



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)
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ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC
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Executive Committee Minutes

2122CEPV-03-E

Meeting of November 17, 18 and 19, 2021

Present via Zoom:

Larry Imbeault	President
Tarek Khazen	Vice-President
Luc Lefebvre	Sector Director – CSB Teachers
Daniel Charest	Sector Director – KSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff
Caroline Oweetaluktuk	Sector Director – KSB Support

Absent:

Djibril Niang	Secretary-Treasurer
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Guests via Zoom:

François Beauchemin	Union Advisor (for items 5.5 and 6 to 9)
Emma Dallas	Union Advisor (for items 6 to 8)
Zéni Andrade	Union Advisor (for items 6 to 8)
Michelle Théberge	Union Advisor (for items 6 to 8)

1. Presentation and Adoption of the Agenda

Larry Imbeault introduced the item.

Motion 1

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The agenda be adopted as amended (Appendix 1).

UNANIMOUSLY ADOPTED

2. Adoption of Previous Meetings

Larry Imbeault introduced the item.

Motion 2

It was moved by Daniel Charest and seconded by Luc Lefebvre

THAT The minutes of meetings 2122CEPV-01 and 2122CEPV-02 be adopted as corrected.

UNANIMOUSLY ADOPTED

3. Follow-up

Larry Imbeault introduced the item.

- As previously decided, we need to go ahead with the postings to get the statutory committees underway (Youth and Women's) after the annual sector council meetings;
- The request that EC members receive 50% of their responsibility allowance with the first pay in December was submitted;
- The AENQ office employees now have a cell phone provided by the AENQ;
- Resumption of AENQ team meetings (president, vice-president and employees);
- Daniel Charest will take steps to implement a system for online union membership forms;
- The other items are on the agenda.

4. EC Members Activity Report

Larry Imbeault and Tarek Khazen introduced le point.

Larry Imbeault's Report:

September 20, 2021 – Northern Negotiations Coordination Committee (NNCC) Meeting

- Status at the tables:
 - Little progress at the AENQ tables as the financial framework has not changed;
 - No willingness on the part of management to settle quickly if the texts of the agreement reached in the South are not on hand;
- Action plan: condition of our troops and discussion on the measures to deploy;
- Sector council meetings scheduled for this week will allow us to take stock of the situation in terms of mobilization.

September 22 and 23, 2021 – Meeting of the FSE Federal Council (FSE-FC)

- Decision on the FSE delegation to the various instances: Intersectoral Council (IC), Intersectoral Negotiations Council (INC) and School Network Negotiations Coordination Commission (SNCC);
- Priorities for the year 2021-2022, which includes teaching in Aboriginal communities;
- Bill 40 – The FSE's professional offensive in the area of continuing education;
- Relaunch of the "My Prof, My Pride!" campaign for the 2021-2022 school year;
- Update to the Regulation on teaching certificates;
- Start of the school year and covid testing;
- Survey on teachers' professional development;
- Elections to the Election Committee.

September 27, 2021 – NNCC meeting

- Round table on the state of negotiations at the Northern tables;
- Feedback on the level of mobilization at the beginning of the school year.

September 27, 2021 – Meeting with the FSE

- The FSE organized this meeting so that we can discuss the needs of the AENQ.

September 28 and 29, 2021 – Meeting of the Intersectoral Negotiating Council (INC)

- 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.

October 6, 2021 – FPSS Federal Negotiations Council (FPSS-CFN)

- Results of the general meetings for S3, S12 and S13 affiliates are noted.

October 7, 2021 – Meeting with the FSE

- Continuation of the discussions initiated on September 27, 2021;
- Tarek Khazen suggests that a table be drawn to list the tasks and those responsible for them;
- The AENQ stresses the importance of working "upstream" when possible.

October 8, 2021 – 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.

October 12, 2021 – General Negotiations Council (GNC)

- Motion of solidarity with our FIPEQ colleagues on strike today and tomorrow;
- The GNC receives the results of the consultation held by affiliates with their members concerning the proposed settlement reached last June 30 on the matters negotiated at the CSQ Central Table;
- Presentation on means of supporting the Northern negotiations;
- Start of discussions on the outcome of the last round and the prospects for the next round of bargaining.

October 13 and 14, 2021 – FPSS Federal Council (FPSS-FC)

- Health measures;
- Presentation of GUM (an online membership management system designed for trade unions);
- Labour shortage: the government wants to solve problems on its own when it would be more beneficial if we worked together to find solutions;
- Classroom support: the federation will put together a committee to present the FPSS's vision at the meeting with the government before the latter sets up a pilot project;
- The FPSS will initiate a survey among its members to identify the most relevant elements to motivate, attract and mobilize school support personnel;
- Discussion on recess supervision.

October 20-22, 2021 – CSQ General Council (GC)

- Following the amendments voted on at the CSQ Congress, adoption of the modifications to the Rules of Operation of the GC;
- Following the work of the committee, adoption of the amendments to the Regulation of the Independent Union Organization Funds;
- Discussions on the 2021-2024 action plan.

October 25, 2021 – NNCC meeting

- Round table on the status of negotiations at the Northern Tables;
- Action-mobilization: follow-up on letters sent to MNC presidencies;
- Negotiation strategy (what role can the TB play?)

November 1, 2021 – 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.

November 1, 2021 – NNCC meeting

- Round table on the status of negotiations at the Northern Tables:
 - Employer's willingness to settle P3 negotiations.
 - There are supposedly too many demands from the union at the P4 table;

- Leaflets have been sent to the people in charge of their distribution;
- Production of computer tilesets and backgrounds.

November 4, 2021 – 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.

November 5, 2021 – FPSS meeting on classroom support

- Discussion on which tasks should be impacted with the addition of resources;
- There will be a meeting with the Government next week to discuss the project.

November 8, 2021 – NNCC meeting

- Round table on the state of negotiations at the Northern tables;
- Mobilization: tilesets and flyers to inform members and the general public;
- Computer backgrounds in production for teleworking members;
- At the next GNC, the satisfaction survey will include a question on whether affiliates have sent a letter of support to the MNCs.

November 9 and 10, 2021 – GNC meeting

- The GNC received and took note of the results of the consultation with its delegates;
- It was decided that affiliates consult with the instance of their choice to determine its concurrence with the findings presented in the assessment;
- Status of sectoral negotiations (the six Northern tables);
- Start of discussions on perspectives for the next round of bargaining, including possible alliances.

November 12, 2021 – FPSS Statutes Committee meeting

- Presentation of the timeline leading up to the FPSS Congress;
- Overview of ethics rules;
- Presentation of the work carried out by the FPSS-EC on the amendments to the FPSS Statutes.

November 16, 2021 – Meeting of the FPSS Statutes Committee

- Presentation of the work of the FPSS-EC on the amendments to the FPSS Regulations.

Tarek Khazen's Report:

RAM-FSE Network – 21 September 2021 (Zoom)

- Factual comeback on the last two years;
- Discussions on assessment and planning of the mobilization in the next negotiations;

- Coordination FSE / school network / CSQ;
- Innovative strikes: tremendous satisfaction among all RAMs: A Must Repeat!

FSE-FC – 22 and 23 September 2021 (Zoom)

- Summary of the procedural rules relating to stages of debate and role of the participant in the Federal Council;
- My Teacher, My Pride! The continuation of the MTMP campaign would help prepare for the next round of national negotiations by keeping the weight of the workload in public discourse thus providing higher visibility;
- In the area of teaching in Aboriginal contexts, the FSE has identified the following priorities for the year 2021-2022:
 - Monitor the evolution of all files relating to education, particularly on general and continuing adult education and academic programmes in order to make the necessary adjustments, if necessary.
 - Continue to make representations to the Ministry on Aboriginal education issues.
 - Ensure constant monitoring to anticipate needs.

FPSS-FNC – 6 October 2021 (Zoom)

- Acknowledgment of the results of the general assemblies for S3, S12 and S13 affiliates: The FNC adopted the voting results on the respective proposed settlements for S3, S12 and S13 collective agreements as presented.

GNC – 12 October 2021 (Zoom)

- Negotiation of intersectoral matters
 - Coordination Committee report: the resource person presented the list of inter-round committees. The GNC received the consultation results of the affiliated unions' general assemblies concerning the June 30 comprehensive settlement proposal on matters negotiated at the central table, which was then ratified by a majority vote.
- Negotiation of sectoral matters:
 - Northern Negotiations Coordination Committee report: the resource person gave a briefing on the state of play of the negotiations underway for the six Northern tables, four of which are under the AENQ's umbrella. A call for solidarity was made to the affiliated unions to support the negotiations at the six tables.

FPSS-FC – October 13 and 14 2021 at Hôtel Rive gauche (Beloeil)

- Health measures, COVID immunization: it is not in the Quebec government's plans to require mandatory vaccination for employees of the school network.

- Labour relations coordination: The FC unanimously adopted the new communication initiative between the various components of the federation and its affiliated unions.
- Union organization: there was a discussion on electronic membership and the ratio of card signatures among affiliated unions.
- Shortage of school support staff: the number of school support positions still vacant is alarming, regardless of the sector of activity and the number of hours per week offered.
- Classroom support: the FPSS and its affiliated unions are not keen on the idea of creating a new job category.

GC – 20, 21 and 22 October 2021 (Manoir Saint-Sauveur)

- Modifications to the rules of conduct and operation of the GC: the proposed modifications were voted on at the last CSQ congress and must be in conformity with its statutes;
- Analysis of the socio-political situation.
- Analysis of the economic situation.
- Review of the tendering process and group insurance outlook: the work related to the call for tenders has been completed, although a series of exploratory talks will be needed to ensure the sustainability of the plan and keep it appealing to members. Various avenues could be explored to limit cost increases and respect the members' ability to pay.
- Working Committee on the organizational models in effect at the Centrale: the GC unanimously adopted the CSQ Executive Committee's recommendation to authorize the creation of a committee – composed of three members of the General Council, one member of the Executive Committee and the Director of the Professional and Social Action Services – which would propose the amendments to be made to the statutes and regulations and ensure the smooth operation of committees and networks at the next Congress.
- Charter of the French Language: the CSQ welcomed the measures that strengthen fundamental language rights, ensure better respect of these rights and make them legally binding.
- Proposed amendments to the regulation of the IUOF and to the Consolidation, Development, Welcome and Integration Policy: the GC unanimously adopted the amendments to the Regulation on the Independent Union Organization Funds and repealed the Consolidation, Development, Welcome and Integration Policy.
- Pay equity: 25 years later, the pay equity law is far from being finalized and this is the reason why there will be two mobilization actions; one will take place in Quebec on November 21, 2021, and the other is to send regional commandos with the purpose of raising the awareness of as many elected officials in the National Assembly as possible.

- Strategic reflection towards a 2021-2024 action plan: first round of discussions and review of the CSQ's action plan for the next three years.
- Reflection on the internal cohesion of the CSQ: the Executive Council wishes to quickly launch a discussion on our internal cohesion with the goal of submitting a report and recommendations to the General Council no later than winter 2023.

FSE-FC – 27, 28 and 29 October 2021 (Hôtel Mortagne, Boucherville)

- 2021-2022 budget estimates: the FC adopted the budget estimates as presented;
- My Teacher, My Pride! This campaign is back again this year and local unions are invited to be part of the challenge in the context of their own realities.
- Ministerial Pilot Project on Classroom Support: This is a classroom resource project included in the Student Success Commitment Plan and intended to lighten the teachers' workload. The FSE is working upstream to clearly define the tasks and the role of these assistants and ensure that they receive adequate training before integrating the classroom. A questionnaire will be sent to the teachers and specialists at the elementary level before collecting sufficient evidence that will help to move forward on this issue.
- Teacher shortage, exchanges on possible solutions: the FC had an exploratory discussion on possible solutions to the teacher shortage in Quebec.
- *Masters of our profession* conference: The FSE is organizing the second conference in May 2023 at the Sheraton Hotel in Laval. Other meetings will be considered to follow up on this dossier.
- Virtual school: The resource person presented the outcome of the survey amongst affiliated unions in September 2021. For the moment, the FSE does not have enough data to determine whether or not certain agreements are legal. It plans to keep gathering information before reaching a conclusion for the next step.
- National Negotiations (E1): The FSE finished revising the texts of the E1 settlement and has finally signed the new 2020-2023 collective agreement. Congratulations!
- Election at the FSE-FC: Following the departure of François Brault from the position of secretary-treasurer, three persons have announced their intention to run for the position, namely Monica Chiasson, Martin Hugues and Pascal Côté. The election will take place at the next FC in December 2021 in Lévis.

GNC – 9 and 10 November 2021 (Quebec City Convention Centre)

- Presentation of the consultation results on the assessment of the 2020 negotiations;
- Negotiation of sectoral matters: Report of the Northern Negotiations Coordination Committee;
- Viewpoints on the next negotiations.

5. Internal Management

5.1 Financial Statements

Larry Imbeault introduced the item.

The 2020-2021 financial statements, 19 November 2021 version, were reviewed. There are too many outstanding issues to be officially received.

5.2 2020-2021 Budget

Larry Imbeault introduced the item.

This item was deferred to a future meeting.

5.3 2021-2022 Budget

This item was deferred to a future meeting.

5.4 Membership

Larry Imbeault introduced the item.

Motion 3

It was moved by Larry Imbeault and seconded by Luc Lefebvre

THAT In accordance with clause 9.01 e) of the AENQ by-laws, the Executive Committee welcome as members, the persons on the November 19, 2021, list.

UNANIMOUSLY ADOPTED

5.5 AENQ 50th Anniversary

The members of the AENQ 50th Anniversary Committee introduced the item. Posters marking the 50th anniversary were distributed to delegates at the E3 and S8 sector council meetings. Due to the pandemic situation in Nunavik, activities that were to take place before the holidays were postponed.

More than a dozen testimonials to be compiled into a 50th anniversary booklet have been received. There are more to come shortly. Those who wish to submit their own testimonials were asked to do so by November 21.

5.6 Staff Management

Larry Imbeault introduced the item.

- There was an LRC meeting on September 13, 2021:
 - A survey will be conducted to find out the needs of employees if hybrid work unfolds;
 - The EC has no desire to go back to work full time at the office before the holiday season;
 - It is suggested to resume staff meetings;
 - The office employees' collective agreement expires on August 31, 2022; the union has no intention to table its demands before the congress;
 - The time management system (TMS) is a bit of a hassle at times. A suggestion was made to have a look at what is available on the market;
- A mediator-arbitrator was contacted in the case of the conflict between 2 employees.

5.7 Action Plan 2019-2022

Larry Imbeault introduced the item.

The 2019-2022 action plan was reviewed to identify what has been accomplished and what is left to do. A copy of the improved plan will be sent to the Executive Committee (EC) members after the meeting.

5.8 S9 Sector

Daniel Charest introduced the item.

The sector director is often absent from the EC meetings and consolidating the sector remains a major issue. The majority of delegates are still not represented. She sent several emails and made numerous calls to find people willing to get involved with no success.

Advisory staff are concerned with the scarcity of delegates in this sector and asked that action be taken. The President reminded everyone that several consultations had been held but the options considered were not pursued and, because it was not possible to go and meet the members, means of consolidating the sector were not identified.

5.9 Revision of E3 & E4 Tool Kits

Daniel Charest introduced the item.

As we are migrating to a new website, it would be appropriate to go over the reference material. Daniel volunteered to evaluate the tool kits of teachers' delegates (E3 and E4) of the Cree and Kativik School Boards.

Motion 4

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT Daniel Charest be mandated to review the E3 and E4 tool kits and that he be compensated with time off.

UNANIMOUSLY ADOPTED

5.10 Participation Policy

Larry Imbeault introduced the item.

Motion 5

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The rates specified in the participation policy be modified as follows and that these new rates take effect on November 16, 2021:

Kilometre: \$0.06 to \$0.65 / km

Kilometre (unpaved road): \$0.70 to \$0.75 / km

Breakfast: \$17.50 to \$18.00

Lunch: \$25 to \$27

Dinner: \$35 to \$40

UNANIMOUSLY ADOPTED

5.11 Credit Card

Larry Imbeault introduced the item.

Motion 6

It was moved by Larry Imbeault and seconded by Luc Lefebvre

THAT Danielle Joly be appointed administrator of a new Desjardins credit card, if necessary.

UNANIMOUSLY ADOPTED

6. Labour Relations

The advisory staff introduced the item.

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

Cases of interest currently under arbitration or recently settled cases

- Dismissals/probations (December)
- Third-party harassment (February)
- Dismissal of an employee on probation (February)
- Disability and rehabilitation (February)

Cases in progress

- COVID situation in Nunavik and Transport Canada restrictions
- Change at KI Human Resources - political approach?
- Lack of delegates in the KSB support sector
- Clauses 5-14.04 (teachers) and 5-1.05 (support): quarantine imposed by Public Health (FSE October 29 email)
- Dissatisfaction with services to employees at CSB
- 2010 Pay equity adjustment, some support staff job categories

Training

- Feedback on training sessions - Cree School Board
 - Addition of preschool delegates?
- Feedback on training sessions - Kativik School Board

Varia

- Acceptance of a settlement agreement
- Reimbursement of union dues

7. COVID-19

This item was discussed in the previous item.

8. Sector Life

8.1 KSB Support Staff

Caroline Oweetaluktuk introduced the item.

There is not much going on in my sector because of the lack of delegates in our schools. At least now I get information from other members except that sometimes, it's too late. Former colleagues are finally turning to the union for help, but they were fired five or six months ago and I wasn't informed.

I have not been very available since our principal was fired in September. Mary and I were asked to keep the centre running until they hire a new principal. It's better now that our new interim principal is getting used to her duties. She is also our new residence director.

I have asked our few delegates for their home addresses, but have not heard back from them. I hope they have sent these addresses to AENQ. I will ask them again.

A former janitor asked me to find out from KSB if he will be receiving 4% of the salary earned during his employment.

KI has hired more janitors because of Covid 19, they are hired part-time and have no chance of becoming full-time, unlike our regular employees who are newly hired and put on probation.

Our former delegate from Puvirnituk, Isaac Aupaluk, passed away. He was a bus driver and a delegate for a long time. He had an accident and he broke all his ribs. He was refused treatment at the clinic and the nurse told him to come back the next morning. He died in his sleep that night.

I sent emails and faxes looking for delegates but to no avail. I spoke with Putulik in Umiujaq, our former delegate. He has no intention of returning to KI as he has found a better job with Parks Canada.

The teachers' delegate at Nunavimmi Pigiursavik has been very helpful to me without asking to be paid. He keeps me informed of what is going on with the teachers.

8.2 KSB Teachers

Daniel Charest introduced the item.

Period: September 11 to November 18, 2021

SECTOR

- Sector Council meeting: September 23
- Elections: Nominations for union representatives on the Board Committee, the Special Needs Committee, at VT and GAE: September 28
- Delivery of strike cheques (continued)
- 'Mailing address' operation for delivery of materials
- Personal addresses of members in the South Operation (strike?): to come

AENQ Representatives

- Board Committee: Nicolas Gauthier and Alex Foreman
- Special Needs Committee: Kathleen Erickson (teacher), Aftab Khan (support), Peter Thomas (professional)
- VT: vacant
- GAE: Zenaida Vrabie

Annual training for E4 delegates:

- Block 1 for teachers and support staff by Michelle Théberge: November 10 in the morning (French), November 10 in the afternoon (English)

To come:

- Block 2 for teachers on November 25
- Block 3: for teachers and support staff on December 1

ACTES

- National session in Victoriaville: November 4-5 (with Marie-Julie Laniel Corriveau - CSB) – Information sent by email
- Mural art project (50th): involvement of KSB, CSB and Laurentides SB

PROBLEMS IN COMMUNITIES

- Akulivik: persistent water problems and the 2-hour rule; code of conduct, non-existent committees, dysfunction and lack of communication on the part of the administration; teacher without water for 14 consecutive days; teacher safety vs. pandemic context (15% of the population affected), closing of school, departure of teachers hired in the South (November 15), school board's vehicle rental policy.
- Aupaluk: relocation issue (renovations in houses #200 and #204) and impact of refusing to share lodging.
- Kangirsuk: reclaiming teaching materials prohibited vs. leave for burnout, closing of school, departure of teachers hired in the South (November 8).
- Inukjuaq: flight bookings vs. two versions of the school calendar; salary cuts for teachers vs. water shortage at their housings (promises from management).
- Aupaluk: closing of school, departure of teachers hired in the South (November 16).
- Puvirnituk: ankle injury, school fire & re-entry protocol for students and staff, air quality.
- Wakeham Bay: serious sanitation issues, lack of janitors.
- Georges River: teachers forced to prepare homework assignments for one week.
- Umiujuaq: health insurance, closing of school(?), no principal, maternity leave.
- Salluit: school renovations in September and October, dangerous schoolyard, election issues (support), definition of tasks in support and teacher sectors, closing of school, departure of teachers hired in the South (November 8).
- Kuujuaq: special leave, mandatory vaccination (union position).
- Kuujuarapik: workload (20-24-29 periods), ethical issue with management.
- GAE: regional responsible for AE wants to stay put during the pandemic, concern about students' allowances, graduation, credits, school success.

KSB

- Covid 19: questions, concerns, follow-up, travel, vaccines...
- Special Needs Committee: October 13 in the morning
- Board Committee: October 13 in the afternoon
- Professional Development Committee (selection): September 27

- Texts: school council (memo); supervision of trainees (administrative); curriculum (in English only)

8.3 CSB Teachers

Luc Lefebvre introduced the item.

- Compensation payment problems are well on the way to being resolved. Only Chisasibi left, where some teachers are slow to provide their full name and address. This is three weeks after an email was sent to this effect.
- Preparation and holding of the Board Committee. Kim Quinn is quite uppity. Still difficult to get the minutes of the meeting in a reasonable amount of time.
- I gently reminded some delegates to be polite in their messages.
- Zoom meeting for Waswanipi.
- Still no delegates at Mistissini Elementary School. There is a reign of terror in this school. Teachers are afraid that if they join the union, they will be fired or face pressure from the administration, especially the assistant principal.
- Zoom meetings for the 50th Anniversary Committee.
- Zoom meeting for Sector Council
- GNC (Quebec)
- Sector Council meeting (Val d'Or) This event was really appreciated by all and very rewarding for the new delegates or substitutes.
- EC meeting in Montreal

8.4 CSB Support Staff

Paul Washipabano introduced the item.

- I prepared the ground for the training and sector council on November 13 and 14.
- I followed up with the schools where delegates are missing.
- I participated in the training and sector council in Val d'Or on November 13 and 14. I was happy that the participants were together in person, but for me, it was not the ideal setting.
- There was a disturbing occurrence at Waskaganish Elementary School, where the school administration apparently discriminated against a non-Aboriginal person in the hiring process for a teacher's position...Is this a trend?

Motion 7

It was moved by Paul Washipabano and seconded by Larry Imbeault

THAT In accordance with section 16.03 of the By-Laws, the Executive Committee appoint Mabel Wapachee as support staff delegate at Voyageur Memorial School in Mistissini, Kenny Wapachee as substitute delegate for the support

staff at the MSL Centre of the Cree School Board in Mistissini, and Susie Rupert as support staff delegate at Badabin Eeyou School in Whapmagoostui.

UNANIMOUSLY ADOPTED

8.5 Childcare Centers

Emma Dallas introduced the item.

She did not receive any feedback from the delegates. However, there were no formal elections. She suggested a visit to the members of the sector.

8.6 Band Council Schools

Zéni Andrade introduced the item.

Negotiations for a first agreement: we have received offers on wages from the band councils and we are close to an agreement in Opitciwan and Wemotaci.

Motion 8

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT In conformity with section 16.3 of the By-Laws, the Executive Committee appoint Mr. Eugène Petiquay as the delegate to represent the teachers at Nikanik High School in Wemotaci.

UNANIMOUSLY ADOPTED

9. 2020 Negotiations

9.1 Sectoral

Larry Imbeault and François Beauchemin introduced the item.

The new E1 agreement has just been signed.

The issues still in play at the E3 and E4 tables are reviewed to determine new mandates. Work is also continuing at S8 and S9 tables.

9.2 Action-mobilization

Tarek Khazen introduced the item.

Radio messages will be prepared with the help of the CSQ. Ads will be inserted in the Nunatsiaq News and The Nation. A Nego Newsletter will be released quickly to inform members.

9.3 Survey

Larry Imbeault introduced the item.

It was decided at a meeting of the INC, and also in GNC, to consult the delegates on the outcome of the negotiations, i.e., their endorsement of the results. EC members reviewed and discussed the outcome and their comments will be sent to the Centrale.

9.4 Consultation on Alliances

Larry Imbeault introduced the item.

The CSQ is working on several documents in preparation for a consultation on alliances. At their next meeting, EC members will respond to the consultation. Their comments will then be sent to the Centrale. The deadline is January 19, 2022.

9.5 Next Round of Negotiations

Larry Imbeault introduced the item.

Although this current round of negotiations is not over, we are on the verge of starting the next round. The first consultation should take place in the spring so that we can table our demands in October 2022.

10. ACTES Movement

Daniel Charest introduced the item.

There was a meeting of the ACTES Movement 2 weeks ago. AENQ representatives participated in several workshops. Banners made of recycled materials will be fabricated and members from the North will collaborate in the production. The theme of the banners will be "Truth and Reconciliation". These banners will be paid for by the AENQ, who will then take ownership.

11. Ped Life

Tarek Khazen introduced the item.

The AENQ and the FSE are working together to decipher and understand the structure and functioning of the two school boards. Several people are involved.

12. AENQ Congress

12.1 Guests

Larry Imbeault introduced the item.

The EC members agreed on the list of people invited to the Congress social evening.

12.2 EC Members' Intentions

Daniel Charest introduced the item.

He asked EC members to express their intentions for the congress. Each member spoke in turn.

12.3 By-Laws Amendments

Larry Imbeault introduced the item.

EC members have no further proposals to submit. The President will continue his work as agreed at the last EC meeting.

12.4 2022-2025 Priorities

Larry Imbeault introduced the item.

EC members will have to present by the next meeting what they believe should be the priorities for the next triennium, which they will submit to congress. Delegates will in turn have the opportunity to express their views.

12.5 Artists

Larry Imbeault introduced the item.

Cree drummers will perform at the beginning of the Congress as they have for the last three congresses.

Daniel Charest announced that he had received a positive answer from Samian. Details have yet to be finalized but throat singing could be added to the show.

13. Next Meeting

Motion 9

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The next meeting of the Executive Committee be held in person, if possible, on January 11 to 13, 2022.

UNANIMOUSLY ADOPTED

14. Meeting Adjournment

Motion 10

It was moved by Larry Imbeault and seconded by Tarek Khazen

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	Larry Imbeault
2. Adoption des procès-verbaux précédents / Adoption of Previous Minutes	D	Larry Imbeault
3. Suivi / Follow-up	I-E	Larry Imbeault
4. Rapport d'activités des membres du CE / EC Members Activity Report	I-E	Larry Imbeault Tarek Khazen
5. Gestion interne / Internal Management		
5.1 États financiers / Financial Statements	I-E-D	Larry Imbeault
5.2 Budget 2020-2021 Budget	I-E-D	Larry Imbeault
5.3 Budget 2021-2022 Budget	I-E-D	Larry Imbeault
5.4 Membership	I-E-D	Larry Imbeault
5.5 50 ^e anniversaire de l'AENQ 50 th Anniversary	I-E	Comité du 50 ^e 50 th Committee
5.6 Gestion du personnel / Staff Management	I-E	Larry Imbeault
5.7 Plan d'action 2019-2022 Action Plan	I-E	Larry Imbeault
5.8 Secteur S9 Sector	I-E	Daniel Charest
5.9 Révision des boîtes à outils E3-E4 / Revision of E3 & E4 Tool Kits	I-E-D	Daniel Charest
5.10 Politique de participation / Participation Policy	I-E-D	Larry Imbeault
5.11 Carte de crédit / Credit Card	I-E-D	Larry Imbeault
6. Relations de travail / Labour Relations	I-E	Personnel conseil / Union Advisors
7. COVID-19	I-E	Michelle Théberge
8. Vie de secteur / Sector Life		
8.1 Soutien CSK / KSB Support Staff	I-E-D	Caroline Oweetaluktuk Daniel Charest Luc Lefebvre Paul Washipabano Emma Dallas Zéni Andrade Emma Dallas
8.2 Enseignants CSK / KSB Teachers		
8.3 Enseignants CSC / CSB Teachers		
8.4 Soutien CSC / CSB Support Staff		
8.5 CPE / Childcare Centers		
8.6 Écoles de conseil de bande / Band Council Schools		
9. Négociations 2020 Negotiations		
9.1 Sectorielles / Sectoral	I-E	François Beauchemin Larry Imbeault Daniel Charest
9.2 Action-mobilisation	I-E-D	Tarek Khazen
9.3 Sondage / Survey	I-E-D	Larry Imbeault
9.4 Consultation sur les alliances / Consultation on Alliances	I-E	Larry Imbeault
9.5 Prochaine ronde / Next round	I-E	Larry Imbeault
10. Mouvement ACTES Movement	I-E	Daniel Charest

11. Vie pédagogique / Ped Life	I-E	Tarek Khazen
12. Congrès AENQ Congress		
12.1 Invités / Guests	I-E	Larry Imbeault
12.2 Intention des membres du CE / EC Members Intentions	I-E	Daniel Charest
12.3 Amendements aux statuts / By-Laws amendments	I-E-D	Larry Imbeault
12.4 Priorités 2022-2025 Priorities	I-E	Larry Imbeault
12.5 Artistes / Artists	I-E	Larry Imbeault
13. Prochaine réunion / Next Meeting	D	
14. Levée de l'assemblée / Adjournment	D	