

Motion 2

It was moved by Larry Imbeault and seconded by Luc Lefebvre

THAT The minutes of meetings 2122CEPV-03 and 2122CEPV-04 be adopted as corrected.

UNANIMOUSLY ADOPTED

3. Follow-up

Larry Imbeault introduced the item.

- The AENQ leaflets are in the final stages of preparation before their production and distribution;
- We didn't receive any applications to the Youth Committee or the Women's Committee;
- No meeting of the Aboriginal Committee was held. To do soon;
- The remaining items are on the agenda.

4. EC Members Activity Report

Larry Imbeault and Tarek Khazen introduced the item.

Larry Imbeault's Report:

December 2, 2021 – Northern Negotiations Coordination Committee (NNCC) Meeting)

- Status at the tables: P3 and P4 are not progressing, nor are E3 and S8 tables; comprehensive settlement offer presented to management at S9 and we are making progress at E4;
- Court hearing scheduled for December 23 regarding KSB appeal;
- Differentiated budget for Northern negotiations;
- Treasury Board (TB) met with KSB to suggest a new operating protocol in exchange for its withdrawal from court;
- The CSB is interested in the KSB file as it is going to be offered the same deal today;
- Action-mobilization: Production of Facebook tiles, AENQ ads to appear in the Nation and Nunatsiaq News, local radio spots.

December 10, 2021 – NNCC meeting

- Status at the tables: No meeting at P3 and P4 since the last NNCC, it is progressing at E4, management closed-mindedness at E3 and S8, no response from the management side on our offer of a comprehensive settlement;
- Verbal agreement on the new operating protocol between the TB and KSB;

- The TB has not met with the CSB lately; the latter is awaiting results of discussions between the TB and KSB;
- The employer's concession would concern the transport of food.

December 10, 2021 – Meeting of the FPSS Statutes Committee

- Presentation of a new document on the proposed amendments to the FPSS Statutes following the last meeting's outcome.

December 16, 2021 – NNCC meeting

- Status at the tables;
- KSB would have accepted the operating protocol proposed by the Treasury Board;
- Meeting with the CSB to tie up loose ends;
- The financial framework in the North would be different than in the South.

January 10, 2022 – Meeting on follow-ups of the Crisis Committee (CSQ)

- State of affairs: teleworking, restricted number of people, attendance record, use of masks and 2-metre space, etc.

January 12, 2022 – NNCC meeting

- Status at the tables (little progress);
- There is at least one meeting scheduled at each of the 6 Northern tables in the next 14 days;
- There will be a political intervention by the Centrale with Mr. Éric Bergeron;
- The next NNCC meeting is scheduled for January 31, 2022.

Tarek Khazen's Report

FSE-FC – 1, 2 and 3 December 2021 (Lévis Convention Centre)

- Work of the FSE-AENQ Committee on Aboriginal realities: presentation of the work in progress by FSE resources and participation of the AENQ Vice-President to answer some questions from the FC members.
- The FSE-FC adopted the recommendation of the FSE-EC to accept the action plan addressing various issues related to legal teaching qualifications.
- Reflections on teacher shortage aimed at improving the start of the 2022-2023 school year: the FSE-FC adopted the recommendation of the FSE-EC to mandate FSE representatives to participate in the think-tank on teacher shortage.
- 2020 Pay Equity Maintenance: The Executive Committee recommended that the Federal Council mandates the FSE-CSQ, in place of local unions, to file complaints with the CNESST regarding the maintenance of 2020 pay equity (unanimously adopted).
- Tutoring: To ensure that the teaching components remain the responsibility of teachers, the Executive Committee recommended to the Federal Council to accept that a collection of information concerning non-teaching personnel assigned to tutoring be organized.

- Creation of a steering committee on the CSQ cohesion file: appointment of Nancy Lafond on this committee to represent the FSE.
- Elections to the Executive Committee: Martin Hugues was elected to the position of Secretary-Treasurer.

5. Internal Management

5.1 Financial Statements

This item was deferred to a future meeting.

5.2 2020-2021 Budget

This item was deferred to a future meeting.

5.3 2021-2022 Budget

This item was deferred to a future meeting.

5.4 Membership

This item was deferred to a future meeting.

5.5 AENQ 50th Anniversary

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

- Promotional items that were handed out at the E3 and S8 sector councils will be distributed to members of sectors E4 and S9 at an opportune time;
- Art mural project (50th): CSB involvement ongoing;
- Logo: reprinting of posters, banners and flags;
- Website (redesign, transfers, translation, launch) to continue;
- Samian's show confirmed (contract with Larry);
- Congress Coats: meeting at Stormtech in Laval on November 23, 2021; end of order processing on December 3, 2021;
- Pins: made and received;
- Leaflet, historical components:
 - 9 boxes on AENQ history retrieved from the warehouse (January 8, 2022);
 - 3 boxes sent to François Beauchemin (January 13);
 - Writing: draft outline by François Beauchemin;
 - Photos scanned by Daniel; 6 VHS tapes transferred to a USB key;
 - Preparation of the layout and table of contents by Louis Aubin.

5.6 Staff Management

Larry Imbeault introduced the item.

- The mediation has started. We are still in the preliminary stages.
- The survey to find out the needs of employees if hybrid work was conducted. A summary of the responses was presented to the EC members.

5.7 2019-2022 Action Plan

Larry Imbeault introduced the item.

The 2019-2022 action plan has remained unchanged since the last EC meeting.

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.

Files under development

- COVID questions addressed to KI and NRBHSS – No feedback;
- GNC challenges for the Cree School Board:
 - Essential services?
 - Private life on TEAMS
- 2010 Pay equity adjustment, operation in progress.

7. COVID-19

This item was discussed in the previous item.

8. Sector Life

8.1 KSB Support Staff

Caroline Oweetaluktuk being absent, this item was deferred to a future meeting.

8.2 KSB Teachers

Daniel Charest introduced the item.

SECTOR

Delivery of 50th-anniversary materials

- Cancelled in December (school closure, teachers leaving on December 7, 2021)
- To be determined (return expected on January 5, 2022)

Annual training with Michèle Théberge

Great participation by the teachers, training is much appreciated.

- Block 2, November 25, 2021 (Francophones in the morning, Anglophone in the afternoon)
- Block 3, December 1 (Francophones in the morning, Anglophones in the afternoon)

E4 Survey

- 15 communities
- 151 respondents
- Compilation of results by topic: list of participants, charts, 40 pages of comments.
- Results will be sent to EC members, advisors, the Board Committee, the E4 negotiation table (excerpts) and the FSE-AENQ work committee.
- Note: the same survey was proposed for E3 members.

Joint Committees

- Next meeting of the Board Committee: February 2, 2022
- Next meeting of the Special Needs Committee: February 3, 2022
- Adult Ed Committee: to be determined

PROBLEMS IN COMMUNITIES

Period from November 19 to December 17, 2021

- Teachers at school except in 4 communities

Period from December 18, 2021, to 11 January 11, 2022

- Teachers remain in the South;
- Two departures from the South to the North (January 5-6-7 and January 17-18-19);
- Ten-day quarantine required;
- Classes to start around January 31, 2022.

Most of the questions and exchanges with members were related to the departure conditions:

- Homework to be prepared for the students in a very short time;
- Blackmail in Akulivik (no homework means cancellation of plane tickets), Covid conditions;
- Departures postponed for Northerners (Public Health), vaccinated vs. non-vaccinated...
- Several interventions with HR by advisory staff and sector direction.
- "Equity issue" between locals, newly arrived and more senior teachers.

8.3 CSB Teachers

Luc Lefebvre introduced the item.

- Presence at the FSE-FC in Quebec City and at the in-person EC meeting in Montreal.
- There was a clarification on the matter of respecting each other's responsibilities.
- Communication problems with the Board Committee members on the CSB side.
- A teacher stuck in Mexico after contracting the Covid virus contacted me during the holidays.
- Back-to-school online.
- Concerns about abuse on the online-teaching platform by Mistissini teacher. The file was transferred to Emma Dallas who handled it very well. Thank you very much!
- The CSB requests fourteen days of isolation, as opposed to ten asked by Public Health.

8.4 CSB Support Staff

Paul Washipabano introduced the item.

- I made a compilation of the sizes for the coat order requested by Daniel.
- I forwarded the Nego Newsletter and the postings for the Youth Committee and the Women's Committee to the delegates.
- I sent to all the delegates the action-mobilization request with the instructions prepared by Tarek concerning local radio messages.

8.5 Childcare Centers

Emma Dallas introduced the item.

- As a result of the reminder to the coordinator at the GNC meeting, we obtained information to the effect that there would be an agreement with the Ministry of Family in December 2021, which could lead the GNC to table a salary offer, including retroactivity. We are waiting for a return to normal to schedule the next face-to-face negotiation meeting. If it takes too long, the meeting could be held via Zoom. The possibility of a trailer clause with the wages negotiated by the FIPEQ.
- Childcare Centers are closed except for essential services.
- Problems of attraction and retention for educators.

8.6 Band Council Schools

Zéni Andrade introduced the item.

- Still no agreement in Opitciwan. We are hoping for a settlement soon. The employer insists on two pay scales.
- Even though we think we are close to an agreement in Wemotaci since there has been some progress and many issues have been resolved, we still lack the employer's position on job security.

9. 2020 Negotiations

9.1 Sectoral

François Beauchemin introduced the item.

Little progress has been made at the tables, but there are meetings planned at our four tables between now and January 24. There was a political meeting with Eric Bergeron. At the E3 and E4 tables, there are some issues related to provisions concerning the workload, particularly on the matters negotiated at the E1-E5 tables which the management party wants to include in our agreements.

9.2 Action-mobilization

Tarek Khazen introduced the item.

The radio messages should have been broadcast by now. Advertisements have been placed in Nunatsiaq News and the Nation. We carry on with wearing the t-shirt approach.

A nego newsletter to inform members will be released soon. We will have to review our actions depending on the progress of the negotiations.

9.3 AENQ Consultations

François Beauchemin introduced the item.

Our demands for the next round of negotiations are scheduled to be tabled in October 2022. It would be easier to proceed with online consultations. A first consultation would be on members' demands and a second one on prioritization of the demands.

9.4 2023 Negotiations: Consultation on Alliances

Larry Imbeault introduced the item.

The five EC members attending the present meeting agreed that the CSQ should form a common-front type of alliance for the next round of negotiations. The President will send the feedback form to the Centrale.

10. ACTES Movement

Daniel Charest introduced the item.

The next national sessions and meetings of the ACTES Movement Committee will take place on January 21, March 17-18, April 20, May 2, June 1-2, 2022.

11. AENQ Congress

11.1 Special Congress

Larry Imbeault introduced the item.

The advisory staff recommended that we postpone the Regular AENQ Congress. Members of the 50th Anniversary Committee had already discussed this question and suggested that we consider the possibility of postponing the Regular Congress.

Michelle Théberge will propose whereas clauses.

Motion 3

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The AENQ Executive Committee convene as soon as possible a Special Congress to be held by joint Sector Councils (E3 & S8, E4 & S9 and Band Council schools & CPE) on the same day and that the only item for decision on the agenda be the postponement to March 2023 of the Regular AENQ Congress, initially scheduled to take place from March 25 to 28, 2022.

UNANIMOUSLY ADOPTED

11.2 Timeline

Larry Imbeault introduced the item.

Dates will need to be revised to make the sequence of events more logical.

11.3 By-laws Amendments

Larry Imbeault introduced the item.

Motion 4

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The Executive Committee recommend to the AENQ Congress the adoption of the amendments to the 2019 AENQ By-laws, as presented by the presidency.

UNANIMOUSLY ADOPTED

11.4 2022-2025 Priorities

Larry Imbeault introduced the item.

The EC members will have to submit by the next meeting what they believe should be the priorities for the next triennium to be submitted to Congress. Delegates will have the chance to speak in turn.

11.5 Room Sharing

Larry Imbeault introduced the item.

At the last Congress, we offered a sum of money to delegates who agreed to share their room. Given the current circumstances, everyone agrees that participants at the next Congress should have their own room.

11.6 Provisional Agenda

Larry Imbeault introduced the item.

Motion 5

It was moved by Larry Imbeault and seconded by Luc Lefebvre

THAT The Executive Committee adopt the provisional agenda for the March 2022 Congress.

UNANIMOUSLY ADOPTED

12. Varia

12.1 AENQ-FSE Work Group

Tarek Khazen and Daniel Charest introduced the item.

There are 6 meetings scheduled between now and the end of the school year. Following the surveys of E3 & E4 teaching members, the work will continue. School boards will be asked to review their respective policies on the evaluation of learning assessments. It is unfortunate that many of their policies are poorly implemented or not implemented at all.

The next meetings will take place on January 20, February 9 & 25, March 21, April 11 and May 2, 2022.

12.2 FSE and CSQ Communication

Luc Lefebvre introduced the item.

He asked that communications from the FSE or the CSQ that affect his sector be sent directly to him. The President explained that their emails are sent to the President, Vice President and/or the union directly. The latter then forward them to the directors concerned when necessary.

12.3 Storage and Archiving

Daniel Charest introduced the item.

The warehouse where the AENQ archives are kept needs to be tidied up. There seem to be too many boxes of collective agreements. The president added that usually an inventory of the collective agreements is carried out. The advisors informed us of the number of agreements we have to keep for the hearings.

12.4 AENQ Video Clips

Daniel Charest introduced the item.

Our people, who have produced, among other things, our new imagery and leaflets, have offered to create a video on the history of the AENQ for a small fee. All agreed to give them the green light.

12.5 Special Needs Committee (CSB)

Luc Lefebvre introduced the item.

The CSB has not yet appointed anyone to the Committee. Our support staff representative was elected at the last Sector Council meeting. The same will be done shortly with the teaching staff. The PNE union will be contacted regarding the person it will assign.

12.6 ESUMA

François Beauchemin introduced the item.

He explained the problem surrounding the non-reengagement of the coordinator and the fact that more than \$200K were returned since no follow-up of projects was done due to the coordinator position being vacant.

13. Next Meeting

The time of the next meeting will be determined later.

14. Meeting Adjournment

Motion 6

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	I-E-D	Larry Imbeault
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
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	I-E-D	Caroline Oweetaluktuk Daniel Charest Luc Lefebvre Paul Washipabano Emma Dallas Zéni Andrade Emma Dallas
8.1 Soutien CSK / KSB Support Staff		
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 / Negotiations	I-E	François Beauchemin
9.1 Sectorielles / Sectoral	I-E	Tarek Khazen
9.2 Action-mobilisation	I-E	François Beauchemin
9.3 Consultations AENQ Consultations		
9.4 Négociations 2023 : Consultation sur les alliances / 2023 Negotiations: Consultation on Alliances	I-E-D	Larry Imbeault
10. Mouvement ACTES	I-E	Daniel Charest
11. Congrès AENQ Congress	I-E-D	Larry Imbeault
11.1 Congrès extraordinaire / Special Congress		

11.2 Échéancier / Timeline	I-E	Larry Imbeault
11.3 Amendements aux Statuts / By-Laws Amendments	I-E-D	Larry Imbeault
11.4 Priorités 2022-2025 Priorities	I-E	Larry Imbeault
11.5 Partage de chambres / Room sharing	I-E-D	Larry Imbeault
11.6 Ordre du jour provisoire / Provisional Agenda	I-E-D	Larry Imbeault
12. Varia		
12.1 Groupe de travail AENQ-FSE Work Group	I-E	Tarek Khazen Daniel Charest
12.2 Communications FSE et CSQ / Communication FSE and CSQ	I-E	Luc Lefebvre
12.3 Entrepôt AENQ et archivage / AENQ storage and archiving	I-E	Daniel Charest
12.4 Capsules vidéo AENQ Video Clips	I-E	Daniel Charest
12.5 Comité EHDA (CSC) / Special Needs Committee (CSB)	I-E	Luc Lefebvre
12.6 Esuma	I-E	François Beauchemin
13. Prochaine réunion / Next Meeting	D	
14. Levée de l'assemblée / Adjournment	D	