are on the agenda.

Item 4. Internal Affairs

Item 4.1 Indigenous Committee

Larry Imbeault introduced the item.

There was another posting that ended on 28 February. Only one application was received.

Motion 3

It was moved by Larry Imbeault and seconded by Tracey Fisher

THAT Anna Kasudluak, from Inukjuak, be nominated to the Aboriginal Committee as the Inuk school support representative.

UNANIMOUSLY ADOPTED

Item 4.2 Position of Secretary-Treasurer

Larry Imbeault introduced the item.

The last posting ended on 28 February 2025. No applications were received; we will therefore have to make another posting.

Item 4.3 Consolidation Tour

Tarek Khazen, Guillaume Lajeunesse and Larry Imbeault introduced the item.

Tour of Eeyou Istchee: coastal from 28 September to 4 October (TK, PW, MD, ED) and inland from 23 to 29 August (LI, PW, MD, CH).

Ungava and Hudson to be completed later in 2025: possibly from 6 to 10 October for Ungava.

Cover Whapmagoostui and Kuujuaaraapik in the same week, then continue to Umiujaq and Inukjuak. Do the other Hudson communities afterwards.

Training on school councils could take place after the consolidation meeting at both Cree and Kativik school boards.

Wemotaci: possibly when the members vote on the out-of-agreement settlement between now and the end of the school year.

Opitciwan: at the beginning of the next school year?

Ouje-Bougoumou and Nemaska childcare centres: figure out when to go. The President of the FIPEQ would come with us.

Item 4.4 Personnel Management

Larry Imbeault introduced the item.

In addition to the following, given the sensitive nature of the subject, the details are not published in these minutes.

We had a Labour Relations meeting on 17 February 2025: see item 11.

The collective agreement for the AENQ staff expires on 31 August 2025. The deposit of union demands should be expected in the next few months.

Motion 4

It was moved by Larry Imbeault and seconded by Paul Washipabano

THAT for the next round of negotiations with AENQ employees, which should begin in the next few months, Larry Imbeault be appointed, management spokesperson, and Tarek Khazen, management negotiator.

UNANIMOUSLY ADOPTED

Item 4.5 Lease

Larry Imbeault introduced the item.

Accompanied by an advisory staff representative (Nadim Fares), the President had an initial meeting with Annie Brochu of the CSQ on 26 February to discuss the possibilities open to us of reducing our office space, thus paying less in rental charges. Given that we are the first to approach them, it is too early to reach a decision. We'll also have to consider emptying the warehouse.

Item 4.6 Participation Policy

Larry Imbeault introduced the item.

He began by reminding us of the importance of sending in the logistics form as soon as possible so that we can meet the release deadlines.

Motion 5

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the President and the E4 Sector Director be authorized to take a hotel room when federation or Centrale meetings are held on Montreal's South Shore.

UNANIMOUSLY ADOPTED

Motion 6

It was moved by Tarek Khazen and seconded by Paul Washipabano

THAT the Vice-President be authorized to take a hotel room when federation or Centrale meetings of more than one day are held in Laval.

UNANIMOUSLY ADOPTED

Motion 7

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT members of the Executive Committee who attend federation or Centrale meetings be authorized to take part in family dinners or other similar events even if not all criteria in the Participation Policy are met.

UNANIMOUSLY ADOPTED

Item 4.7 Membership

Larry Imbeault introduced the item.

Motion 8

It was moved by Larry Imbeault and seconded by Guillaume Lajeunesse

THAT the persons registered on the March 4 list be accepted as members of AENQ, in accordance with clause 9.01 d) of our Bylaws.

UNANIMOUSLY ADOPTED

Item 4.8 Corporate Credit Cards

Larry Imbeault introduced the item.

Motion 9

It was moved by Larry Imbeault and seconded by Matthew Dixon

THAT the necessary steps be taken so that members of the Executive Committee can obtain a corporate credit card.

UNANIMOUSLY ADOPTED

Item 4.9 Delegation to Decision-Making Bodies

Larry Imbeault introduced the item.

Motion 10

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the President be appointed as AENQ representative at the FIPEQ Congress to be held from 10 to 12 June 2025.

UNANIMOUSLY ADOPTED

Motion 11

It was moved by Larry Imbeault and seconded by Paul Washipabano

THAT for the 2025-2026 school year, the Executive Committee maintain the participation of the President and the Vice-President in the meetings of the FSE and the FPSS decision-making bodies and that the following persons be, in addition to what is provided for in the Bylaws, appointed as delegates or substitute delegates to the following decision-making bodies:

GC:

- Delegate: Guillaume Lajeunesse
- Substitute Delegate: Matthew Dixon

FSE:

- Substitute Delegate: Guillaume Lajeunesse

FPSS:

- Substitute Delegate: Paul Washipabano

FIPEQ:

- Delegate: Larry Imbeault
- Substitute Delegate: Tarek Khazen.

UNANIMOUSLY ADOPTED

Motion 12

It was moved by Larry Imbeault and seconded by Guillaume Lajeunesse

THAT for the 2025-2026 school year, the President be the political representative for the Childcare Centers and the Band Council Schools, as provided for in clause 17 D) of the Bylaws.

UNANIMOUSLY ADOPTED

Item 4.10 2025-2026 Union Leaves

Larry Imbeault introduced the item.

He pointed out that the President and the Vice-President are released on a full-time basis in accordance with our Bylaws.

Motion 13

It was moved by Matthew Dixon and seconded by Tarek Khazen

THAT Matthew Dixon be released at 75% to fulfil his mandate as Sector Director for the CSB teaching staff (E3).

UNANIMOUSLY ADOPTED

Motion 14

It was moved by Guillaume Lajeunesse and seconded by Larry Imbeault

THAT Guillaume Lajeunesse be released at 70% to fulfil his mandate as Sector Director for the KSB teaching staff (E4).

UNANIMOUSLY ADOPTED

Motion 15

It was moved by Paul Washipabano and seconded by Larry Imbeault

THAT Paul Washipabano be released at 20% to fulfil his mandate as Sector Director for the CSB support staff (S8).

UNANIMOUSLY ADOPTED

Motion 16

It was moved by Tracey Fisher and seconded by Larry Imbeault

THAT Tracey Fisher be released at 10% to fulfil her mandate as Sector Director for the KSB support staff (S9).

UNANIMOUSLY ADOPTED

Item 4.11 Website

Larry Imbeault introduced the item.

Motion 17

It was moved by Larry Imbeault and seconded by

THAT the President be authorized to award a contract to Louis Aubin for the revamping and maintenance of our website.

UNANIMOUSLY ADOPTED

Item 4.12 2026 AENQ Congress

Larry Imbeault introduced the item.

Motion 18

It was moved by Tarek Khazen and seconded by Larry Imbeault

THAT the theme for the next AENQ Congress be: *Unis pour l'éducation, enracinés dans la culture! / United for Education, Rooted in Culture!*

UNANIMOUSLY ADOPTED

Item 5. Miscellaneous

Item 5.1 ACTES Movement

Guillaume Lajeunesse introduced the item.

Kangiqsujaq: a Recycling Committee has been set up to implement a Community Recycling Programme. A request for funding will be submitted to the ACTES Mouvement at the beginning of the school year.

Salluit: a \$10,000 funding is required, so that students can attend a conference on climate change in Quebec City. Air Inuit is offering a 50% reduction in the cost of the tickets.

Motion 19

It was moved by Guillaume Lajeunesse and seconded by Matthew Dixon

THAT the AENQ be granting \$5,660 in financial support for a project submitted by a Salluit teacher to enable seven students to attend the Youth Summit on Climate Change held in Quebec City on April 25 and 26, 2025, subject to their School Principal's approval.

UNANIMOUSLY ADOPTED

Item 5.2 Request under the Policy on the Defence of Rights of Employees represented by the AENQ

Larry Imbeault introduced the item.

Motion 20

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee accept the Advisory Staff's recommendation concerning the request made under the Policy on the Defence of Rights of Employees by a member on 27 February, subject to the following conditions:

- Acceptance of the part of the file related to the member's delay with the CNESST;
- Right of the AENQ to request additional medical documents for the second part of the file concerning the admissibility of the work accident.

UNANIMOUSLY ADOPTED

Item 5.3 Unionization of Trainees

Larry Imbeault introduced the item.

In recent months, several applications for accreditation have been submitted for trainees in the education sector. This subject has been discussed in federation and Centrale meetings. At a GC meeting, the AENQ indicated that it wished to unionize the trainees who work for the Cree and Kativik School Boards. For its part, the Centrale wishes to create a national union of

trainees, regardless of the category of personnel or the school board. Everything will be done to get CSQ membership cards signed.

Item 5.4 Violence Prevention Week

Larry Imbeault introduced the item.

- Week of 17 to 21 March 2025.
- A range of activities and resources, many of them self-supporting, will be available for students, their families and school staff. Several documents and tools are translated into English.

Item 6. Sector Life

Item 6.1 KSB Teachers

Guillaume Lajeunesse introduced the item.

- Dismissal of the delegate at Iguarsivik School in Puvirnituk. Resignation of the substitute delegate. Elections for the new delegate team were held last week. Mario Bourgeois is the new delegate and Maimouna Bidala, the new substitute delegate. We are waiting for the election forms so that the Executive Committee can formally appoint them.
- Water issue: Major water shortage in Inukjuak. The situation was reported very late to the AENQ by teachers at both schools, despite constant calls for vigilance. Delegates from both schools mentioned they have received a great deal of support from their Principals and that Human Resources sometimes grant a leave without loss of pay to teachers affected by the lack of water. However, this leave is granted on a case-by-case basis and the circumstances are left to the discretion of HR. The delegate from the secondary school pointed out cases of water shortages lasting up to 12 days, the causes of which remain uncertain.
In the same school, it seems that members did not know that they could contact the union, be it myself or the advisors. The information was again sent directly to the members who requested it.
In the case of drinking water in establishments, several communities report boiling water problems every week. (insufficient chlorine, inconclusive analysis, etc.). One such case occurred in Kangiqsujuaq. HR suggested that teachers boil the water themselves using kettles, which is contrary to CNESST rules. I lodged a complaint with the CNESST, who found the Board's response unacceptable. Once the CNESST report is complete, KI will have to ensure that drinking water is available in all schools, at a minimum of 1 litre of drinking water per employee per school.
- Kativik vehicle policy violations in Kangiqsujuaq. The regulation stipulates that teachers have the right to requisition a vehicle in order to collect food, water and other reasonable uses. Similar cases occurred in Puvirnituk in 2024 and in other communities. The cause cited by Material Resources managers is that the sector directors and other heads of department do not take the time to consult internal policies and randomly impose these restrictions, which should not be happening. The situation has been resolved for the time being.
- Gradual training of OHS Committees in all establishments. Some communities (e.g. Salluit) stated that they had never received training, or others (e.g. Tasiujaq, Akulivik) reported that management had full control over these Committees and that no teachers or support staff were involved.

- Meeting with members of the Iguarsivik (Puvirnituk) and Jaanimmarik (Kuujuaq) schools. Members very much appreciated my presence, but were nonetheless concerned about the slow pace of negotiations. Frustration and disenchantment were tangible among some members.

Item 6.2 CSB Teachers

Matthew Dixon introduced the item.

1. Negotiations Update - Teachers were pleased with the agreement-in-principle with 99% of the membership who attended the general assemblies voting in favour of the agreement. Congrats to the entire team. Members would like to know if we are on track for the agreement to be written and if the end of June goal is reachable.
2. Three main concerns are the looming surplus caused by the change of program of grade 1 to Cree instruction only, which is set to begin during the 2025-26 school year and the lack of consultation. Secondly, the proposed online teaching positions for Mistissini were not consulted properly and we may have been lied to about the consultation process by an employer representative. Thirdly, Annex 14 funds were not properly used. According to the employer at the February Board Committee meeting, they used the funds to bring all educators up from 85% to 100% instead of on teacher resources.
3. Positives: 1) The EHDA Committee teacher representative position has been filled by Avery Persaud (Special Education Department Head at Voyageur Memorial High School in Mistissini) 2) Some improvements to interactions with MRS about Health and Safety after CNESST intervention, though there is still room for improvement, especially at the top. 3) Health & Safety Representative for Eastmain is active and finding troubling concerns in the school. 4) Good interaction and information coming from most schools and delegates with specific examples, which make interventions helpful. 5) New delegates in place for the first time are bringing refreshing energy and new perspectives. 6) AENQ Union Advisor memos have been well received and have inspired many questions, which is a good thing that members are informed and asking questions. 7) Some improvements in Adult Ed/Vocational, such as planned lockdown training for the Mistissini Sabtuan Learning Centre, which has been a long time coming. Reportedly, the employer has tasked a manager to review the Health & Safety situation of the Adult Ed/Vocational centres throughout the school board.
4. Concerns: Non-qualified teachers need to be provided with a clear path and support to get qualified. For example, there is at least one program for French in Quebec, but a new Masters program online/part-time for teachers already teaching from Concordia has been announced. Cape Breton University also has a program starting that is online/fast-tracked to help get non-qualified teachers qualified.
5. Problems: 1) *Elephant Thoughts* continue to encroach, including subbing in Waswanipi; the local administration allegedly stated they would not change the practice unless instructed to do so by the employer. 2) Health & Safety HR employer representative continues to try to dictate the role/expectations of the Health & Safety representatives. For example, in Eastmain, he insinuated that the Health & Safety Representative is not permitted to contact the CNESST. In Mistissini, a CNESST complaint against the Health & Safety Representative was filed alleging intimidation/not respecting the role of the position. The subsequent CNESST meeting was illuminating and the employer representatives were advised not to take Health and Safety issues as an attack. One of the CNESST inspectors appeared misinformed and questioned the relationship between the union and Health & Safety issues, including stating that union matters could only be discussed after work hours. The CNESST report has not yet been

completed/shared, but multiple supporting documents were submitted by the Health & Safety representative and a teacher involved in the situation.

6. Problems (continued): 3) There is still a failure to deliver didactic materials to students in Waswanipi and Whapmagoostui. These issues have been going on for the entire school year. 4) Some local administrations are adopting a severe (Ouje-Bougoumou) and problematic (Chisasibi High School) approach with their staff. One teacher was disciplined, in part, due to low student marks (Mistissini High School) and there appears to be more pressure for local administrations to provide higher success rates/marks for students but unsure how widespread this situation is. 5) Posting and providing updated seniority lists by the employer is needed. This was brought to the attention of Tiffany Benac who was surprised that the lists were not posted in each school. This is something that is not usually referred to much, but due to the looming surplus, the employer must provide it. In my view, seniority should be considered more for teaching positions than it currently is, which can be a topic for the next negotiations. 6) PA systems in at least two gyms continue to be an issue for hearing announcements (Waswanipi High School, Mistissini Elementary) where the teachers cannot clearly hear announcements which causes a Health & Safety issue. 7) MRS was not present at the February Board Committee meeting, which was a step backward and delayed precise answers, which will cause issues to be carried forward to the next meeting(s). 8) The responsibility for entrusting construction issues to the CEAs as if they were an external body has been problematic, but at the February Board Committee meeting the employer confirmed they are indeed school board employees. Accountability for the state of schools is still a major issue. 9) The employer seems to be stuck in reactive mode for issues including preventative maintenance. The response to the need for preventive maintenance of teachers' accommodations was greeted less favourably than expected. 10) The Student Attendance policy continues to not be a priority with employer representatives repeatedly stating that other matters are taking priority despite our arguing that it's a major issue affecting students and teachers alike. 11) Concerns about financial accounting with the example of the *NightLock* door jammer devices that apparently have gone missing, which cost over \$51,000 for the employer and were ordered in 2019. It raises questions about other possible accounting issues. 12) Administration in some schools (Mistissini High School, Waswanipi High School, Waskaganish) is missing a lot of time, not just for training sessions but for suspected vacations, which is causing strain on the schools and Head Teachers are being thrust into administration duties too regularly. 13) Overtime and subbing selection processes in the schools need to be clearly articulated because it can be very lucrative and we must defend against favouritism in the selection processes for this voluntary extra work.

Item 6.3 CSB Support Staff

Paul Washipabano introduced the item.

- We held an S8 Sector Council meeting on January 9, 2025, to hear delegates' views on the state of negotiations.
- We held our second LRC meeting of the year on February 3, 2025. The next one will be on June 5 in person.
- I forwarded the new mobilization posters and Nego Newsletters.
- Sabrina Jolly from the Montreal FPSSS office to attend the emerging union leaders camp in Baie-Saint-Paul in April.
- OHS Committee - Need two support staff candidates for the Mistissini Committee.
- We have succeeded in obtaining an agreement-in-principle for the S8 sector; we are very pleased. To be continued for the general meetings and the vote.

Item 6.4 KSB Support Staff

Tracey Fisher introduced the item.

- The first LRC meeting was on February 4, on the agenda:
 - Emergency Childcare Project: The meeting was set for February 28 with Clayton Correa to go over the current progress of this project. Operational in 10 communities (others not functional due to lack of space or staff), with a total of 12 operational units. Five additional classrooms can be made available per week in most operational schools. Difficult to budget precisely – for right now, the funding is to the end of the 2025-2026 school year - question for the EC to discuss/decide: Filled positions become permanent after 24 months, but without accurate/reliable funding – do we apply the collective agreement? Or if we want to keep it running as is, as an out-of-agreement settlement?
 - Documentation List: We were told it would be sent later that week, since they were working with PowerBi (Microsoft software) and it would make it a relatively quick task – no follow-up, so a grievance was filed;
 - Retroactive Payments: Because the payment covers the previous year, could the payment be done in a separate amount? Could it be placed in an RRSP? We were told it would be brought up with Payroll. Soon after, I got an email simply saying it couldn't be done with no explanation.
 - Full-time or Part-time Leaves of Absence without Salary for Maternity, Paternity or Adoption (5-4.47): The form doesn't have all the options in the Collective Agreement – The parental leave forms have to be updated to allow the employees to make the best decision in their situation – There was a discussion in November stating that revisions were being made. We were told I would receive an update by the end of February or mid-March 2025 – nothing so far...
 - Global Health Fund update: projects were to be submitted to the LRC for approval but since there wasn't any meeting, we don't know if it has been spent. HR will verify with Finance about the equivalent measure number, the amount spent and remaining, and send the information by email as soon as possible. Nothing so far...
 - The follow-up meeting is on April 3.
- Emails:
 - Anna Kasudluak: Influenza, going in circles through the community, staff wants schools closed for a few days to maybe stop this go-round. Emile followed up with her.
 - Carol Chasse - teacher delegate at Asimauttaq school on behalf of support staff (kitchen worker) about the kitchen being closed - will the staff still be paid? Emile replied to her to relay it to him.

Item 6.5 Childcare Centres

Larry Imbeault introduced the item.

The Ouje-Bougoumou union representative resigned on February 26. She will attempt to hold a meeting to find a replacement. Once this is done, the Executive Committee will be able to formally appoint this person as union representative.

The Nemaska union delegate would like us to meet with the members soon. The President will contact the FIPEQ President to find out her availability.

Émile Tremblay wrote to the FIPEQ on February 28 to inquire about the status of our members and their salaries, given the trailer clause on the subject in our two agreements and the recent FIPEQ negotiation regulations. The FIPEQ is waiting for the texts of the agreement-in-principle.

We are still missing information for some appendixes to both collective agreements. The agreements expire on March 31, 2027. Also, we have not received the employees' lists for several years. The number of employees has an impact on potential OHS Committees.

Item 6.6 Band Council Schools

Larry Imbeault introduced the item.

There was a first 'reopening of agreement' meeting in Trois-Rivières on February 20. The discussions were constructive. Once we have decided on an agreement with the employer, we should present it to members for their opinion.

The union delegate at the Mikisiw school in Opitciwan resigned on March 3, 2025, as he will be the school's Assistant Principal on returning from spring break.

Item 7. Labour Relations

Members of the advisory staff introduced the item.

The Kativik School Board President allegedly threatened a teacher over his role as a first responder, raising questions about interference in labour relations and political implications. The harassment complaint was dismissed supposedly because it wasn't serious enough (!!!). The situation was discussed with the HR Director, with concerns about the pressure he was under. A grievance has just been filed. There may be a cause of collective harassment, but the members concerned do not want to testify.

Follow-up on current cases: given the confidential nature of the matters discussed, no further details are included in the minutes.

Item 8. OHS Committee

Éric Demers introduced the item.

Delays in the nomination process for the Kativik OHS Committee are gradually being caught up. A public health crisis linked to a high rate of tuberculosis is worsening. Response plans will be put in place to manage these situations, including prevention measures.

At the Cree School Board, there are concerns about cases of intimidation by a Health and Safety Manager (HSM), leading to complaints and ongoing actions. The discovery of hazardous chemicals in an electrical room by an HSR union representative raises concerns about their handling in schools.

Item 9. 2023 Negotiations

Item 9.1 AENQ Sectoral Negotiations

Larry Imbeault and Émile Tremblay introduced the item.

E3: awaiting the shaded text of the new agreement, which is being drafted by the employer. Receipt of some letters of commitment from the CSB and signing of some out-of-agreement settlements made.

As discussed at a previous meeting, the President wrote to the appropriate authorities to strongly denounce to the GNO and the MNCCSB the slowness in obtaining the text of the agreement-in-principle and to ask them to act more promptly in writing the texts and in signing the collective agreement.

E4: The drafting of the negotiation in bad faith complaint should be completed this week. On April 10, there will be a hearing on our obstruction complaint against the Treasury Board.

S8: We are waiting for the signature of a CSB representative on the agreement-in-principle reached on February 18. The 'return to work' protocol was signed by the President on March 4, 2025.

Émile Tremblay presented the agreement-in-principle.

Motion 21

It was moved by Paul Washipabano and seconded by

THAT The Executive Committee recommend that the members concerned vote in favour of the agreement-in-principle reached on February 18, 2025.

UNANIMOUSLY ADOPTED

The agreement-in-principle will be presented to the sector council on Thursday, March 13 at 6 p.m. General meetings must be convened for Tuesday, March 18.

S9: The meeting scheduled for February 28 was cancelled by the conciliator because the employer does not have the mandates to settle. Consultation with the CSQ legal services to file a negotiation in bad faith action against the MNCKSB. The next negotiation meeting is scheduled for March 31.

Item 9.2 Action-Mobilization

Tarek Khazen introduced the item.

The mobilization at Kativik must continue. There was a demonstration in front of the Treasury Board offices in Quebec City on January 31. The goal was to denounce the slow pace of negotiations at KSB and the problems related to running water.

There should be mobilization activities during the meeting of the KSB Council of Commissioners, which is being held from March 11 to 13, 2025.

Item 9.3 Bill 89

Larry Imbeault introduced the item.

This new bill, tabled by the Minister of Labour, Jean Boulet, on February 19, aims to amend the *Labour Code* in order, notably, to include a new chapter on the minimum services that must be maintained to ensure the public's well-being. These minimum services, which are defined as those minimally essential to avoid disproportionate impact, are as follows:

1. Social security;

2. Economic security;
3. Or environmental security of the public, particularly that of people in vulnerable situations.

Examples of disputes justifying the imposition of minimum services named by the Minister include the strikes in the education sector in 2023, as well as the dispute at the Notre-Dame-des-Neiges cemetery and that of the drivers of the Réseau de transport de la Capitale in Quebec City, who had been excluded from the application of the essential services regime applicable to public services.

These new provisions would apply to all workplaces covered by the *Labour Code*, with the exception of the public service and the healthcare sector. No exception is provided for the education sector.

Under these new provisions, the government could designate, by decree, a trade union and an employer for which the Administrative Labour Tribunal (TAT) could, at the request of one of the parties, order the maintenance of minimum services during a strike or a lock-out. The decree may be issued at any time prior to the tabling of a collective agreement and, for the education sector, the application to the TAT may be made upon receipt of the mediator's report provided for in Section 50 of the *Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors*.

When the TAT decides to subject the parties to the obligation to maintain minimum services, they have 15 days to negotiate these services. In the education sector, these negotiations may take place at the national level rather than by accreditation. If the parties agree, they must submit their agreement to the TAT so that it can assess its sufficiency. If the parties fail to reach an agreement within the deadline, or if the agreement is deemed insufficient, the TAT determines the minimum services to be maintained and how they are to be maintained. The current strike or lock-out continues for the duration of these stages, unless, in exceptional circumstances that would justify it, the TAT deems it necessary to suspend the strike or the lock-out until it establishes the minimum services.

This new minimum service regime is the highlight of Bill 89 with regard to teachers. The second major amendment introduced, namely the possibility for the Minister of Labour to refer a dispute to arbitration if he considers that a strike or lock-out is causing or threatening to cause serious or irreparable harm to the population and that the intervention of a conciliator has proven unsuccessful, does not apply to the public and parapublic sectors and therefore, does not apply to teachers. Finally, the bill provides for certain harmonizations in the framework of the exercise of a lock-out compared to the exercise of a strike.

If adopted as it stands, Bill 89 would further restrict the exercise of pressure tactics in the education sector by forcing the maintenance of minimum services to the public during a strike. We do not know the extent of the services that will have to be provided or whether they will be modulated according to the strike action undertaken. Our understanding is that, in any event, this is a substantial interference with the right to strike, the constitutional protection of which was recognized in 2015 by the Saskatchewan Supreme Court ruling.

In the public arena: The Centrale has made it known that it sees this as an attack on the bargaining powers of workers and the trade unions that represent them. "For us, it is clear that this bill represents a break in the balance of labour relations hardly won through union struggles, particularly before tribunals, over the last few years, and it's impossible not to see a connection with the latest public sector negotiations," said CSQ President, Éric Gingras. "This bill really wasn't necessary. The government is changing the rules of the game because it didn't like the way the last round of public sector negotiations went or the outcome. (...)", deplored Éric Gingras, pointing out that a bill to 'modernize' labour relations in the public and parapublic

sectors is also expected this winter. The CSQ intends to make its voice heard in the Parliamentary Committee. The FSE-CSQ sees this as a major obstacle to teachers' ability to improve their working conditions, especially as the vast majority of other, more gradual, pressure tactics have already been banned by the courts.

Item 10. Finances

Larry Imbeault and Danielle Joly introduced the item.

Item 10.1 Financial Statements

Motion 22

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the Executive Committee receive the financial statements as of February 28, 2025.

UNANIMOUSLY ADOPTED

Item 10.2 2024-2025 Budget

The item was reported to the next meeting.

Item 11. EC Members' Activity Reports

The following reports were emailed to the Executive Committee members and not presented at this in-person meeting.

President's Report:

Meeting with the HR Director and the Payroll Assistant Director of KSB on January 8, 2025

- Given the upcoming teachers' strike, the KSB wants to ensure that salary cuts are properly implemented;
- We make them understand that they have to go according to each person's timetable.

Professional Action Network on January 14 and 15, 2025

- Overview of school and social diversity in educational settings;
- Findings and repercussions in school and social diversity settings;
- Violence in the school environment: discussion on the CSQ's dual mission;
- Artificial intelligence and disinformation: repercussions on the school community;
- Introduction to artificial intelligence and its ethical issues;
- Transformation of the education system: how to promote learning and ensure integrity in the age of AI;
- Impact of AI and underlying needs;
- Valorizing education jobs in the context of a labour shortage.

NNCC on January 20, 2025

- Roundtable discussion and strike at KSB.

KSB Strike Planning Meeting on January 22, 2025

- Discussion on a possible search of additional mandates for other KSB strike sequences.

Meeting with the FPPE-FC on January 22, 2025

- Presentation of who we are and our realities;
- Question and comment period.

Meeting with the FSE-EC on January 30, 2025

- The FSE-EC wanted to meet with me to discuss our E3 and E4 negotiations. On both sides, we realized that the FSE has little knowledge of our on-the-ground realities.

Demonstration in Quebec for the KSB negotiations on January 31, 2025

- Demonstration in front of the Treasury Board offices for our KSB negotiations;
- Interview with LCN and Radio Canada *Espaces autochtones*.

NNCC on February 3, 2025

- Roundtable discussion.

Meeting with financial advisor on February 3, 2025

- Investment reaching maturity, renew investment taking into account our short-term needs (strike fund).

Meeting with the National Coordination – Montreal Area – on February 10, 2025

- Role of the National Coordination;
- Regional realities: what issues could mobilize members?

NNCC on February 17, 2025

- Roundtable discussion;
- Discussions regarding a possible meeting with KSB Commissioners during the Council of Commissioners to be held in Montreal from March 10 to 12, 2025.

AENQ LR-SEESOCQ meeting on February 17, 2025

- Consolidation tour;
- SharePoint;
- SGT;
- Development fund;
- Legal Assistant position.

Wemotaci Negotiations on February 20, 2025

- See item 6.6.

Meeting with the FPSS-EC on February 24, 2025

- Discussion on our S8 and S9 negotiations;
- The FPSS is available if we have any specific needs.

Meeting with Tiffany Benac of the CSB on February 26, 2025

- She wanted to understand the role of our representatives and our advisory staff;
- According to her, we have new ways of doing things, while what she ultimately clarified were the discussions the CSB has with our E3 Sector Director.

Meeting with Annie Brochu of the CSQ to discuss our lease on February 26, 2025

- See item 4.5.

AENQ team meeting on February 26, 2025

- Website;
- Consolidation Tour;
- SharePoint;
- Emerging Union Leaders Week;
- 2026 AENQ Congress;
- Roundtable discussion.

Vice-President's Report:

Professional Action Network on January 14 and 15, 2025 (Delta Hotel in Trois-Rivières)

- The Network's objectives are:
 - To provide information on certain educational issues;
 - To foster dialogue between staff from different categories and sectors;
 - To enable the sharing of perspectives and information from the field;
 - To contribute to the Centrale's analyses;
 - To contribute to the operationalization of the Centrale's guidelines;
 - To equip unions and members to improve the lives of young people and the working conditions of staff.
- School and social diversity in educational settings: findings and repercussions in the environments. The workshop's objectives are:
 - To gather diverse perspectives on the issue of school and social diversity;
 - To better understand the realities on the ground;
 - To support continued work within the CSQ to develop a project that will bring diversity to life in classrooms and schools.
- Violence in the school environment: The workshop's objectives are:
 - To reflect on the issue of school violence from the perspective of the Centrale's dual mission;
 - To identify ideas for constructing a CSQ discourse that takes these two important issues into account;
 - To present the tools currently being developed.
- Artificial intelligence (AI) in education: The workshop's objectives are:
 - To enable the adoption of the CSQ Congress's guidelines regarding AI;
 - To initiate reflection on various issues related to AI;
 - To gather ideas to support the continuation of work at the Centrale.

Virtual FSE-FC meeting on February 19, 20 and 21, 2025

- Classroom Support – Survey Results: The resource presented the results of the fall survey.
- Professional and Pedagogical Offensive: The Federal Council mandates the FSE and its affiliates to promote a school organization that takes into account all of the following elements:
 - Compliance with legal frameworks, including the collective agreement;
 - Respect for the time required to ensure the delivery of the content of all programs. In this sense, favour projects that respect the time allocated in the curriculum or, alternatively, projects that preserve at least 80% of the indicative time allocated to subjects;
 - The complexity and equitable distribution of duties;
 - The equitable distribution of resources, including premises, materials, transportation, and group size;
 - Equal opportunity, particularly by limiting the selection of students based on grades or costs;
 - Social and academic diversity among students eligible for regular classes;

- The school's specific characteristics, particularly by favouring the needs of students in the catchment area.
- Postponement and Cancellation Fees – Education Registry: It was unanimously adopted that, following the recurring observation that the postponement fees provided for in the National Agreement are relatively low and to attract and retain arbitrators, it would be appropriate to accept the employer's motion to discuss in the inter-round committee the advisability of increasing the postponement fees provided for in the National Agreement.
- Campaign to unionize education trainees: the AENQ will participate in this campaign and will follow up with the E3 and E4 sector directors.

Item 12. Next Meeting

The next EC will be held in person on May 20 and 21, 2025.

Item 13. Meeting Adjournment

Motion 23

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Tarek Khazen
Vice-President

Appendix

1. Présentation et adoption de l'ordre du jour / Presentation and Adoption of the Agenda	I-E-D	Larry Imbeault
2. Adoption des procès-verbaux précédents / Adoption of Previous Minutes	I-E-D	Larry Imbeault
3. Suivi / Follow-up	I-E	Larry Imbeault
4. Affaires internes / Internal Affairs		
4.1 Comité autochtone / Aboriginal Committee	I-E-D	Larry Imbeault
4.2 Poste de Secrétariat-trésorerie / Position of Secretary-Treasurer	I-E-D	Larry Imbeault
4.3 Tournée de consolidation / Consolidation Tour	I-E	Tarek Khazen Guillaume Lajeunesse
4.4 Gestion du personnel / Personnel Management	I-E-D	Larry Imbeault Larry Imbeault
4.5 Bail / Lease		
4.6 Politique de participation / Participation Policy	I I-E-D	Larry Imbeault Larry Imbeault
4.7 Membership		
4.8 Cartes de crédit corporatives / Corporate Credit Cards	I-E-D I-E-D	Larry Imbeault Larry Imbeault
4.9 Délégation aux instances / Delegation to Decision-Making Bodies	I-E-D	Larry Imbeault
4.10 Libérations syndicales 2025-2026 Union Leaves	I-E-D	Larry Imbeault
4.11 Site Internet / Website		
4.12 Congrès AENQ 2026 AENQ Congress	I-E-D I-E-D	Larry Imbeault Larry Imbeault
5. Varia / Miscellaneous		
5.1 Mouvement ACTES Movement	I-E-D	Guillaume Lajeunesse
5.2 Demande en vertu de la Politique de défense des personnes salariées représentées par l'AENQ / Request under the Policy on the Defence of Rights of Employees represented by the AENQ	I-E-D	Larry Imbeault
5.3 Syndicalisation des stagiaires / Unionization of Trainees	I-E-D	Larry Imbeault
5.4 Semaine de la prévention de la violence / Violence Prevention Week	I-E-D	Larry Imbeault
6. Vie de secteur / Sector Life		
6.1 Enseignants CSK / KSB Teachers		Guillaume Lajeunesse
6.2 Enseignants CSC / CSB Teachers		Matt Dixon
6.3 Soutien CSC / CSB Support Staff		Paul Washipabano
6.4 Soutien CSK / KSB Support Staff	I-E-D	Tracey Fisher
6.5 CPE / Childcare Centers		Larry Imbeault
6.6 Écoles de conseil de bande / Band Council Schools		Larry Imbeault
7. Relations de travail / Labour Relations	I-E	Personnel conseil / Union Advisors
8. Comité SST/ OHS Committee	I-E	Éric Demers
9. Négociations 2023 Negotiations		
9.1 Sectorielles AENQ Sectoral	I-E-D	Émile Tremblay Catherine Huart Larry Imbeault

9.2 Action-mobilisation / Action-mobilization	I-E-D	Tarek Khazen
9.3 PL89 / Bill 89	I-E	Larry Imbeault
10. Finances / Finance	I-E-D	Larry Imbeault
10.1 États financiers / Financial Statements		Danielle Joly
10.2 Budget 2024-2025 Budget	I-E-D	Larry Imbeault Danielle Joly
11. Rapport d'activités des membres du CE / EC Members' Activity Reports	I-E	Membres du CE EC Members
12. Prochaine réunion / Next Meeting	I-E-D	
13. Levée de l'assemblée / Adjournment	D	