

THAT The minutes 2425CEPV-13 to 19 be adopted as corrected.

UNANIMOUSLY ADOPTED

3. Follow-up

Larry Imbeault introduced the item.

We took a decision to allow executive committee member get a corporate credit card--if you did, write to Danielle Joly so she can do the procedures to get yours.

Still have big follow up to do on the Internet site. After things settle down, Larry Imbeault will ensure all information is available on the site.

4. Internal Affairs

4.1 Consolidation Tour

Larry Imbeault introduced the item.

With Nadim Fares and Anne-Marie Bellerose, president of the FIPEQ, we are going to meet Daycare Centre members at Nemaska and Oujé-Bougoumou the week of June 2-6.

CSB Inland and Coastal dates set.

Guillaume Lajeunesse mentioned that if we are set a meeting for the next in-person sector council meeting, then we can all leave to Ungava. If we leave at the same time, it's easier. If we set it at the end of August beginning of September, it would make things about more streamlined.

4.2 Lease

Larry Imbeault introduced the item.

Another union was supposed to lease some of our space, but their landlord gave them a discount on their rent, and they decided not to leave. Larry Imbeault then went with the CSQ person to discuss our options. Tearing down walls to accommodate our needs, it might be too costly. Recommended signing a 3-year lease as there will be movement in the building, and there might be space to better accommodate us. Larry Imbeault suggests we sign a lease extension for 3 years.

Motion 3

Larry Imbeault proposed, Guillaume Lajeunesse seconded

THAT The Executive Committee mandates the president to sign a 3-year extension on our lease.

UNANIMOUSLY ADOPTED

4.3 Membership

Larry Imbeault introduced the item.

Motion 4

Larry Imbeault proposed, Sarah Adams seconded

THAT The Executive Committee accepts as new members the persons appearing on the May 20, 2025, list.

UNANIMOUSLY ADOPTED

4.4 2026 AENQ Congress

Larry Imbeault introduced the item.

An artist contacted to perform at our Congress is charging too much (\$15,000). She is an artist from Nunavik.

We will allow delegates to bring a guest at the social evening. Having the speeches should maybe be done at the end of the day (after meeting is done), not at the social evening.

Other musicians were considered: Chisasibi Rockers and North Stars (Nemaska), Lloyd Cheechoo. Larry Imbeault will look into their availability and costs.

We have to discuss amendments to our bylaws. The way that assemblies are called--no mention of emails. We need to update to 20th Century logistics. What are the procedures and what do delegates need to do (post information, email, phone). Recommend increasing more training for Assistant Delegates so they can be working together with the Delegate.

Larry Imbeault would like to be mandated to hire Pierre Lefebvre to chair the assembly the Congress.

Motion 5

Larry Imbeault proposed, Tarek Khazen seconded

THAT Pierre Lefebvre be hired to chair the assembly of the Congress.

UNANIMOUSLY ADOPTED

4.5 Action Plan

Tarek Khazen introduced the item.

Water Issue in KSB

- This is still ongoing.

Member Mental Health (included in Health and Safety)

- Lot of distrust from local CEAs, administration
- Going to need ongoing support--especially with the proposed "bill" that will limit Health and Safety in schools (Bill 101).
- There's a lot to catch up on for Health & Safety (mental health is part of it). Still lots of retaliation, this is pervasive and not just in one or two communities.

Translations: Finding translations for 5 languages can be difficult but we try, and specify which documents needs to be translated into 5 languages.

Woman Status Committee: positions are filled, but we still have positions that need to be filled.

Youth Committee: missing one non-Inuk person to join. That position has not been filled.

Pedagogical Committee: will be created next year 2025-2026 with a mandate to follow up on surveys, discuss needs on subjects that concern CSB and KSB (class sizes for example). Objectives will be picked, and work will begin next school year.

Improving Teacher Profession: working the FSE, consult with professional teachers about what we can do to highlight their concerns.

Union and Assistant Delegates: Review the bylaws and the content of the training sessions (meet with advisors, sector directors), update the toolkit.

School Council: Training for members done through zoom (organize training sessions for assistant delegates) and sharing information with other schools (sometimes people are new and don't know what their scope or mandate is).

Look into having 2 sector council in-person meetings. There are two obstacles: the number of people requiring leave.

The Ministry they want to understand why people leave the North. Larry Imbeault indicated AENQ should be conducting their own inquiries (similar to exit interview).

Make sure members know their rights and their working conditions as well as the negotiation process. Gather email of members to send information, Facebook, Messenger. Use Zoom for online meetings.

Grievances: marriage counselling between CSB and the AENQ. Settle the backlog of grievances. Look into the files to see if we can come to an agreement instead of having the grievance heard. Also, the new clause in the collective agreement to update the arbitrator list. This list will be updated every year. Hopefully with all this in place, the situation will improve, especially with the CSB.

Surveys happen once and a while, but members are not necessarily wanting any more than that. Consultation tours have also taken place (another is scheduled for the new school year).

Guillaume Lajeunesse suggested informal meetings could be held in communities to address concerns or questions of members. Including Health and Safety issues. An informal platform might encourage members to speak freely and voice their concerns. Larry Imbeault followed this by suggesting if something happened in a community, a Zoom meeting could be called.

Professional Development for Support Staff: look into opportunities for professional development that is important to members, promotion of the professional development fund.

4.6 Recommendation from the Indigenous Community

Larry Imbeault introduced the item.

Discussed the WIPCE (World Indigenous Peoples Conference on Education) in Auckland in November 2026. KSB's delegations is 17 people KSB and CSB delegation is 50.

April 29th: Indigenous Committee held with 5 members present (out of 6). The New Zealand conference was discussed. They would like committee members to be able to attend. It was requested the budget be given by AENQ.

Tarek Khazen suggested sending Larry Imbeault as president of the Indigenous Committee (and Inuk) and 2 members of the Indigenous Committee. The members could be chosen via a draw.

Guillaume Lajeunesse suggested sending our Executive members who are Indigenous (Larry Imbeault and Paul Washipabano) to go with the Indigenous Committee members.

Larry Imbeault looked into the costs for one person to go: It would be around \$55,000 (including union leaves, travel times, food, accommodation, and registration fee). It would be 6-day union leave per person.

There is expected to be a \$400,000 surplus this year, we could use some of that money to cover the costs.

Tarek Khazen wondered if it was possible to get funding from CSQ. The Executive Committee is very frugal in their spending, and this opportunity might be worth investing in given its global reach, and the learning experiences being offered.

Motion 6

Tarek Khazen proposed, Matthew Dixon seconded

Considering the recommendation of the Indigenous Committee;

THAT The AENQ mandates all members of the Indigenous Committee to the WIPCE2025 as well as Paul Washipabano since he is an Indigenous Executive Committee member.

UNANIMOUSLY ADOPTED

4.7 Personnel Management

Larry introduced the item.

Don't be scared to remind employees that they are not the decision makers, they are employees. For example, a CSQ employee was talking about a consultation done by the Government on a law they want to adopt. CSQ would like to have our comments. The advisor said "ok I will ask the opinions of the other advisors and get back to you with our comments". Larry Imbeault had to remind the advisor the employees are not the AENQ. They talk on behalf when they are mandated. In this case, the comments will come from the EC but the advisors will of course be consulted.

Advisors are getting better at responding. Sector Directors ask to be cc'd on emails to advisors to ensure they can help follow up if necessary. This would ensure follow ups are done, or escalations can be done. Matthew Dixon suggested if there could be more transparency with advisors on their response times and follow ups.

5. Finances

5.1 Financial Statements

Larry Imbeault introduced the item.

We received the financial statements for April 30, 2025.

Motion 7

Sarah Adams proposed, Tracey Fisher seconded

THAT The Executive Committee receives the financial statements as of April 30, 2025.

UNANIMOUSLY ADOPTED

5.2 2024-2025 Budget

Larry Imbeault introduced the item.

Motion 8

Larry Imbeault proposed, Sarah Adams seconded

THAT The Executive Committee adopts the 2024-2025 Budget amendments as discussed.

UNANIMOUSLY ADOPTED

6. Miscellaneous

6.1 Movement ACTES

Guillaume Lajeunesse introduced the item.

He went to the ACTES convention.

There was a project from a teacher in Salluit to participate with students in a conference on climate change. Mouvement ACTES representatives were excited to have Inuit students participate to share their experience with climate change and the environment. The principal said "no" to the activity because the things were not submitted within the deadline. It was not about the money; it was the principal of missing the deadline (the money was already found). There was no other reason. People were very disappointed. It was something that could generate interest and introduce ACTES to Inuit communities.

Next year the teacher who was denied will reapply in time to respect the deadline and they have been told the ACTES committee will prioritize the teacher and students that will participate.

6.2 Bill 89

Larry Imbeault introduced the item.

The Ministry of Labour put this bill out to limit our right to strike. The government is attacking the teaching profession and the unions. The CSQ position is he should withdraw the bill. We agreed that it appears the government is taking revenge for past incidents.

6.3 Bill 100

Larry Imbeault introduced the item.

Bill to review negotiations. There are a few good things, and a few bad things.

Our comments on the Bill:

- Regional disparities: the AENQ wants the ability to negotiate ourselves due to our unique situation (freight, outing).
- Ways should be found to speed up our negotiations with KSB and CSB.

The government wants:

- the ability to ask for arbitration after 8 months. AENQ wants them to respect the JBNQA.
- demands made public--AENQ is okay with that at the beginning of negotiations but not after that, for strategy purposes.

AENQ could suggest penalties for the amount of time it takes to sign the agreements.

6.4 Violence prevention week March 17-21, 2025

Larry Imbeault wants to know what events took place during that week in the schools.

Sarah Adams mentioned that at her school there was nothing done to highlight this week. Principals push the issues brought to them away and nothing is done.

Guillaume Lajeunesse suggested that schools should have a Code of Ethics. Delegates don't seem to know what it is.

Matthew Dixon suggested the schools are reactive and not doing anything until an issue arises. Issues with knives in his school. Had to push for increase in security personnel.

6.5 Nunavik Water File

Larry Imbeault introduced the item.

One of the schools in Puvirnituk was closed for days due to a water pipe freezing and breaking. Health Board got involved. School Board cancelled the school year end after an interview was done with Radio Canada. Some teachers are still doing end of year ministry exams. Members are staying silent or defending their decision to stay and do

ministry exams because they want to do right by their students. There is also apathy due to the lack of improvement happening with the KSB.

Larry Imbeault did an interview with Radio Canada about the situation. KSB has known about the problem for years (Larry Imbeault sent a letter alerting them, as well to some Inuit organisations in Nunavik, as well to many ministries at the provincial and federal levels, of the problem in 2019). There seems to be a lack of accountability. This is a government issue, not a KSB issue. It's not just Puvirnituk that is having water struggles.

7. Sector Life

7.1 KSB Teachers

Guillaume Lajeunesse introduced the item.

New E4 delegate at Iguarsivik School: Maimounai Bidala, who was the assistant delegate, following the resignation of the previous delegate. Election by secret ballot, following her candidacy and that of another teacher. She won, but the other candidate refused to be assistant delegate, leaving the position vacant.

Health and safety: Water issue: Breakage of water distribution pipes to the purification plant in Puvirnituk. The entire village has been affected for nearly a month. The town even hired teachers to take care of water distribution for their own homes (which led to controversy since these jobs are usually reserved for locals). After the local doctor resigned, the school board evacuated the teachers to the south, ending the year for employees at both schools.

There was also a crisis in Ivujivik: teachers went without water for over a week, simply because the trucks were neglecting KI houses. The delegate cannot explain why. The situation appears to have been resolved, but the AENQ remained in the dark about it almost until the end, as no member, not even the delegate, contacted the AENQ about it.

Kangiqsualujuaq: recurring problem of strong sewer odors in the school. Multiple attempts by members to cooperate with the administration to find a solution, but without success, months after the problem arose. The delegate contacted me and, after the CNESST got involved, KI sent the necessary personnel to permanently fix the situation. Excellent cooperation with the CNESST. These various situations highlight the need for OHS committee training at the beginning of the 2025-2026 school year.

Special Needs Committee meeting held on May 2 via Teams: review of the February meeting with files mainly concerning professionals, following their lack of active participation on this committee for more than two years.

Reimbursement for the third trip. The school board insists on not reimbursing the ticket if it is used by a third party (e.g., a friend of the teacher). The AENQ does not share this

interpretation. Message sent to all delegates to list cases. Currently, this situation is occurring in Salluit.

Negotiations have kept delegates extremely busy in their schools. Constant reminders of the AENQ's availability so that recurring problems in schools continue to be documented. The current negotiations have highlighted situations that require intervention in support of our statutes as of 2025-2026, such as the role of delegates and assistant delegates at sector councils, the transmission of information from the sector director and the EC to members, and the convening of general meetings.

7.2 CSB Teachers

Matthew Dixon introduced the item.

The latest news I have on the negotiations is that things are on track. Hopefully, the \$15,000 premium for Cree and legally qualified teachers will be in effect for this summer with new salaries in August and retro after that. Once that happens, I sense there will be a big sigh of relief from teachers who have had to endure wages that haven't kept up with inflation for years. Hopefully, the government bureaucracy does not let us down and things are signed promptly.

Positives include an engaged membership who continue to ask questions and demand better. A union, after all, is only as strong as its members demand it to be, and on this front, we are doing well. Young leaders are emerging and I am optimistic about the future of the AENQ. The teacher improvement program continues to be well used and it's been a positive to see the loosening of the criteria for who is eligible. This year, not counting the first few months when I was not sector director, I've co-signed 63 applications for conferences which have totalled approximately \$278,000. My constant refrain is that the collective agreement is the minimum, and we can always reach beyond it. With this in mind, the opportunity for selected teachers to attend the WIPCE conference in New Zealand is a nice example of going beyond the collective agreement by the Board, though questions remain about the selection process and communication pitfalls.

Overall, however, relations with the Board remain challenging. Efforts to work together informally have been met with silence or worse in recent months. There was a brief time when I was corresponding more frequently with the acting Directors of Human Resources, but with personnel changes, that has not continued, unfortunately. It was an opportunity to share information and give them a heads up about troubling trends which appeared to be well received, but it's now back to the status quo of seemingly only wanting to interact during the Board Committee meetings.

The change of instruction to Cree Grade 1 and the subsequent impact on jobs appears not to be as significant as we had feared. Through the regrouping plans received earlier this month, the Board has stated that there will be no surplus related to this change and it appears to only be affecting a few schools. Once again, we commend the initiative but

the need to consult the union so members can be informed along the way was something that was not done to any significance by the Board.

Likewise, more information was discovered related to the use of funds in Annex 14 which are earmarked for teaching resources. It appears they were used to bring up Support Staff positions from 85% to 100% which, again, we support, but that should have been done through the Support Staff collective agreement, not the teachers.

Intimidation apparently continues. Attempts to intimidate the Sector Director as well as at least one delegate when it comes to their teaching position have been documented and interventions are taking place to push back on such efforts.

The Board continue to slow-roll a number of important concerns. 20 of the 34 items we plan to bring to the Board Committee on May 29 are follow-ups, some dating back over a year where we still have no answers. We are often given non-committal answers and promises to follow up which rarely materialize. It is important that we push them to do more than this.

The same concerns remain which will be brought through Board Committee on May 29: The need for clearer paystubs, higher quality lockdown training, PA system follow ups, more pro-active maintenance, door jammers (\$50k+ funds uninstalled), alarms in the units, student attendance policy needing to be updated, recess supervision annex 16 needing to get going, lack of access to didactic materials for students, keys for schools, lunch hour minutes not being respected, slow/no response to inquiries, intentions forms roll-out, online teaching (still waiting on the side-bar agreement draft - a school tried to impose it without a sidebar agreement but relented), more info needed on the teacher-led PED days, need to get going with the mentorship (appendix 17). It seems, generally, that they seem to be treating these annexes as optional and not things that were negotiated and must be in place. Adult Ed topics: we are seeking info on the kickoff events, how to engage students for better success, the calendar and the task (Mistissini seems to misunderstand this), as well as the new collective agreement changes and when they will be rolled out. Other new items include the union contact point - should be communicated to the Sector Director by the Board. Communication issues continue, this time with the Chisasibi Goose Break charter info where teachers were in the dark about important details and requests for info were unanswered. The Special Ed committee has not met despite our naming of a new teacher member a few months ago. Some schools did not properly consult the School Council on their teaching assignments, water issues and sewage smells continue in Eastmain, as well as the cleanliness of classrooms has led to classes being cancelled due to lack of janitorial staff. More issues in Eastmain with the alleged downplaying of maintenance requests by management. In terms of Health & Safety, it continues to be a challenge. The regional committee has not met since November despite multiple requests made by me to meet. Getting a basic air quality test has been comedically difficult - now that the CNESST is involved, things are finally starting to move forward on an issue that was reported in November. In a classic example of the left hand not knowing what the right hand is doing, a School Commissioner called for more data on Health & Safety incidents in a school but had to be informed that it was the Board itself which was preventing such data from being

gathered as the Health & Safety rep have been repeatedly denied access to incident reports in order to do a risk assessment. Finally, the Health & Safety leave hours for a rep were unilaterally reduced by the Board only for the CNESST to order they be reinstated. The CNESST provided info (which has been passed on to all communities) that the leave hours are only the minimum and can be increased by the local Health & Safety committees as needed. The rep's hours were promptly increased by the local Health & Safety committee.

7.3 CSB Support Staff

Paul Washipabano introduced the item.

We proceeded with the vote on the tentative agreement on March 18, with members voting in favour at 99.33%, with a participation rate of 55.6%, very happy about that. An invitation has been sent to all S8 delegates for a BBQ-style activity or meal, if they wish to organize an activity for their members and colleagues, between now and the end of June. The budget is set at \$30 per person, and I've asked those interested to submit their project to me for approval.

The question of vacations for next year 2025-26, will the new provisions be taken into account (common front gains).

CF-FPSS April 29, a CGN on May 5, 2025, and the FPSS Congress from May 12 to 15. I'd like to revisit the decision to grant me 20% release for the next school year. I would like to get 40% for next school year.

Motion 9

Larry Imbeault proposed, Guillaume Lajeunesse seconded

THAT Despite the decision made at a previous meeting, the union leave granted to Paul Washipabano for the 2025-2026 school year shall be 40% and not 20%.

UNANIMOUSLY ADOPTED

7.4 KSB Support Staff

Tracey Fisher introduced the item.

- Labour Relations Committee: Second meeting was on April 3. Next Meeting is June 9 (online.)
- OHS - follow-up email re: OHS reps needed, to Inukjuak (delegates and assistant delegates + Nunavimmi Pigiursavik student residence delegate) and to Kuujjuaq (delegate) asking them (since they are in crucial communities that need representatives right away) to send out a call for representatives again via email and posting in workplaces. No response.
- From mid-April, negotiation update meetings took over 99% of my time.
- Disciplinary meeting:

- April 1 - Mark Ruston (IT) – supervisor (Diaa) was very understanding and supportive of him, no doubts about his work or his ability, she was very positive about this so she wanted to verbally warn him to hopefully avoid escalating to disciplinary measures in his file. She is prepared to also be at the office every day (she usually works from home Mondays) to reintegrate him with the team, and any support he may need.
- May 16 - Adam Jacques (IT) – to do with absences. I was not sent the meeting link, even though Adam told his supervisor (Dave Girouard) that I would be there. It was concerning that even though Adam did not speak up at the start of the meeting that I be sent the link to join, it was communicated to Dave that I was to accompany him. So, his right to union representation was not respected.
- Ongoing situation:
 - Annie Angatookalook (Finance) – has been working from home due to allergic sensitivities but now KI's doctor deems her able to return to work, and KI's opinion is that her doctor's document is too vague (link between environment and her reaction is unclear). Monday, May 12 – used right of refusal, but Sandra Barbieri allowed her to continue working from home. This week, right of refusal + CNESST is involved (will be at Cavendish office today to test air quality).
 - Roula El Hakim (Finance) – she is unsure of certain aspects of the GRICS/Dofin system, but when asking her supervisor for guidance, he just says he doesn't know either - not helpful. I told her about Professional Improvement Fund and sent her training info particular to her needs. It's frustrating that employees aren't aware of the fund, but more so that management isn't either.
 - Diana Roque Sánchez (Finance) expressed her unease that Director (Youssef) yells – specifically at Roula, and Ivan - and it's audible to everyone around – she's unsure of the proper way of addressing it so I emailed Eric Demers for advice, but no response from her when I followed up on how to proceed.
- Professional Improvement Fund: a member did not know how to do something with the software they use, and neither did her supervisor. It really needs to be shared that employees should know they can get training for things that impact their work.
- Member/delegate involvement – or lack thereof:
 - April mobilisation attempts – sent out example message to delegates and my Montréal. members to send to CPNCSK, I sent FR & EN (separate emails) once a week from early April to early May, but very little response from anyone other than one member (Inna Simonova) creating posters (I printed out and posted in my workspace and in 4th floor lunchroom)
 - April 30 General Assembly for strike vote: 30 attendees (almost 3x more than December GA), Carole Savoie spoke to fellow members in her dept to encourage them to participate.
- Looking forward to July to use extra liberation time to work on how to foster more connection and interaction with delegates and my members in Montréal.

7.5 Childcare Centers

Larry Imbeault introduced the item.

- AENQ are visiting daycare centres June 2-6. We start to discuss negotiations with those members even though their collective agreements expire only on March 31, 2027.
- When we meet them, we should discuss Health & Safety committee.

Motion 10

Larry Imbeault proposed, Tarek Khazen seconded

THAT in conformity with clause 16.03 of the by-laws, Bonnie Mianscum be nominated as union delegate for the Waspshooyan Daycare and family Centre of Oujé-Bougoumou.

UNANIMOUSLY ADOPTED

7.6 Band Council Schools

Larry Imbeault introduced the item.

- The members of the Nikanik school unanimously accepted the employer's proposals (reopening of the agreement) concerning, among other things, the application of the national salary scale, the number of weeks of summer vacation, and continuing education. The agreement expires on June 30, 2027.
- According to the Mikisiw School delegate, members would like training on the role of unions. Their agreement expires on March 14, 2026. Consultation to be held at the start of the school year.
- Confirmed interest in unionizing Winneway teaching staff.

8. Labour Relations

The advisory staff introduced the item.

We settled a few cases with a grievance. Some are just needing signatures.

We have a potential proceeding going in front of the supreme court regarding the experience accumulated during invalidity. We don't know if school board adjusted teacher according to this agreement, and the union is not getting access to the files to know if it's being done.

Another recourse for the committee is with CSB and Elephant Thoughts. It would have to be proven that the CSB is the employer of the Elephant Thoughts people.

Potential mediation: One file is regarding the education committee from 2024. Teachers felt threatened at the meeting. After hearing from KI's lawyers, he believes it is a good file for arbitration.

Daycares: complaint sent to CNESST re: Nemaska Daycare because they have no communication with their administration. This has never happened before so CNESST will get back to Nadim Fares.

Daycare in Oujé-Bougoumou: things are smoother despite poor communication. They are preparing a list of employees and what our obligations are to the CNESST.

Band Council Wemotaci: received policies requested and a list of seniority. They specified they don't have a recall list because no one has that status at the school. No info from Objiwan.

Eric Demers had conversations and notices a clear difference in the will to work with us. Would be good to try and fix things before we engage resources on grievances. It would relief pressure on Nadim Fares. He has been very busy in the last few weeks in terms of cases.

KI is reaching out for conversations about issues. They are avoiding the grievance process by communicating and making decisions that deal with the issues.

CSB things are unchanged. 90% no response. We need to file a grievance because we have no one to address the issue. No one answers calls at HR. The fact that they don't answer means we don't even get their point of view. We need to file more grievances that we should because we don't have communication.

Water issue: a teacher contacted Eric Demers who was asked to drive the trucks to deliver water to the teachers in the communities. They were told if teachers didn't do this, they would not have water. The teacher did this without training, or a permit, and was paid by the municipality.

Guillaume Lajeunesse indicated that students were not at risk of failing due to a health and safety issue. So why are they insisting on having teachers administer exams?

Matthew Dixon asked if there was any recourse to have CSB communicate and answer questions. Catherine Huart said in the obstruction complaint, one of the aspects was they are not responding, we could look into doing another complaint because it's an ongoing situation. Could find latest cases they did not respond, and file new ones. CSQ lawyers mentioned this as well, to file as many as we can.

With regard to E3, the AENQ filed an obstruction complaint due to failure to consult on various subjects which was combined with a grievance with failure to respect the grievance process. It has been postponed, but there is a date in September that should

be confirmed. The goal is to have the board consult with the union at the board committee and respect the collective agreement.

With regard to the Grade 1 Cree rollout, it has not created a surplus of teachers to date, but there are issues with legally non-qualified teachers. Some issues with Adult Education, but issues connected with unpaid hours has been settled and teachers have received their money. We have to remain vigilant with the pay cut to the pension plan payment and adjustment. Seems like they are cutting programs that are taught by older teachers.

Regarding E4 (Kativik) there is follow up to do with HR. There was an account to bring more money to ensure replacements are better paid, especially when teachers have full time workload.

Matthew Dixon indicated that the courses being shut down in Adult Ed, happen to be the area where many of the Health & Safety issues were. He commented that the Adult Ed need a game plan especially for the tenure.

Guillaume Lajeunesse indicated there is a similar situation in Kativik with the lack of job security and the jobs are very unstable. At KI they have teachers that teach down south, those are not eligible for premiums. Many have been doing the job for a long time. Catherine Huart indicated they have the same salary scale as other teachers.

9. OHS

Éric Demers introduced the item.

Matthew Dixon file with the CSB. Many complaints were filed with CNESST. We got a call from a mediating service to try and resolve things. We were open to it, as the idea is to change the culture--ultimately it would serve the bigger purpose. The CSB did not respond to the mediator's outreach. She sent emails, called, and sent a letter. The requests were sent to the director of HR. This will take a while to resolve. Grievances have been filed regarding reprisals and intimidation.

Regarding Kativik: in October there were already postponements in complaints. The issue was violence. Suggestions were offered but were told they could not be done. In January the inspector put them in contraventions of the issues, and the file was sent to CNESST to decide if there would be a complaint. They made a counter measure with a complaint against the inspector. Things discussed in October were agreed to in January, but nothing was done (many excuses provided as to why things weren't done). Training needed to be done, after 3 attempts, they still could not complete the training (people did not show up). They tried to use this as an excuse with CNESST, but that is not an acceptable reason for it not being done.

Guillaume mentioned regarding the H&S Committee, there is push back with members and delegates saying, "I don't have time".

Having 2 of the 9 communities functioning well is not enough. We need to build on it. We need to bridge the gap between H&S rep and Union Delegates, so we are working together. This should be done in the training in Val D'Or. Explain how to do a report for example. Simplified training would be helpful, and regular check-ins to know who to check in (how to contact CNESST, or how many leave hours).

Matthew Dixon wants it made clear that people stay on the committee until they ask to step down. This should be shared and explained to delegates, so they understand the role and responsibilities of the H&S representative.

Catherine Huart thinks we should avoid assigning or appointing someone to the committee. The union is a democratic process. It is better to be nominated and elected than to be appointed.

It was agreed that a meeting will be set to discuss this issue before the end of this school year, to ensure a plan is in place for the beginning of next year.

10. Negotiations

10.1 AENQ Sectoral

Émile Tremblay and Catherine Huart introduced the item.

10.2 Assessment

Larry Imbeault introduced the item.

Larry Imbeault suggested we send a survey to find out what went okay and what should change next time. One for the executive. Also, a separate one for delegates.

Matthew Dixon suggested that there be more than just multiple-choice questions but include text boxes for people to express themselves.

11. EC Members Activity Reports

Larry Imbeault's Report, president

FPSS-FC from March 11 to 13, 2025

- Presentation of the FIPEQ-CSQ;
- Pay equity;
- Intervention plan;
- Classroom assistance;
- School transportation;

- Unionization of interns;
- Protocol for responding to violence against school staff;
- FPSS 2025 congress;
- Union support project for people with disabilities;
- Role of the school;
- National coordination;
- Multisectoral agreement;
- Bill 89.

NNCC March 17, 2025

- Kativik negotiations.

CSQ-GC from March 19 to 21, 2025

- Follow-ups: occupation of public lands and Fonds de Solidarité FTQ;
- Analysis of the economic situation;
- Pay equity;
- Overview of Indigenous issues;
- ACTES Movement action on access to water in Indigenous communities;
- Bill 89;
- Mobilization against the privatization of the HSS network;
- AREQ: development plan;
- Follow-up on the report on internal cohesion;
- Education Project – Part 1;
- Financial statements and appointment of auditors;
- Analysis of the socio-political situation;
- Canada Elections Act;
- CSQ international action;
- Committee elections.

FSE-FC from March 26 to 28, 2025

NNCC on March 31, 2025

- Kativik negotiations.

Mental health conference on April 7 and 8, 2025

Restricted NNCC April 22, 2025

- Kativik negotiations (E4 and S9).

FIPEQ-SSC April 23, 2025

- Training on Bill 4, a law aimed at preventing and combating psychological harassment and sexual violence in the workplace;
- Insurance;
- Reports from the bargaining and mobilization committees.

RASP-CSQ on April 24 and 25, 2025

- The role of unions in these times of political turmoil;
- Election interview: NDP – Raymonde Plamondon and Bloc Québécois – Simon-Pierre Savard-Tremblay;
- Canadian identity: historical perspectives of a country in crisis and ongoing political realignment;
- Canada-U.S. relations at election time;
- Estates General on trade unionism.

INC on April 28, 2025

- 2025 pay equity maintenance assessment;
- Bill 100;
- Northern Coordination Report;
- Schedule of CIN and CGN meetings for 2026-2027;
- Draft agenda for the CGN meeting on May 5, 2025.

Indigenous Committee meeting on April 29, 2025

- CSQ actions related to Indigenous issues;
- Problems related to running water in Nunavik;
- WIPCE 2025;
- AENQ by-laws;
- Methods of communication;
- Academic standards.

FSE-FC on April 30 and May 1 and 2, 2025

GCN on May 5, 2025

- 2025 pay equity maintenance assessment;
- Bill 100;
- Northern coordination report.

Restricted NNCC on May 7, 2025

- Kativik negotiations.

FPSS Congress from May 12 to 15, 2025

- Amendments to the by-laws and regulations;
- Adoption of priorities for 2025-2028;
- Executive Council elections:
 - Éric Pronovost, re-elected president by acclamation;
 - Stéphane Soumis, re-elected vice-president by acclamation;
 - Dominic Latouche, re-elected vice-president by acclamation;
- Lecture by Antonine Yaccarini: *How to influence?*;
- Address by the president of AREQ;
- School network panel with Richard Bergevin, President of the FSE, and Jacques Landry, President of the FPPE;

- Education network panel: Valérie Fontaine, President of the FPSES, Stéphane Lapointe, President of the FPEP, and Anne-Marie Bellerose, President of the FIPEQ;
- CSQ guest panel: Marjolaine Perreault, General Manager, and Éric Gingras, President;
- Union organization;
- Retrospective and outlook.

Tarek Khazen’s Report, vice-president

FSE-FC April 30, May 1 and 2, 2025 Hôtel Mortagne (Boucherville)

Bill 100 – Act respecting the negotiation and determination of working conditions requiring national coordination, particularly in the public and parapublic sectors: the resources presented an initial analysis of Bill 100 and its potential impact on the current bargaining system. Furthermore, if adopted in its entirety, the bill would repeal the Act respecting the negotiation of collective agreements in the public and parapublic sectors (hereinafter “Bill 37”) and amend other public policy laws, including the Labor Code, and regulations. As a result, the provisions that have been negotiated by local parties to date, commonly referred to as “local matters,” would now be decided at the national level. As for the concept of local arrangements, provided for in sections 70 to 74 of Bill 37, it is retained under a new name, “special agreement,” in sections 35 to 38 of Bill 100. For all practical purposes, this spells the end of local bargaining on local matters, since these provisions, which are the cornerstone of any local agreement, would be negotiated during national bargaining by bargaining agents at the national level. In fact, section 45 of Bill 100 does not immediately provide for the creation of a CPNCF as we know it today, but it does provide for one for English-language school service centers, one for the Cree School Board, and one for the Kativik School Board. Section 72 of Bill 100 would amend section 111.1 of the Labor Code to allow collective agreements to have a term of more than three years without having to pass a special law. Although the attack on local bargaining is at the heart of the bill, other issues also deserve consideration:

- Demanding that working conditions be maintained despite their expiration.
- Submitting the respective requests simultaneously

Professional and educational offensive: Results of the survey on violence against teaching staff and follow-up by the community – Survey results: Here are some highlights:

In preschool/elementary school: Among teachers who report having experienced violence since the beginning of the year, those who report having experienced “only one incident” of violence since the beginning of the school year represent a very low percentage (9.5%). Violence, when it occurs, is therefore more frequent or repeated than in other types of institutions, except in specialized schools.

Specialized schools: 84.8% of teaching staff in specialized schools for students with disabilities have been victims of violence since the beginning of the year.

Youth sector as a whole: Almost all teachers in this sector who have been victims of violence have experienced it from students, at a rate exceeding 90%.

By-laws and regulations – Adoption of amendments to bylaws and regulations B.2 and B.3: Oversight of the electronic voting process during elections and inclusion of the concept of gender diversity: It is desirable to allow flexibility in the administration of electronic voting in the bylaws and regulations, considering the technological changes ahead and the complexity of the regulatory amendment process. It is also desirable to update the terminology used in the election procedure to include the concept of gender diversity without compromising the organization's feminist objectives. The FC unanimously adopted the proposed amendment to the Executive Committee's Bylaws and Regulations as presented in document A2425-CE-038.

Inter-round committees – Status reports

Bill 94 - An Act to strengthen secularism in the education network and amend various legislative provisions: On April 18, 2025, the FSE presented its brief to the Committee on Culture and Education as part of the special consultations and public hearings on Bill 94, An Act to strengthen secularism in the education system and to amend various legislative provisions. Beyond the principles on which Bill 94 (PL 94) is based, the FSE finds that it contains provisions that are very restrictive for the school system and teachers, with no direct connection to secularism. The FSE proposes, first of all, to remove the sections that modify the rights and obligations of teachers so that these changes can be discussed in a calm atmosphere with the individuals and groups concerned. More specifically, we consider that the proposed amendments to sections 19 and 22 of the Education Act (EA) and all elements related to the “Enhancing the quality of educational services” action area, namely:

- the obligation for teachers to submit their lesson plans,
- the creation of committees on the quality of educational services,
- the publication of a guide on best practices,
- have a particularly tenuous link with strengthening secularism in the education system and deserve to be dealt with separately.

Assessment of the 2023-2028 sectoral negotiations: The FC adopted the review of the E1 negotiations as presented.

Use of hybrid mode for Federal Council meetings: The FC has mandated the FSE to experiment, in consultation with the CSQ pilot project working group, with organizing Federal Council meetings in hybrid mode starting in the 2025-2026 school year, in order to make a decisive decision before the end of the 2026-2027 school year.

National Consultation Committee – Report on the meetings of February 24 and April 1, 2025

FSE-FC Virtual May 8, 2025

Guidelines for the brief on Bill 100 – Act respecting the negotiation and determination of working conditions requiring national coordination, particularly in the public and parapublic sectors: Following discussions at the Federal Council meeting on April 30, May 1, and May 2, 2025, discussions prompted by the tabling of Bill 100 (hereinafter “Bill 100”) on April 23, the Executive Committee invites the Federal Council to continue its

deliberations in order to determine the positions that the FSE-CSQ intends to put forward in a possible brief to be submitted to the parliamentary committee on or around May 20. The executive committee recommends that the federal council adopt the following guidelines for the drafting of a possible brief on Bill 100, it being understood that these may evolve depending on the circumstances:

Call for the maintenance of a list of local matters similar to that provided for in Bill 37 and provide for the same framework already agreed upon for the negotiation of these matters.

Demonstrate openness to amending this list so that certain local matters become national matters, based on one or more of the following criteria:

- Local matters that have been the subject of a text recommended to the local parties;
- Local matters with little or no distinction from one local agreement to another;
- Local matters that would benefit from being centralized in order to improve their content by taking advantage of pressure tactics.

Request that a transitional provision clearly stipulate that existing local arrangements in the National Agreement duly negotiated under Bill 37 be automatically considered as special agreements for the purposes of the new bargaining regime should Bill 100 be adopted and assented to.

Demand that specific agreements remain in force despite the signing of a national agreement, subject to the national provision allowing such specific agreements to be amended upon the entry into force of a new national agreement and, consequently, specific agreements requiring adjustments.

Alternatively, if Bill 100 is adopted as presented with respect to local matters, specify that all local matters must be the subject of an agreement between the national parties.

Matthew Dixon's Report

I attended the FSE Adult Education Network in Quebec City from May 15 to 16, 2025.

The Number of students registered in Adult Education across Quebec is growing. There are persistent issues with low literacy rates throughout the province. Lack of tenure is hurting the effectiveness in Adult Ed.

Provincial budget restrictions and cuts continue to hurt and threaten the quality of education throughout the province. Interventions are taking place at various governmental levels. We are under attack and inundated with proposed bills that touch education, specifically Bill 89 (restrictions on strikes), Bill 94 (weakening of teacher autonomy, evaluation of teachers by admin), Bill 100 (attack on local working conditions negotiations), Bill 101 (weakening of rights related to Health & Safety). Efforts are underway to modify the bills. The government appears to be in vengeance mode. Politically, it can backfire on the government who will be holding an election before long.

The general consensus is it is not yet the time to mobilize as efforts continue behind the scenes.

27% of Adult Ed who responded to a recent survey stated that over 80% of their students have special needs. The need to teach autonomy to students as well as the need to teach the entire student (not just for work placement but for citizenship) was highlighted at various points by multiple participants from a wide range of locations/situations.

I participated in two workshops during the event:

Workshop: Violence and incivility

Adult Education is not as affected as other sectors but it is still troubling. 15% of Adult Ed teachers surveyed said they are victims of violence/incivility 1 to 4 times per day. CSQ (teachers, support staff, professionals) created a document of protocols for interventions with violent incidents. It was presented to the Ministry of Education and was well received. Follow ups will be done in the early fall 2025. Also pushing for a "Plan de lutte" for students about how to act in school (Code of Conduct). Reviewed the framework together and discussed how to adapt it to our contexts.

Workshop: Students with Special Needs

1. Emphasis on the need to share information within the centres so we can better respond to the needs of our students. Emphasis on moving quickly on things when we see them - ask the student and their parents about past plans/diagnosis. Emphasis on the recourses we can take if we are not satisfied with the quality of services offered. Important to be consulted on the decision taken in the centres to support students including their mental health. Call to action: Do not accept what is unacceptable.

2. I continue to offer round-the-clock support to members who reach out. I am encouraged by the volume of delegates and teachers reaching out for assistance and am ensuring that quick follow ups happen.

3. I am beginning to prepare a document of frequently asked questions to help delegates and members alike. This will include basic questions on the collective agreement, special leaves, and other common questions that frequently come up. I am hopeful this will help lessen the load on the team so more complicated questions can be escalated while common questions can be solved at the first point of contact with the Sector Director or delegates.

12. In-person Meetings for the year 2025-2026

Larry Imbeault introduced the item.

Our by-laws say we need to meet at least 4 times a year in person: once at the beginning of the school year, once right before or after the holidays, once around the end of February or the beginning of March, and once at the end of the school year.

Motion 11

Larry Imbeault proposed, Tarek Khazen seconded

THAT the EC meetings for the year 2025-2026 take place on: September 9 and 10, 2025; December 17 and 18, 2025; March 17 to 19, 2026; and May 25 and 26, 2026.

UNANIMOUSLY ADOPTED

13. Adjournment

Motion 12

Larry Imbeault proposed, Tarek Khazen seconded

THAT the meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Sarah Adams
Secretary-Treasurer

Appendix

Annexe

1. Présentation et adoption de l'ordre du jour / Presentation and Adoption of the Agenda
2. Adoption des procès-verbaux précédents / Adoption of Previous Minutes
3. Suivi / Follow-Up
4. Affaires internes / Internal Affairs
4.1 Tournée de consolidation / Consolidation Tour
4.2 Bail / Lease
4.3 Membership
4.4 Congrès 2026 Congress (invités, artiste, ODJ provisoire, AREQ)
4.5 Plan d'action / Action Plan
4.6 Recommandation du Comité autochtone / Recommendation from the Indigenous Committee
4.7 Gestion du personnel / Personnel Management
5. Finances
6. Varia / Miscellaneous
7. Vie de secteur / Sector Life
7.1 Enseignants CSK / KSB Teachers
7.2 Enseignants CSC / CSB Teachers
7.3 Soutien CSC / CSB Support Staff
7.4 Soutien CSK / KSB Support Staff
7.5 CPE / Childcare Centers
7.6 Écoles de conseil de bande / Band Council Schools
8. Relations de travail / Labour Relations
9. SST / OHS
10. Négociations / Negotiations
10.1 Sectorielles AENQ Sectoral
10.2 Bilan / Assessment
11. Rapport d'activités des membres du CE / EC Members Activities Reports
12. Réunions du CE en personne pour l'année 2025-2026) / In-person Meetings for the year 2025-2026
13. Levée de l'assemblée