



ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS (CSQ)

ᐃᑕᑕᑦ ᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦ

ASSOCIATION OF EMPLOYEES OF NORTHERN QUEBEC

ᐃ ᑕᑕᑕᑦ ᑕᑕᑕᑦᑕᑦᑕᑦ ᑕᑕᑕᑦᑕᑦ ᑕᑕᑕᑦ

Executive Committee Minutes

2122CEPV-11-E

Conference Call of March 4, 2022

Present via Zoom:

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

Absent:

Djibril Niang	Secretary-Treasurer (legitimate absence)
Elisapie Lamoureux	Interim Secretary-Treasurer (legitimate absence)
Caroline Oweetaluktuk	Sector Director – KSB Support Staff (unjustified absence)

1. Presentation of the Agenda

Larry Imbeault presented the closed agenda (Appendix 1).

2. S9 Sector

Larry Imbeault introduced the item.

Motion 1

Considering that, on February 27, 2020, the EC appointed on an interim basis the S9 Sector Director to this position, either until the return of the incumbent then on disability, or until the end of the term of office, depending on the case, and that she accepted her mandate in full knowledge of the responsibilities indicated in our by-laws;

Considering that the S9 Sector Director has agreed to carry out her duties under conditions she has chosen, i.e. by occupying a full-time position with a 20% release practically never used;

Considering that the S9 Sector Director has not assumed her duties for reasons that could be of a personal or professional nature;

Considering that she has violated several obligations provided for in the by-laws by her numerous absences from meetings of the EC without just cause;

Considering that the EC must be fair and equitable in the treatment of its members with regard to their performance and that, in a recent past, we have had to dismiss a person who failed to fulfil his/her obligations as Sector Director;

Considering that the S9 Support Staff Sector is experiencing difficulties on several levels (low delegate rate, mobilization, commitment) and that no change seems to be taking place to obtain a representation higher than 3 or 4 delegates out of a possibility of 23 or 24;

Considering that the operation of the S9 Support Staff Sector needs to be reviewed;

Considering that the President has asked the S9 Sector Director to carry out a self-assessment of performance as EC member and Sector Director, which has still not been done;

Considering that, without prejudice, the results of the self-assessment would not "objectively" demonstrate that she does not have the capacity to exercise the functions and responsibilities of sector leadership;

Considering that the inaction of the S9 Sector Director is detrimental to the smooth running of the Association;

Considering that the end of our mandate is in June 2023;

Considering that a new approach must inevitably be considered;

Considering that, despite the assistance that could be provided, the lack of availability and capacity of the current S9 Sector Director is problematic;

It was moved by Daniel Charest and seconded by Tarek Khazen

THAT In the absence of resignation from the current Director of the S9 sector, the latter be removed from her position, in accordance with the Association's by-laws and regulations.

UNANIMOUSLY ADOPTED

Motion 2

Considering the vacant position of Sector Director for CSK support staff;

Considering the low delegation in this sector;

It was moved by Daniel Charest and seconded by Larry Imbeault

THAT A meeting of the S9 Sector Council be convened as soon as possible to decide on ways to revitalize the sector.

UNANIMOUSLY ADOPTED

3. Meeting Adjournment

The meeting was adjourned at 1:59 p.m.

Larry Imbeault
President

Elisapie Lamoureux
Interim Secretary-Treasurer

Appendix 1

Sujet / Subject
1. Présentation de l'ordre du jour fermé / Presentation of the closed agenda
2. Secteur S9 / S9 Sector
3. Levée de l'assemblée / Adjournment