



**Item 3. Secretary-Treasurer Position**

Larry Imbeault introduced the item.

**Motion 3**

Larry Imbeault proposed, Tracey Fisher seconded

THAT the Executive Committee nominates Sarah Adams as Secretary-Treasurer.

**UNANIMOUSLY ADOPTED**

**Item 4. Participation Policy**

Larry Imbeault introduced the item.

**Motion 4**

Larry Imbeault moved, Tarek Khazen seconded

THAT the Executive Committee amends clauses 2.4 and 2.5 as well as article 4 and clause 8.5 of the Participation Policy:

- 2.4 The AENQ undertakes to reimburse the member as soon as possible following the receipt of all required documents.
- 2.5 Any request for reimbursement received three months after the activity will be refused without subsequent notice.

**ARTICLE 4 Advances**

- 4.1 On reception of duly completed forms submitted at least two weeks before the union activity, the AENQ will, the day of the departure, pay the equivalent of 67% of the amount the member is entitled to. The remaining 33% will be paid after the activity according to usual practice.
- 4.2 This procedure does not apply to the participation in the AENQ's Congress, the annual union training session, nor the in-person sector councils.
- 8.5 Incidentals are reimbursed when the activity takes place more than 50 km from the point of departure.

**UNANIMOUSLY ADOPTED**

**Item 5. Trainees Unionisation**

Larry Imbeault introduced the item.

Given the sensitive nature of the subject, no shared information appears in these minutes.

**Item 6. Lease**

Larry Imbeault introduced the item.

There is a meeting planned with Annie Brochu (Assistant Director of Buildings, Montréal, CSQ) and Michel Mayrand (President, SPPMEM-CSQ) on April 16 at 11 a.m. to discuss the possibility of the SPPMEM occupying 3 or 4 of our offices, possibly subletting them, starting this fall.

**Item 7. 2023 Negotiations**

Larry Imbeault, Catherine Huart and Émile Tremblay introduced the item.

E4:

We met all day in person last Wednesday. There are only a few issues left to resolve: premiums, breach of contract vs. dismissal, residual food transportation allowances. At the end of the meeting, it was clearly stated that the AENQ would not agree to introduce breach of contract into our agreements, unlike the professional unions that accepted it in P3 (agreement on March 21, 2025) and P4 (agreement on April 1, 2025). Following this meeting, the conciliator understood that the parties did not understand the same things and called the parties for a spokespersons meeting this morning at 8:30 a.m. The meeting clarified where we really stand, and the employer is scheduled to meet with its constituents later today. The conciliator called the parties for another meeting today at 4:30 p.m. A sector council meeting is scheduled for Wednesday, April 16, at 6:00 p.m. The Executive Committee will have to meet just before depending on the status of the discussions.

E3:

The employer says it is working hard to finalize the texts of the new agreement. There may be a dispute over the date of the rent increase.

S8:

There has been no news from the employer for several weeks regarding the drafting of the new agreement. All that remained was to agree on transitional measures regarding the new employment statuses. We have prepared texts that we can share with the employer.

S9:

Last meeting: April 4. The employer's side was supposed to get back to us on texts on teleworking and the grievance committee. We asked the conciliator to convene us on Thursday afternoon. Most of the issues have been resolved.

**Item 8. Adjournment**

All items having been presented, the meeting ended at 10:55 a.m.

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Larry Imbeault  
President

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Tarek Khazen  
Vice-President

## Appendix

1.	Présentation de l'ordre du jour fermé / Presentation of the Closed Agenda	I	Larry Imbeault
2.	États financiers 2024-2025 Financial Statements	I-E-D	Larry Imbeault
3.	Poste de secrétariat-trésorerie / Secretary- Treasurer Position	I-E-D	Larry Imbeault
4.	Politique de participation / Policy Participation	I-E-D	Larry Imbeault
5.	Syndicalisation des stagiaires / Trainees Unionisation	I-E	Larry Imbeault
6.	Bail / Lease	I-E	Larry Imbeault
7.	Négociations 2023 Negotiations	I-E-D	Larry Imbeault Catherine Huart Émile Tremblay
8.	Levée de l'assemblée / Adjournment	I	Fin : 10 h 55