

- Delegate election period E4. As of September 11, all delegate and regional representative elections have been completed. Several new delegates have been elected. The comments and involvement of these new delegates have been noted, and they are very curious about the union work that awaits them. School councils still have 30 days to be formed.
- Communications: Last year, I created a simple PDF document containing the addresses of all the advisors and my address, as well as Tracey Fisher's, so that members would know unequivocally that they can contact their union whenever they want: the delegate is invited to represent his or her members, but the names of the sector directors and advisors must be known. Several members have already come to us with questions or situations that, even if they do not always fall within the AENQ's purview, show that members are more aware of our contact information at the beginning of the year.
- Water issue: A reminder about the water situation was sent to the delegates. Although it is early in the year and the worst cases of water shortages occur during freezing weather, individual cases of water shortages in KI housing seem to be addressed quickly by members, following the procedure developed by our advisors last year (report the problem immediately to maintenance or the NV).
- The annualization of the task seems to be causing problems in several schools. Despite the intervention of KI HR, some school administrators want to impose schedules that do not comply with what is stipulated in the teachers' tasks (especially for "other tasks"). The delegates from the schools concerned quickly brought the issue to my attention, and our advisors reminded HR that the annualization must be respected. Some delegates have reported approaches. A table to help calculate the workload was created previously, and I made sure it was distributed to members. A new version of the same table is currently being reviewed by the advisors, and I will send this version back.
- Health and Safety: Postings for health and safety representatives are going well: some representatives have already submitted their names, including Tasiujaq, Kangirsuk, and Quaqtaq. We must continue to encourage postings and recruitment for health and safety committees. A major health and safety issue was raised in Akulivik last year, where the former delegate issued a damning report on the entire administration, noting every incident that was reported to her or that she observed, whether it was uncontrolled entry and exit of students or visitors, or violence in the classrooms.

- The start of the school year was mostly on time. However, there were delays due to renovations, such as in Inukjuak and Kangiqsujaq.

2.2. CSB Teachers

Matthew Dixon introduces the item.

Three new delegates this year. Issue with them is that they are in schools with very challenging administration: Chisasibi elementary, Chisasibi high school, Wemindji elementary.

We have 13 returning delegates.

Sector life same issues persist. But he's getting a picture on how they are specific to each region. Challenges in Whapmagoostui not the same as in Oujé-Bougoumou. School to school.

Shared Concerns Include:

- Student attendance
- Academic success (or lack thereof)
- Crumbling infrastructure
- Lack of support to address violence/intimidation
- Refusal to follow and implement the collective agreement
- Staffing shortages
- Disciplinary issues
- Poor communication, lack of consultation
- Poor organization

We need to be very clear to our members that they will be supported in seconds, not minutes.

Since August 8, over 4 Right of Refusals, and they were all related to health and safety. There is a failure to respond appropriately (no support, no prevention, no safety measures). We will need to stay vigilant. He is optimistic how quickly things change.

It has changed the work environment at Mistissini High School.

Health & Safety

Every community has a representative.

Work has been invaluable.

He wants to meet with all School council, H&S rep, and Delegates and work together to strategize on best way to move forward.

He's not anyone's boss, he's here to work for the members, and is there to support.

When behaviour crosses the line, it cannot be tolerated. Be respectful and professional, it's the foundation of everything we do.

Visiting Oujé-Bougoumou, Waswanipi and Mistissini people were starting to talk.

He recommends doing the tours more often. It's a lot of money and planning, everything three years is not enough.

Engagement

Talk, encourage to reach out and contact advisors.

Biggest criticism, after the union training in Val D'or the communication seemed one way--when people asked questions. That is something he wants to improve. He wants the support ongoing. Making sure the taboo is broken.

One way to get the proactive communication is the newsletter he shares every week. It's good information for staff to have.

Thinks it important to share information like the steps to using Sick Leave.

Sarah Adams mentioned that the issue of retaliation by admin seems very deep seeded and personal between admin vs. members.

Guillaume Lajeunesse likes to probe members to see if there's anything going on. Sometimes members don't know something is important to share with the union. Many admin seem to take a comment or discussion as a personal attack. It is something that does exist.

Eric Demers suggested documenting instances of any of the incidents regarding intimidation or pressure by admin towards a member. The labour code is quite clear and sometimes severe.

Matthew Dixon wants to know about each incident where admin is threatening or cautioning or pressuring teachers to not go to the union.

2.3. CSB Support Staff

Paul Washipabano introduced the item.

We held the third LRC (Labour Relations Committee) meeting of the year in person in Gatineau on June 5, the next one being in October.

Followed up on the S8 meal activity in June.

Sent a welcome message to delegates in early August, with a reminder of the instructions for holding elections. Did as many follow-ups as possible to ensure that all elections had been held, we have all delegates minus one missing at the MSLC in Mistissini.

He participated in the Inland consolidation tour at the end of August; coastal tour will be at the end of September.

Motion 2

Paul Washipabano proposed, Tracey Fisher seconded

THAT Jamie Linton be nominated as union delegate for VMES in Mistissini for support staff.

UNANIMOUSLY ADOPTED

2.4. KSB Support Staff

Tracey Fisher introduced the item.

Labour Relations Committee had last meeting in June via Teams.

Right away scheduled for Sept. 5 but had to reschedule and date is yet to be confirmed (there was an emergency with the school).

Some things have been resolved. Extended parental leave and conforms with Collective Agreement. But feels like following up on the same issues which is frustrating.

Another issue was that the minutes are not sufficiently detailed. It's hard to catch everything. Tracey Fisher won't bring it up because KSB want someone else to do the notes, but not participate.

With regards to member and delegate involvement--she sent the welcome back message. She followed up with some reminders about the general assembly.

She is still the delegate for the support staff members at head office but she now has an assistant delegate. Attendance was quite low. The assistant delegate is keen to boost the engagement and trying to increase participation by members.

Emile Tremblay suggested involving Larry Imbeault or someone to help.

Guillaume Lajeunesse is pleased that the elections are done, but thinks we need to keep encouraging the colleagues to hold their meeting and recruit more people.

Sarah Adams asked if there was a way to hold delegates accountable (call a meeting) if you cannot attend please let us know. If we hear nothing, you will be considered no longer the delegate. Catherine Huart cautioned it would need to be in accordance with the bylaws. Maybe something could be changed or added that would allow the EC to make the decision.

Paul Washipabano suggested having in-person meetings to meet with delegates.

Guillaume Lajeunesse commented that a reality up north is that some support staff are mothers, grandmothers, and any union meeting is problematic due to their children/extended family issues. They are very responsible, but they have family responsibilities that make it difficult for them to attend.

Larry Imbeault said we could try liberation from 4 to 5 for example so the teachers show up after work and give them the mandatory time to meet for union stuff. It is something we could try.

Sarah Adams commented that the issue with people not prioritizing the union, and the issue with men not having the same expectations as women. Both are bigger issues that impact a variety of areas.

2.5. Childcare Centers

Larry Imbeault introduced the item.

The elections are still not done. Some Oujé-Bougoumou members are not happy with the past union delegate because she is often absent. The president explained to the member who complained how to convene a general meeting and hold elections for the union delegate and assistant union delegate.

On September 10, he met with Anne-Marie Bellerose, FIPEQ president, to do a follow-up on the daycare centers visit of last spring. Among other things, she explained CSN obtained regional disparities for daycare centre members. We can see if they can get them for those day care workers or have it included in the demands for the next round.

2.6. Band Council Schools

Larry Imbeault introduced the item.

Opitciwan: The union delegate of last year was re-elected. Annie Chachai was elected as assistant union delegate. First consultation is next Monday (in

person). Eric Demers and Larry Imbeault are going to meet with the members on September 15. Eric Demers and Catherine Huart will go in November. The goal is to conduct a consulting to file on November 15--the beginning of their "open period". If they can file (6 months before the end of the Collective Agreement), it could be very useful and constructive.

Wemotaci: Last year's delegate will organize the elections after the powwow (which will take place next week). Following a request from the employer, Catherine Huart informed them that the collective agreement needed to be renegotiated to increase salaries based on national pay scales and to adjust summer vacation time. An agreement on salary, which is now the same as in the south, and on vacation time was reached. The proposal was unanimously adopted at the general assembly. It is awaiting signatures (all the work is finished). The teachers were very pleased.

3. Unionization

Larry Imbeault introduced the item.

In the last few days, we filed before the CIRB a request to unionize the teachers and educational assistants of Winneway school. It's a group of about 40 teachers and educational assistants (like a class aid). There will be one Collective Agreement for both groups. Still no reaction from the administration. The band council is against the union. AENQ wants one teacher and one EA involved in the negotiations. Catherine Huart could be the spokesperson, assisted by Nathaly Castonguay (CSQ).

FIPEQ asked if we could unionize an ADIM worker in Abitibi. The AENQ represents workers with Indigenous employers. In this particular situation, the employer isn't an indigenous employer.

4. Membership & Finances

4.1 Adoption of New Members

Danielle Joly introduced the item.

Motion 3

Larry Imbeault proposed, Guillaume Lajeunesse seconded

THAT in accordance with our by-laws, the people appearing on the September 11, 2025, list be accepted as AENQ members.

UNANIMOUSLY ADOPTED

4.2 Financial Statements

Danielle Joly introduced the item.

Danielle Joly presented the draft of financial statements as of August 31, 2025.

Any budget surplus was agreed to be transferred to the strike fund.

4.3 2024-2025 & 2025-2026 Budget

This item is postponed to the next in-person meeting.

5. Labour Relations

The union advisors introduced the item.

Nadim Fares' Report

Since our last meeting there were a few proceedings. One was negotiating in Bad Faith. The FSE asked us to mandate the CSQ to plead the case. If CSQ invoices us, we could ask the federation to pay since they are the ones that asked us to hand off the file.

We filed a proceeding for obstruction relating to Elephant Thoughts and the other is more general and relating to the lack of responses from the CSB. They are scheduled to be heard in November. At the same time, we filed a proceeding to force and execution of a transaction.

We also had to close one of our files from 2023 against the lack of their follow ups during grievances, etc. They did not think it would be advantageous to continue with the matter.

KSB: Nadim is feeling a change of attitude in general.

Member's Defense Policy: Nadim Fares shared that he believes it's appropriate to suggest (to make sure people understand the service they offer is not mandatory to use it) we establish some rules. Some people know if they do not cooperate, they will not have the support of the advisors.

Eric Demers report

He shared that with regard to the CSB there were files that came in over the summer (and some that went on over the summer). The member can choose

who they want to represent (had a language issue that the delegate could not be used). They were not respecting disciplinary measures process. These meetings can be very long, arduous, and never taken into account when passing down the disciplinary measure. A parent complains and the issue becomes paramount to discipline the teacher in some way.

In Kativik many of the issues were solved over the summer break. Really clear improvement with Labour Relations with KSB. The relationship has become more collaborative. There were some huge improvements with Health & Safety. They are not approaching it like they used to (very confrontational).

Guillaume Lajeunesse says since a new person has taken over, it's become very democratic, and communicative.

Emile Tremblay explained that summer payroll caused a lot of problem. The main issue was the lack of communication and the wording of their email. The CSB extended the summer payroll (which total 30 days). The calculations were challenged and proved to be correct. The memo was sent last minute to the members, it was unclear and had errors, and this created a lot of confusion.

Matthew Dixon commented they did consult the board committee, but it was very vague. It got buried by other issues (Cree Grade 1). The union will share feelings at the next board committee meeting.

We received notices by members that their sick leave claims are not being respected. The Collective Agreement implies medical treatment (medication, psychotherapy), or it will be denied by the school board (both KSB and CSB).

Catherine Huart's report

Issue with lack of consultation, complaint about obstruction was filed and will be heard Sept. 30. Retirement agreement was renewed in the south, and she is waiting for confirmation it was renewed by KSB. Scarcity agreement means teachers get 30% more when doing substitute periods (because it is hard to get subs). We could check to see if the CSB was be interested in signing a retirement agreement and a scarcity agreement.

She suggests we create an employee handbook that could be shared with new members and include health and safety issue. Matthew Dixon highlighted the importance of specifics. Tracey Fisher asked if KI has a handbook.

Emile Tremblay shared that Catherine Huart, Eric Demers and himself came to an agreement on how best to serve the members. They propose breaking up the workload based on certain criteria. He presented a breakdown of which communities and areas of focus each advisor would take. A memo was prepared outlining who to contact (and for what reason). The memo also asks for specific

information to be shared with the advisor so they can understand the specifics regarding the issue. This way, delegates can say to the members this is the person they need to contact. Eric Demers indicated the main issue was the incoming flow, this will help to clear up any issues with knowing who does what.

6. OHS

Éric Demers introduced the item.

- Housing violence/vandalism
- Cracks in the stairwell
- Retaliation
- Right of Refusal

He indicated during the inland tour, they were expecting some things, but when they bring you for health and safety, and some things they didn't realize were health and safety (like violence). It started a bigger conversation. This is very positive because people are starting to understand that it's something they can act on and that's why they are starting to talk about it. It was taboo and the mountain was too high to try and climb. People are now becoming aware there are steps they can take, but there is a lot of education needed for members directly. Specifically, on what can be tackled and how to implement plans.

Matthew Dixon is very happy the H&S reps are ready to go (more than last year). Guillaume Lajeunesse is glad as well that things are improving but he's frustrated in previous years it was not improving. He's happy to see people are interested in the position, the only thing that lacks is the lack of training--but people want it.

One thing we need to push on is the violence in the school, the disrespect (verbal violence), and recognize it is also an issue for support staff. They are not second class--it is not just the teacher's job to deal with.

The good news is that the list is getting longer because we are more aware. Big crazy files have been opened, it feels like a wave of things, but they have been going on for many years.

An issue at the CSB is it is very difficult to have collaboration with the board and admin. They force us to be their subordinates. They want to supply training (which is great) but never consulted the AENQ. It is a shared responsibility.

At Kativik, everyone was "late to the game". They all agreed they were late in getting their committees together. They have 3 levels (local, regional H&S, and school board). They are suggesting having local committee (supplied with good tools and information) and be centered around sectors. The 3rd level (School board) there would be 5 reps of working and 5 admin, it's still tentative. Eric

Demers would be there and two people from HR. The third level would bring the file to the last step of conclusion. It is goal oriented. There was a very positive rollout. If it goes well, we will have an example to share with other schools.

We need to remember that it's new. Very little prevent and structure was in place for education.

Members need to understand that these things take time (people have work they need to do that is not just H&S), and to report concerns and issues ASAP.

7. Negotiations

7.1 AENQ Sectoral

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

Larry Imbeault asked where we are with are four tables and our legal recourses.

Emile Tremblay

S9: Collective Agreement they will meet to put their comments together to send them to the employer.

S8: the comments were sent but they are still waiting to hear from the employer. Nothing major in the Collective Agreement, except they do not agree with the rent rate adjustment. They are currently waiting to hear back.

Catherine Huart

E3: the revision of the project was completed in June. We disagreed on 3 points (the amount of rent, the appendix on workload, and the date for submitting the report for the arbitration committee). The AENQ filed a complaint for bargaining in bad faith, and the hearing date is November 6. We hope to move things along before that. The ministry is very reluctant to put pressure on the CSB.

E4: received the proposed Collective Agreement last Friday and will try and complete the review process ASAP. Should be faster. There is a disagreement on the rent amount.

Normally, it is 6-8 months after the agreement in principal that the agreement is signed. Tarek Khazen thinks we need to do something for mobilization to encourage the signing to take place. He asked for everyone to share their thoughts.

Catherine Huart tried to pressure, they convened employer, and submitted bad faith complaint. The union has been doing things. In terms of mobilization, maybe consult with Nadim Fares to ensure it doesn't play against their plans.

Matthew Dixon concerned about the Nov. 6 date because they told the members at the inland visits that this would be resolved within days and weeks not months. He agrees with Tarek Khazen. Nadim Fares reiterated that the union has been working and putting pressure on the employer. They are also putting some political pressure. We need to be sure we're not breaking any laws in whatever we decide for teachers (no illegal strike action). Matthew Dixon feels that members are ready to assist, but how do we do that legally?

Larry Imbeault asked if the allocations for food transportation was still being applied to employee paychecks, and if the amount had been increased since 2023. Matthew Dixon checked his stub and said it was there. Verifications need to be done for the four sectors.

7.2 Assessment

Larry Imbeault introduced the item.

An assessment will be done once all collective agreements are signed.

8. Consolidation Tour

Larry Imbeault introduced the item.

Next week the tour heads to Opitciwan. They did the Cree inland tour a couple of weeks ago. Larry Imbeault would like to know how to improve the consolidation tour. The Ungava Tour might take place in January (Tarek Khazen will do one week, and Larry Imbeault will do another). Tracey Fisher will get back to Larry Imbeault about her availability for joining the tour. Guillaume Lajeunesse offered to host anyone requiring shelter.

Matthew Dixon reiterated that seeing people and being seen is very invaluable.

Sarah Adams had a question about what the attendance of members was like on the tours. Did members come out, and participate, and were there any challenges? Larry Imbeault said in Mistissini they thought there would be more. But overall it was a good turnout. When they discussed the violence, the focus was on student violence, but violence comes from not only students, but also admin, colleagues, parents. Paul Washipabano said the Mistissini tour in previous years it was bad, but this time it was welcoming and people were happy to see us. He too felt it was a good tour. Maybe try to encourage more people to come to the meeting.

Paul Washipabano asked if we could include Whapmagoostui in the tour when they go to Kuujjuaraapik. Larry Imbeault also suggested meeting with members in the Montreal offices (CSB & KSB and the warehouse (KSB).

Guillaume Lajeunesse reminded everyone that there are realities of travelling in the north--like the weather. The weather in January can suddenly change without notice. It is good to have a plan B. Double check the hotel bookings to ensure there is space.

It makes a difference for members to see the Executive in the community that they can speak to directly to members. Matthew Dixon felt a winning strategy was letting members talk. There were questions (about parent intimidation), but in Oujé-Bougoumou it was about violence and aggression from students. Each place shared how unique they were. Waswanipi was a tough crowd because they were frustrated and upset about the situation there. They voiced their concerns and frustration. Mistissini had a bad turnout for the size of the community. Usually, they show up if they're angry. The head office is also intertwined with the work culture. That influence is very noticeable. There is also some "union fatigue". He also stressed that we need to go to Whapmagoostui and see the school and meet with members there.

9. Website

Tarek Khazen introduced the item.

He met with CSQ IT person to get help with the website. They suggested we move the website under the CSQ. It would be free and we would just give them our info to include on the site.

Larry Imbeault asked if it was possible to keep our domain but have it direct members to the new website. Tarek Khazen indicated the address would be slightly different, but the benefits of having free support would be worth considering. Matthew Dixon believes the redirect wouldn't cost that much. And would be something visible for people to understand what has happened to the site.

Sarah Adams indicated that when she searches she types AENQ. So as long as the link has AENQ in it, people shouldn't have an issue connecting to the "new website".

Matthew Dixon would like to be involved and trained to update the website. He suggests putting the Facebook link on the site while the website is transferred so people can still receive support.

Eric Demers suggested we wait because of website governance to ensure we are independent of the rules governing the CSQ.

Motion 4

Tarek Khazen proposed, Paul Washipabano seconded

THAT We go ahead with the updating of our website with the new platform and that the AENQ website be hosted by the CSQ.

UNANIMOUSLY ADOPTED

10. Adoption of Previous Minutes

Larry Imbeault introduced the item.

Work remain to be done on the 2425CPEV-20 minutes before we can adopt them.

Motion 5

Sarah Adams proposed, Tarek Khazen seconded

THAT We adopt the 2526CEPV-01 & 02 minutes as corrected.

UNANIMOUSLY ADOPTED

11. Follow-up

Larry Imbeault introduced the item.

- The pamphlet remains to be done;
- All other items are on the agenda.

12. Internal Affairs

12.1 2026 Congress

Larry Imbeault introduced the item.

Karine Nantel, FSE vice-president, will assist on Saturday.

We still have not found an artist for the dinner. We still have to work on the agenda. We will do an homage to a person (give prizes to people who have been in the union a long time). We need to find some art to give as a token of appreciation.

The Cree artist Jimmy Tim Whiskeychan was suggested and Sarah Adams indicated she will contact, Larry Imbeault suggested an Inuk artist (who is also a teacher) would also be important to contact. We also need to find out the names of delegates who have been with the AENQ for years (5, 15, 25). Nathaly Castonguay was asked to talk about François Beauchemin.

We need to work on the amendments to the bylaws and the priorities for the next mandate in November. Larry Imbeault needs to find someone to be president of the election committee. The previous never replied. We send pre-convocation in December. December 12th everyone will need to submit their activity report so it will be translated and ready to be shared with members at the Congress.

12.2 Action Plan

Tarek Khazen introduced the item.

Regarding Point #1-Larry Imbeault referred to the water issues. He asked if it could apply to all areas of the CSB and KSB regions. The issue is growing into other areas, not just in Nunavik.

Larry Imbeault suggested assistant delegates could attend the training online if we include that item in the bylaws.

Regarding Item #7-Training for Members of School Councils: at Kativik, Guillaume Lajeunesse does meetings (one English and one French). It's done online after working hours, and there are questions and lots of information shared. He does it with the President of the school council, and another member. The president then shares the information with the council.

Regarding Item #8-More sharing time for union delegates: Matthew Dixon indicated that there is a Facebook group, it was more active last year but have had no problems with people saying inappropriate things. Guillaume Lajeunesse not a fan of social media. There is always someone who derails and it becomes personal. Fights erupt. Personally he would encourage TEAMS instead of Messenger for sharing because it is more professional and less relaxed.

Regarding Item #9-Organisation of two in-person meeting of the Sector Councils, Matthew Dixon cautioned that he is cutting his liberation hours close and would prefer an online option.

Regarding Item #12-Grievances Settlements, members need to know that grievances are not public they are confidential.

Regarding Item #13-More frequent Meetings and Surveys with members, Consolidation tours, meetings, they are all in progress.

Regarding Item #14-Professional Development of Support Staff, Tarek Khazen will contact the support staff federation to get more documentation and more workshops and do the follow up with Tracey Fisher and Paul Washipabano.

Tarek Khazen proposed a professional and pedagogical committee and we put it in place and Tarek Khazen and 4 Sector Directors would sit on the committee.

Motion 6

Tarek Khazen proposed, Larry Imbeault seconded

THAT We put in place a professional and pedagogical committee and that the vice-president and the four sector directors sit on it.

UNANIMOUSLY ADOPTED

12.3 Participation Policy

Larry Imbeault introduced the item.

Amendments to the Participation Policy
1.1 Add at the end: "It applies to the AENQ members as well as to the AENQ staff members as long as this is provided for in their collective agreement."
1.5 Add at the end of the first sentence: unless the activity takes place outside regular working hours" and strike out the last sentence.
At 2.1, 2.2, 2.3, 2.4, the 2 places of the 2 nd paragraph of 2.7, 3.1, at the 2 places of 3.2, at the beginning of 3.4, 4.1, 6.2, 6.3, 7.2, 7.4, 7.5, 7.6, 8.1, 8.3, 9.4, 9.5, 9.6, 9.7, at the two places at 9.11, 10.01 a), 10.2, 11.2, 11.3, 13.1, replace "member" by "person"
At 2.7, first paragraph, replace the beginning by "All unnecessary expenses caused by the fault of the person..."
At 3.3, replace "Aboriginal" by "Indigenous".
Strike out 9.9.

Motion 7

Larry Imbeault proposed, Tarek Khazen seconded

THAT The participation policy be amended as discussed.

UNANIMOUSLY ADOPTED

Paul Washipabano has people asking for advances prior to the union training. The policy states we do not give advances for the union training. Advances have been given in the past. He feels like if people are asking for advances, it's because they need help.

Larry Imbeault wonders if we should remove the clause. It is more work for Danielle Joly. Also, two advances were given in the past, the two persons did not go to the activity and we were unable to recover the money.

Paul Washipabano proposed to allow an exception to give two members an advance on the amount required to attend the union training.

Motion 8

Paul Washipabano proposed, Larry Imbeault seconded

THAT Advances be given to the two persons who asked for one so they will be able to attend the in-person sector councils meeting and training.

UNANIMOUSLY ADOPTED

Tracey Fisher submitted her claim for the EC meeting of January past the 90-day deadline. She was not aware at that time she could claim expenses for the EC meeting.

Motion 9

Tracey Fisher proposed, Larry Imbeault seconded

THAT A derogation to the participation policy be allowed so that Tracey Fisher be reimbursed for her travel claim for the January 2025 EC meeting.

UNANIMOUSLY ADOPTED

Eric Demers submitted a claim 24 hours past the 90-day deadline.

Motion 10

Larry Imbeault proposed, Tarek Khazen seconded

THAT A derogation to the participation policy be allowed so that Éric Demers be reimbursed for his travel claim he submitted 24 hours pass the deadline.

UNANIMOUSLY ADOPTED

12.4 Union Training

Larry Imbeault introduced the item.

For the signature of the membership card, union delegates can be trained to do it in their communities.

The preparation is well underway, there are no issues.

Tracey Fisher has an assistant delegate. She is going as sector director, she would like her assistant delegate to go to the training as the delegate.

Matthew Dixon thinks the delegates are all set for the training, he just needs a Zoom link from Larry Imbeault for assistant delegates to log in.

Paul Washipabano asked if a union delegate could attend online if the assistant delegate was being sent (they are in town and would like to attend).

Matthew Dixon asked if assistants will be present online, if they do a board committee vote, do they have a vote as well? Tarek Khazen and Larry Imbeault stressed they cannot vote. The by-laws provide that only the Sector Council members, i.e. the union delegates, are the ones who vote.

12.5 Delegation to decision-making bodies

Larry Imbeault introduced the item.

Every year, we need to decide who goes to the decision-making bodies of the Centrale and federations.

The by-laws say the President and Vice President attend meetings when we can delegate more than one person, but they are entitled to a third person for the CSQ general council. Guillaume Lajeunesse went last year. He is still available. No one had an issue with this. Larry Imbeault asked for a substitute. Matthew Dixon offered. Everyone agreed.

Regarding FPSS federal council, Paul Washipabano asked if Tracey Fisher could be considered as a substitute as it is a valuable experience. Larry Imbeault would have Tracey Fisher as his substitute, and Tarek Khazen would have Paul Washipabano as his substitute. This would also apply to the Federal Council of the FSE: Guillaume Lajeunesse would be substitute for Larry Imbeault, and Matthew Dixon would be the substitute for Tarek Khazen.

Motion 11

Larry Imbeault proposed, Tarek Khazen seconded

THAT the following person be mandates to represent the AENQ at the decision-making bodies of the Centrale and Federations:

- General Council: Guillaume Lajeunesse as substitute;
- FPSS-FC: Larry Imbeault (Tracey Fisher as substitute) and Tarek Khazen (Paul Washipabano as substitute);
- FSE-FC: Larry Imbeault (Guillaume Lajeunesse as substitute) and Tarek Khazen (Matthew Dixon as substitute);
- FIPEQ decision-making bodies: Larry Imbeault (Tarek Khazen as substitute);
- CIN: Larry Imbeault (Tarek Khazen as substitute).

UNANIMOUSLY ADOPTED

13. EC Members Activities Reports

Larry Imbeault's Report

May 22, 2025 – CSS-FIPEQ (he left early so he could attend the general assemblies of Puvirnituk and Ville St-Laurent online)

- Follow-up on Bill 6
- Bill 100
- Certifications
- Group Insurance and Unions leaves allocations
- Follow-up on local negotiations
- Financial Statements

May 28 to 30, 2025 CG-CSQ :
See Guillaume Lajeunesse report.

June 10 to 12, 2025 –FIPEQ Congress:

- The 40 years of the FIPEQ (Lorraine Pagé & Louise Chabot).
- Orientations.
- By-laws and regulations.
- Conference on the realities of the Great North (Larry Imbeault).
- Discussion panel: Jacques Landry, Éric Gingras, and Stéphane Laporte.
- Conference on Norway.

June 13, 2025 – CF-FSE.
See Tarek Khazen report.

August 25 to 29, 2025: Consolidation Tour – Inland CSB.

Tarek Khazen's Report

FSE-FC June 11, 12, and 13, 2025 Hôtel du Domaine (Theford Mines).
Bill 100 – Act respecting the negotiation and determination of terms and conditions of employment requiring national coordination, particularly in the public and parapublic sectors.

Retiree and Shortage Agreements: the federal council agrees
Agrees to renew the Retirees Agreement for 2025–2026 according to the terms and conditions set out in document A2425-CF-083, provided that a minimum of \$10 million is set aside for one or more measures related to support, mentoring, and training for staff entering the workforce.
Agrees that the decision related to the second proposal will not appear in the minutes or the record of decisions until the Retirees Agreement is renewed, for reasons of confidentiality related to strategy.

Professional and educational offensive – Review of the various surveys conducted this year on the evaluation of learning, the mass integration of students with special needs (EHDAA), violence and incivility, and the use of screens in teaching. The AENQ participated in all four surveys with a satisfactory response rate.

Priorities for the 2023-2026 triennium – 2024-2025 Activity Report: The Federal Council adopted the 2024-2025 update of the priorities for the 2023-2026 triennium as presented in document A2425-CF-075.

Evolution and future of Ed – fan des profs: The FC has decided on the evolution and future of Ed – fan des profs as a communication tool for the FSE-CSQ. Ultimately, the FC would like to see Ed return.

Professional order – Presentation plan: During the fall of 2025, the FSE has scheduled three different occasions to discuss the professional order. It will begin with a detailed presentation of what a professional order is, based on the plan that was presented to us. It will then invite specialists on the subject who can testify to how a professional order works. Finally, in a third stage, we will assess the relevance of taking new positions on this issue. To be continued!

Strengthening the collaboration between the FSE and the FPPE: Since January 2025, a collaboration between the FSE and the FPPE has been underway. The two federations had expressed a common interest in working together on certain issues. This desire for collaboration was also encouraged by the president of the Centrale. Both federations have been made aware of the significant challenges associated with collaboration between stakeholders and are conscious of the issues that have arisen in the past, as well as the communication challenges that still exist in certain circles between the two employment groups. This is why the two federations have decided to undertake this joint effort, which aims to improve collaborative practices in schools and centers.

Executive Committee Elections – Second Vice-President and Second Advisor Positions: The FSE Executive Committee will be composed of the following members for the 2025-2026 year, effective July 1, 2025:

- Richard Bergevin (President)
- Karine Nantel (1st Vice-president)
- Jean-François Gaumont (2nd Vice-president)
- Natacha Banchet (1st councillor)
- Martine Provost (2nd councillor)

Guillaume Lajeunesse 's Report

CG Manoir St-Sauveur May 28th, 2025

- During his opening remarks at the GC, CSQ President Éric Gingras took the opportunity to congratulate the AENQ for obtaining the E4 and S9 tentative agreements, finally bringing an end to the lengthy negotiations with the Kativik School Board. However, challenges remain in drafting and signing all the agreements, both in Kativik and Cree.
- Special mention was made of the 30th anniversary of the partnership with the Fonds de Solidarité FTQ.
- Strike fund: The CSQ is considering the possible establishment of a strike fund. The subject is controversial among CG members and opinions are divided. During a speech by Larry, he raised the possibility that people, knowing that a strike fund is available at the CSQ level, could vote in favor of a strike for the wrong reasons. He also pointed out that the AENQ already has a local strike fund in place and that it is therefore redundant for its members to contribute to a second one. Our union percentage is 2%, so they would have to increase it. If they do set up a strike fund, we would contribute. We should have the option to opt out of the CSQ strike fund. Our strike fund is healthy: it would be a loss of autonomy as we could not control the amount given to members.
- AI: Several senior MES officials have noted the rise of AI in education networks and highlighted the challenges posed by advances in artificial intelligence. However, it should be noted that AI can serve the common good/digital sovereignty. A work plan for the development of AI training is currently being developed.
- Among the general concerns noted is the phenomenon of diversity, which currently affects all students in Quebec and warrants further consultation with regard to First Nations youth (as well as young immigrants).
- Research on electronic surveillance in the workplace raises concerns about the confidentiality of data and documents.

- Housing crisis: The work plan was presented, but the data only goes up to 2022. Tarek spoke up to address the issues affecting our members' communities and asked that these realities be included in the action plan. The CSQ executive says it has already begun collecting data to this end.
- Bill 89: The executive noted that Bill 89 was passed and will come into effect six months later.
- Bill 97: The modernization of public forest management in new areas disregards the rights of First Nations. The union therefore voted to support the Indigenous communities affected by this bill. Larry went to see the delegation.
- Employer Code of Ethics: The need for establishments to adopt a code of ethics is discussed. On the AENQ side, we note that such a code has long been in place at CSC and Kativik.
- Improved communications: An action plan for affiliates is underway; update email communications to affiliated unions.

14. Personnel Management

14.1 AENQ-SEESOCQ Negotiations

September 3, negotiations started with the filing of the union's demands. They want to negotiate by principal. The demands are vague.

It is now our turn to make the demands. Larry Imbeault and Tarek Khazen will work on a proposal for negotiations and present it at a later date.

14.2 Supernumerary

Françoise O'Reilly will take 2 days off per week until November 11 for personal reasons. She asked if we could hire Linda Lepine to replace her during her absences.

Motion 12

Larry Imbeault proposed, Guillaume Lajeunesse seconded

THAT the president be mandated to offer a replacement contract to Linda Lépine to replace Françoise O'Reilly during her absences, starting as soon as everything is in place for her to work, and until November 11.

UNANIMOUSLY ADOPTED

14.3 Work Atmosphere

Larry Imbeault introduced the item.

Considering the level of sensitivity of the subject, no details are written in the present minutes.

14.4 Union Advisor Participation at the EC Meetings

Larry Imbeault introduced the item.

Catherine Huart would like the union advisors to assist to the complete Executive Committee meeting. There is a consensus among the EC members that the current practice is sufficient.

15. Miscellaneous

15.1 Mouvement ACTES

Guillaume Lajeunesse introduced the item.

Fundings are available until October 19th. The Mouvement ACTES representatives in the communities need to sign up their school. They have to come up with the projects and a way to get the fundings. Marie-Julie Laniel-Corriveau is the ACTES representative for Cree schools.

15.2 Youth Committee

Guillaume Lajeunesse introduced the item.

There is now a complete Youth Committee. One member is currently on maternity leave, however she is available to attend meetings if required. The committee will meet via TEAMS and meet in person once a year. Guillaume wants to set up an agenda and have the first meeting. The main objectives have not been set (he was able to secure the final member last week). Once the agenda is set, he will submit an update.

Guillaume proposes making nominations for the Youth Committee.

Motion 13

Guillaume Lajeunesse proposed, Tarek Khazen seconded

THAT the following persons be nominated as Youth Committee members:

- Trevor Cooper (Cree)

- Isaac Weatherhead (Eeyou Istchee non-Cree rep)
- Raphael Boulerice (Nunavik non-inuit rep)
- Ayaana Berthe (Inuit rep)

UNANIMOUSLY ADOPTED

16. Adjournment

Motion 14

Larry Imbeault proposed, Tarek Khazen seconded

THAT the meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Sarah Adams
Secretary-Treasurer

Appendix

1. Présentation et adoption de l'ordre du jour / Presentation and Adoption of the Agenda	Sarah Adams
2. Vie de secteur / Sector Life 2.1 Enseignants CSK / KSB Teachers 2.2 Enseignants CSC / CSB Teachers 2.3 Soutien CSC / CSB Support Staff 2.4 Soutien CSK / KSB Support Staff 2.5 CPE / Childcare Centers 2.6 Écoles de conseil de bande / Band Council Schools	Guillaume Lajeunesse Matthew Dixon Paul Washipabano Tracey Fisher Larry Imbeault Larry Imbeault
3. Syndicalisation / Unionization	Larry Imbeault
4. Membership & Finances 4.1 Adoption nouveaux membres / Adoption of New Members 4.2 États financiers / Financial Statements 4.3 Budget 2024-2025 & 2025-2026 Budget	Danielle Joly Danielle Joly Membres du CE / EC Members
5. Relations de travail / Labour Relations	Personnel conseil / Union Advisors
6. SST / OHS	Éric Demers
7. Négociations / Negotiations 7.1 Sectorielles AENQ Sectoral 7.2 Bilan / Assessment	Émile Tremblay Catherine Huart Larry Imbeault Larry Imbeault
8. Tournée de consolidation / Consolidation Tour	Larry Imbeault
9. Site internet / Website	Tarek Khazen
10. Adoption des procès-verbaux précédents / Adoption of Previous Minutes	Sarah Adams
11. Suivi / Follow-up	Larry Imbeault
12. Affaires internes / Internal Affairs 12.1 Congrès 2026 Congress (artiste, ODJ provisoire) 12.2 Plan d'action / Action Plan 12.3 Politique de participation / Participation Policy 12.4 Formations syndicales / Union Training 12.5 Delegation aux instances / Delagtion to decision-making bodies	Larry Imbeault Tarek Khazen Larry Imbeault Larry Imbeault Larry Imbeault
13. Rapport d'activités des membres du CE / EC Members Activities Reports	Membres du CE EC Members
14. Gestion du personnel / Gestion du personnel 14.1 Négociations AENQ-SEESOCQ Négociations 14.2 Surnuméraire / Surnuméraire 14.3 Climat de travail / Work Climate 14.4 Participation du personnel conseil aux réunions du CE / Union Advisors Participation to EC Meetings	Larry Imbeault Larry Imbeault Larry Imbeault Larry Imbeault
15. Varia / Miscellaneous	

15.1 Mouvement ACTES	Guillaume Lajeunesse
15.2 Comité des Jeunes / Youth Committee	Guillaume Lajeunesse
16. Levée de l'assemblée / Adjournment	