

The main disputes and grievances are presented. Due to the confidential nature of the cases, no details are recorded in the minutes.

3. Sector Life

3.1 KSB Support Staff

Larry Imbeault introduced the item.

On Friday, KSB will announce to its Montreal employees that they will soon have to go back to work at the head office. The latter are worried because of the numerous safety and sanitation problems. Among other things, homeless people sleep in the entrance hall of the building at night, air conditioning does not work in a few offices and some toilets are out of order. The CNESST as well as the AENQ union advisors have been informed of this situation.

3.2 KSB Teachers

Daniel Charest introduced the item.

Period: from May 18 to September 8, 2021

SECTOR

- Teacher evaluation (first year of teaching);
- International Education Survey (French);
- Consent to disclosure of union information by KSB;
- Salary scale;
- Teacher shortage;
- Message and payments from strike fund E4 \$65 (continued);
- Message and payment of compensatory amounts E4 \$200 (continued);
- VT: Teacher's breach of contract;
- GAE: lack of information from KSB on job opening, theft, accompaniment to disciplinary meeting and resignation;
- Transfer of the President's message: start of the school year 2021-2022;
- Forwarding of the Nego Newsletter No. 14: July 2;
- Elections (see list of E4 delegates).

PROBLEMS IN COMMUNITIES

- Akulivik: accompanying a member (delegate's role) on bereavement leave;
- Kangirsuk: dental insurance;
- Inukjuak: water supply problem, unofficial policy of the 4th day without water at teachers' homes;
- Aupaluk: difficult relationship with the principal, information regarding the school council and role of the delegate;
- Puvirnituq: house 665-1, parental rights, salary cut (quarantine) vs. medical condition, CNESST special case;

- Kangiqsujuaq: school renovations and delay in going back to school, a management plan to be defined; request for information vs. agreement in principle (negotiations), interactions between union representatives;
- Kangiqsualujjuaq: quarantine rules (2nd dose of vaccine vs. pedagogical days), broken-down water delivery trucks;
- Umiujaq: furniture storage, social media issues, resignations;
- Quaqlaq: dysfunctional school council, lack of follow-up by the acting principal (difficult students), coordinates for \$65 payment, teachers' departure;
- Salluit: record of employment vs. QPIP, school opening;
- Kuujjuaq: Culture classes (student ratio), refusal by the management to translate comments into French (GA), defamatory information; stolen or lost objects, suspension of a teacher;
- Kuujjuaq (Pitakallak): professional integration resource.

KSB

- AENQ participation at KSB orientation week, virtual conference between Tarek Khazen, Daniel Charest and new teachers: August 6;
- Application for university internships, UQTR;
- Disciplinary meeting, GAE member: August 23;
- Virtual meeting with Stéphane Plante (students with special needs): August 31.

3.3 CSB Teachers

Luc Lefebvre introduced the item.

During my summer holiday abroad, I received several phone calls about strike day reimbursements. I asked Danielle Jolly to provide me with a list of teachers in each community who have not received their strike cheques.

August 2021:

- Communications with outgoing delegates on the holding of elections;
- Sending documents related to elections in each school;
- Problems with the elected delegates in Mistissini (primary school) and in Chisasibi; the situation has finally been resolved in Chisasibi;
- In search of a delegate for VT;
- Three attempts to meet with the School Board Committee, still waiting for an answer.

3.4 CSB Support Staff

Paul Washipabano introduced the item.

- I held a meeting with the IT department technicians about working conditions, excessive workload, lack of training and communication, etc. As a result of this meeting, Emma Dallas created a survey which I sent to all the IT technicians; I will be following up with the LRC shortly.
- I was in contact quite often with Ed Services in Chisasibi on issues related to the difficult work environment.

- I did some more follow-ups on the strike-day cheques and also on the elections of new delegates.

3.5 Childcare Centers

Emma Dallas introduced the item.

In Ouje-Bougoumou, there is a high turnover of employees. There is also a lot of frustration among the staff. The situation is not improving, nothing is working, especially in terms of student ratios and age groups.

In Nemaska, the situation is not moving either. The delegate is on sick leave; however, she communicates with the union advisors from time to time.

3.6 Band Council Schools

Zéni Andrade introduced the item.

In the band council schools, nothing is progressing. The situation is very chaotic.

In Wemotaci, a collective agreement should be signed in December.

In Opitciwan, there is a severe shortage of teachers. Parents and local authorities have denounced this situation. A campaign was organized in the community to find a solution.

4. Adoption of Previous Minutes of Meetings

Djibril Niang introduced the item.

Motion 2

It was moved by Djibril Niang and seconded by Larry Imbeault

THAT The minutes of meetings 2021CEPV-21 to 2021CEPV-25 be adopted as corrected.

UNANIMOUSLY ADOPTED

5. Follow-up

Larry Imbeault introduced the item.

All items are on the agenda.

6. EC Members Activity Report

Larry Imbeault and Tarek Khazen introduced the item.

❖ Larry Imbeault's Report:

May 26 and 27, 2021 - FPSS Federal Council (FC)

- Presentation of the budgetary rules for school service centres and Anglophone school boards;
- The next FPSS Congress will be held from June 17 to 19, 2022 at the Château Montebello;
- Discussion on adding an advisory resource;
- Presentation of the candidates to the CSQ-EC;
- 2020 pay equity and retention;
- Proposed regulation on daycare services;
- Beginning of the 2021-2022 school year, willingness on the part of the FPSS to have teaching assistants.

May 28, 2021 - Meeting with the CSQ on the pandemic

- Telework at the CSQ offices until September 15, 2021;
- The CSQ is preparing a return-to-work plan;
- Logistical constraints, particularly in the area of IT services;
- Teleworking will no longer be mandatory as of June 28, 2021;
- Continuation of existing measures;
- The next meeting of the CSQ Telework Committee will be held on August 27, 2021.

May 31, 2021 - Northern Negotiations Coordination Committee (NNCC) Meeting

- Status of negotiations at the 6 Northern tables, with emphasis on coordinated issues.

June 1, 2021 - FPSS Federal Negotiations Council (FNC)

- Decision to suspend the strike planned in the South on June 3, 2021;
- A communication plan must be developed by the federation.

June 4, 2021 - General Negotiations Council (GNC) Meeting

- Report of the Coordination Committee on Action in Mobilization and Communication;
- Report of the Sectoral Negotiations Coordination Committee;
- Report of the Sectoral Negotiations Coordination Committee (perspectives).

June 7, 2021 - NNCC Meeting

- Status of negotiations at the 6 Northern tables, with emphasis on coordinated issues;
- Discussions on special leaves and regional disparities.

June 8, 2021 - CSQ-FSE-FPSS-AENQ meeting on the "CSQ Sectoral Group"

- The AENQ is staying the course, it wants to be recognized as a sectoral group. The CSQ and the federations are against it. Alternatives are proposed. The group is challenging the AENQ president's assertions;
- The AENQ will propose new operating rules to the federations;
- According to the CSQ and the federations, the agreement on the sharing of matters concluded in 2009 is fitting.

June 10, 2021 - CSQ-FSE-FPSS-AENQ meeting on the "CSQ Sectoral Group"

- Continuation of discussions that took place on June 8, 2021.

June 14, 2021 - NNCC Meeting

- Status of negotiations at the 6 Northern tables, with emphasis on coordinated issues;
- Discussions on special leaves.

June 16, 2021 - CSQ-FSE-FPSS-AENQ meeting on the "CSQ Sectoral Group"

- Discussions on the operating rules submitted by the AENQ President. The CSQ President asked for 2 modifications, which were accepted. The federations agreed with these modified operating rules;
- IC (Intersectoral Council) members have been informed of the new developments and consulted on the AENQ's wish to sit on the INC. The idea is gaining ground among the members even if some are still reluctant;
- Those present at the meeting would agree to have the AENQ sit on the INC and endorse the idea;
- A letter of commitment will be drawn up and signed by the 4 parties;
- At the CSQ congress, the AENQ will announce that it relinquishes certain amendments to the CSQ statutes, but that it maintains the amendment providing for the AENQ to sit on the INC.

June 21, 2021 - NNCC Meeting

- Status of negotiations at the 6 Northern tables, with emphasis on coordinated issues.

June 25, 2021 - GNC Meeting

- Intersectoral negotiations: almost all the issues are settled (salary, lump sum, regional disparities (tax prejudice & sectors), parental rights and retirement, overall health, salary insurance, skilled workers, health insurance (to be finalized));
- Federations' grievances on the new pay structure as of April 2, 2019, will be heard, if they so desire;
- All sectoral tables have agreements in principle, except for the six Northern tables.

June 28 to 30, 2021 - CSQ Congress

- Adoption of the amendments to the CSQ statutes. The AENQ had the statutes amended in order to sit on the INC.

- The members of the CSQ-EC were elected. New president: Mr. Éric Gingras, former president of the Syndicat de Champlain.

June 29, 2021 - Intersectoral Negotiating Council (INC) meeting

- State of affairs at the intersectoral negotiations;
- The CSQ went as far as it could;
- The INC will recommend that the GNC accept the tentative agreement reached at the central table;
- The INC will also recommend to the GNC that general meetings to vote on the agreement in principle be held so that the results can be sent to the Centrale by September 30.

June 30, 2021 – GNC Meeting

- Adoption of the agreement in principle;
- The general assemblies to vote on the agreement in principle will have to be held in the communities so that the results can be sent to the Centrale by September 30.

July 2, 2021 - CSQ Meeting on Telework

- Return to work in person in the fall, but not before September 15. Office work will not be on a full-time basis.

August 30, 2021 - CSQ Meeting on Telework

- Telework shall continue until the Christmas holidays. The information shall not be released to the employees of the Centrale before September 10, 2021;
- It will then be possible to ask employees to perform some work in person.

September 8, 2021 - NNCC Meeting

- To date, negotiations have resumed at four of the six Northern tables;
- Management is not at all willing to increase the financial framework;
- There is no significant progress at the tables;
- Negotiations have resumed at the other two Northern tables on September 15 for E4 and September 17 for E3;
- Mobilization must be revived and the possibility of a political intervention should be considered.

September 9, 2021 - Intersectoral Negotiating Council (INC) meeting

- The topics covered mainly concern intersectoral negotiation (consultation, alliances, development, coordination, assessment, etc.). A report on the coordination of sectoral negotiations is also presented. Given the confidentiality of the subjects, no details can be written in these minutes.

7. Internal Management

7.1 Financial Statements

Djibril Niang introduced the item.

Motion 3

It was moved by Djibril Niang and seconded by Larry Imbeault

THAT The Executive Committee receive the financial statements as at August 31, 2021, subject to certain verifications.

UNANIMOUSLY ADOPTED

7.2 2020-2021 Budget

Djibril Niang introduced the item.

Motion 4

It was moved by Djibril Niang and seconded by Larry Imbeault

THAT The amendments to the 2020-2021 budget be adopted.

UNANIMOUSLY ADOPTED

7.3 2021-2022 Budget

This item was deferred to a future meeting.

7.4 Membership

This item was deferred to a future meeting.

7.5 AENQ 50th Anniversary

The members of the AENQ 50th Anniversary Committee introduced the item.

A dozen testimonials to be compiled into a 50th-anniversary booklet was received. Other firsthand accounts are expected shortly. Tarek Khazen has contacted resources at the Centrale regarding sponsorships. Many exchanges are taking place between EC members.

7.6 Staff Management

Larry Imbeault introduced the item.

- LRC meeting to take place on September 13;
- Follow-up on the situation between employees;
- Communication issues with some office staff.

7.7 AENQ Participation and Representation at Decision-Making Bodies

Larry Imbeault introduced the item.

Who will represent the AENQ at the federations decision-making bodies?

The by-laws stipulate that the president and the vice-president are to represent the AENQ at CSQ meetings when 2 persons can be delegated. Consequently, they will be the ones who attend the meetings of the CSQ General Council (GC). Can there be substitutes?

In-person meetings will be held at the end of September for the INC Study Committee and at the end of October for the CSQ-GC. However, the AENQ-EC has decided to postpone for now its own in-person meetings (EC and annual face-to-face training/sector councils). Sending EC members to the INC and GC meetings would go against this decision. The President asked whether the INC meeting would be held in hybrid mode. This is not planned for the GC, which is to bring together more than 200 people in Saint-Sauveur.

Motion 5

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT Daniel Charest be appointed as substitute to the General Council of the CSQ for the school year 2021-2022.

UNANIMOUSLY ADOPTED

Motion 6

It was moved by Larry Imbeault and seconded by Paul Washipabano

THAT Tarek Khazen be appointed as substitute to the CSQ Intersectoral Negotiations Council for the school year 2021-2022.

UNANIMOUSLY ADOPTED

Motion 7

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT In accordance with clause 17.02 v) of the AENQ By-laws, the Executive Committee mandates the following persons to represent the AENQ for the 2021-2022 school year:

- the President and the Vice-President to the decision-making bodies of the FPSS (substitute: Paul Washipabano);
- the President and the Vice-President to the decision-making bodies of the FSE (substitute: Luc Lefebvre);
- the President to the decision-making bodies of the FIPEQ.

UNANIMOUSLY ADOPTED

7.8 Union Training

Larry Imbeault introduced the item.

The decision to postpone the fall 2021 annual training sessions has already been made. Should we offer early training for new delegates? After a brief exchange, the members of the Executive Committee have decided that it is indeed necessary to offer initial training to new delegates.

7.9 Membership Form

Daniel Charest introduced the item.

He proposed to set up an online registration system where members would each be responsible for duly filling in their own membership form. The EC members discussed this item without making a formal decision.

7.10 Sector Director Mandate – Childcare Centers and Band Council Schools

Larry Imbeault introduced the item.

Motion 8

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT In accordance with clause 18.10 D) of the AENQ By-Laws, the mandates of Sector Director for Childcare Centers and for Band Council Schools be vested in the President for the 2021-2022 school year.

UNANIMOUSLY ADOPTED

8. AENQ Congress

8.1 Amendments to the By-laws

Larry Imbeault introduced the item.

EC members welcomed the proposals to be amended he drafted. He will push ahead with his work.

8.2 Social Event

Daniel Charest introduced the item.

He will follow up on the artist who would be invited to the social evening of the next AENQ congress. At the moment, it is not easy to find an entertainer.

8.3 Others

Larry Imbeault introduced the item.

The draft agenda was presented to the EC members.

9. 2020 Negotiations

9.1 Sectoral

François Beauchemin and Larry Imbeault introduced the item.

Sectoral negotiations are progressing and the final texts of the new national collective agreement (E1) are still awaiting completion. The matter of regional disparities is still not resolved, notably the issue of the 4th outing. In François Beauchemin's opinion, there is no prospect of an agreement since the financial framework has not changed. Larry Imbeault added that they will return to the negotiating table shortly. The fact remains that the employers' side shows no willingness to finalize the negotiations.

Motion 9

Considering the difficulties in issuing compensation cheques following the strike day in April 2021 and despite the decision taken by the Executive Committee in December 2020;

It was moved by Luc Lefebvre and seconded by Daniel Charest

THAT Any member of an affected bargaining unit who participated in the activities scheduled on the strike day and has not yet received a cheque, even if not necessarily a member in good standing as defined in the by-laws, be entitled to the strike fund compensation.

UNANIMOUSLY ADOPTED

Motion 10

Considering the clear mandate obtained from the members for a strike of up to 5 days;

Considering the state of the current sectoral negotiations;

It was moved by Daniel Charest and seconded by Tarek Khazen

THAT To qualify for the strike fund on any additional strike day, any member of a bargaining unit concerned must participate in the scheduled activities without necessarily being a member in good standing as defined in the by-laws. In addition, compensation is set at \$130 per additional strike day.

UNANIMOUSLY ADOPTED

9.2 Intersectoral

Larry Imbeault introduced the item.

At the GNC meeting that took place on June 30, 2021, it was decided that general assemblies must be held to vote on the intersectoral regulation. The results shall be sent to the CSQ Office by September 30, 2021.

9.3 Action-mobilization

Tarek Khazen introduced the item.

- Order of buttons in all 4 languages and sector councils for the time being;
- For E3, the sector council meeting will take place on September 23, 2021, at 6:30 pm;
- For E4, the sector council meeting will be held on September 23, 2021, at 7:30 pm;
- For S8, the meeting will take place on September 22, 2021, at 7 pm.

10. ACTES Movement

Daniel Charest introduced the item.

There are no activities planned at the moment. Daniel Charest will follow up but it is difficult with the current health crisis.

11. Next Meeting

Motion 11

It was moved by Larry Imbeault and seconded by Djibril Niang
THAT The next meeting of the Executive Committee be held in person, if possible, on November 17, 18 and 19, 2021.

UNANIMOUSLY ADOPTED

12. Meeting Adjournment

Motion 12

It was moved by Larry Imbeault and seconded by Djibril Niang

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Djibril Niang
Secretary-Treasurer

Appendix 1

Sujet / Subject	I-E-D	Qui / Who
1. Présentation et adoption de l'ODJ / Presentation and Adoption of the Agenda	I-E-D	Djibril Niang
2. Relations de travail / Labour Relations	I-E	Personnel conseil / Union Advisors
3. Vie de secteur / Sector Life 3.1 Soutien CSK / KSB Support Staff 3.2 Enseignants CSK / KSB Teachers 3.3 Enseignants CSC / CSB Teachers 3.4 Soutien CSC / CSB Support Staff 3.5 CPE / Childcare Centers 3.6 Écoles de conseil de bande / Band Council Schools	I-E-D	Caroline Oweetaluktuk Daniel Charest Luc Lefebvre Paul Washipabano Emma Dallas Zéni Andrade
4. Adoption des procès-verbaux précédents / Adoption of Previous Minutes	D	Djibril Niang
5. Suivi / Follow-up	I-E	Larry Imbeault
6. Rapport d'activités des membres du CE / EC Members Activity Report	I-E	Larry Imbeault Tarek Khazen
7. Gestion interne / Internal Management 7.1 États financiers / Financial Statements 7.2 Budget 2020-2021 Budget 7.3 Budget 2021-2022 Budget 7.4 Membership 7.5 50 ^e anniversaire de l'AENQ 50 th Anniversary 7.6 Gestion du personnel / Staff Management 7.7 Participation et Représentation AENQ aux instances / AENQ Participation and Representation at decision-making bodies 7.8 Formations syndicales / Union Training 7.9 Formulaire d'adhésion / Membership Form 7.10 Mandat de direction de secteur – CPE et écoles de conseil de bande / Sector Director Mandate – Daycare, Family Centers and Band Council Schools	I-E-D I-E-D I-E-D I-E-D I-E-D I-E- D? I-E-D I-E-D I-E- D? I-E-D	Djibril Niang Djibril Niang Djibril Niang Larry Imbeault Comité du 50 ^e 50 th Committee Larry Imbeault Larry Imbeault Daniel Charest Larry Imbeault
8. Congrès AENQ Congress 8.1 Amendements aux statuts / Amendments to the by-laws	I-E-D	Larry Imbeault

8.2 Soirée sociale / Social Event	I-E	Daniel Charest
8.3 Autres / Others	I-E	Larry Imbeault
9. Négociations 2020 Negotiations		
9.1 Sectorielles / Sectoral	I-E	Larry Imbeault
9.2 Intersectorielles / Intersectoral	I-E	Larry Imbeault
9.3 Action-mobilisation	I-E	Tarek Khazen
10. Mouvement ACTES Movement	I-E	Daniel Charest
11. Prochaine réunion / Next Meeting	D	
12. Levée de l'assemblée / Adjournment	D	