



## **2. Adoption of Previous Meetings**

Larry Imbeault introduced the item.

### **Motion 2**

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The minutes of meetings 2122CEPV-07 to 2122CEPV-12 be adopted as corrected.

**UNANIMOUSLY ADOPTED**

## **3. Follow-up**

Larry Imbeault introduced the item.

- Union leaves of EC members for the 2022-2023 school year, or their equivalent, have been sent;
- The other items are on the agenda.

## **4. EC Members Activity Report**

Larry Imbeault and Tarek Khazen introduced the item.

### **President's Report:**

January 27, 2022 – Intersectoral Negotiations 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.

January 31, 2022 – Northern Negotiations Coordinating Committee

- The situation at the tables:
  - S9: major gain: food transport;
  - E4: main glitch: the footnote related to the workload;
  - P4: they believe they can settle soon;
- Possibility of lodging a complaint against the CSB for negotiating in bad faith (Bergeron does not want it);
- Our members experience a North-South disparity, considering the state of the KSB vs. CSB negotiations, there is a risk of a North-North disparity;
- Ongoing discussion between TB, CSB and the Ministry;
- LI: differentiated action plan (CSB vs. KSB), emphasis on the 2-year period without a collective agreement, will communicate with the CSB DG.

#### January 31, 2022 - 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.

#### February 1, 2022 – Federal Negotiations Council of the FPSS (FNC-FPSS)

- The president of the federation expressed his solidarity with the AENQ, which is still negotiating;
- The VP presented a quick review of the state of play at the S8 and S9 tables;
- Upcoming training on the new S3, S12 and S13 provisions;
- Elected people:
  - At the Francophone table (S3): Mariève Charest from the Syndicat de Champlain;
  - At the English tables (S12 and S13): Philippe Dussault from the Syndicat lavallois des employés de soutien scolaire;
- Delegation of authority regarding the CSB and KSB negotiations of the FNC to the FPSS and the AENQ ECs;
- Delegation of authority at the Anglophone negotiations of the FNC to the FPSS and Anglophone unions ECs;
- Pierre Charland, advisor to the FPSS, will be the spokesperson at table S3;
- Marie-Claude Morin, advisor to the FPSS, will be the spokesperson at S12 and S13 tables.

#### February 3, 2022 – General Negotiations Council (GNC)

- The president of the Centrale expressed his solidarity with the colleagues from the North who are still negotiating;
- Appeal of solidarity from GNC delegates (initiate discussions on negotiations, ideas in good faith);
- Presentation of the results of the consultation on the visual used by the CSQ and the federations, the GNC took note of it;
- Presentation of the results of the consultation on alliances, the GNC took note of them;
- Common Front;
- Negotiation of sectoral matters – Northern negotiations.

#### February 10, 2022 – 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.

#### February 18, 2022 – NNCC

- The situation at the tables:
  - P4: close to an agreement;
  - CSB: no progress;
  - E4-S9: discussions are progressing well;

- Negotiation strategy – follow-up;
- The operating protocol is still not signed at the CSB because the latter is negotiating other issues at the same time;
- Further evaluation on whether to file a complaint against the CSB;
- LI: notify the DG of the upcoming complaint, his call has yet to be returned to date.

#### February 23, 2022 –FPSS-FNC

- Review of the 2020 negotiations (from the South);
- Transition standard for the application of a minimum of one hour starting on 1 April 2022 (clause 8-2.06 of S3).

#### February 24, 2022 – 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.

#### February 25, 2022 – NNCC

- The situation at the tables;
- Negotiation strategy:
  - Advertising in Cree communities;
  - Visibility actions;
  - Legal analysis is still in progress;

#### February 25, 2022 – CSQ committee on living conditions in remote, isolated and devitalized regions

- Reminder of the origin and objectives of the committee;
- Initial discussions on the issues: labour shortage (high NLQ rates, staff turnover), high cost of living, disparity in treatment between locals and those hired at more than 50 km, access to health services (locals vs. non-locals), inadequate internet service, lack of mental, dental and physical health resources, no youth centres, no access to legal services, drinking water issue, no education services in communities after secondary V, shortage of housing, lack of educational resources adapted to Aboriginal realities, shortage of qualified leaders);
- Presentation of the first steps proposed for the work plan;
- The AENQ pointed out that the decision-making body had voted for a Cree to join the committee. A corroboration will be made.

#### March 8, 2022 – NNCC

- The situation at the tables:
  - P4 was summoned to a meeting this morning;
  - FPPE produced a nego newsletter;
  - Meeting on March 1 at E4 and S9 tables, close to an agreement;
  - Next meetings: March 10 at E4 and March 14 at S9;
- CSB nego tiles: confusion in the message received from the coordination on the use of images (tile vs. advertising);

- Legal recourse: meeting with the spokespersons on March 2. It is premature to file a complaint. We could file a formal notice.

#### March 10, 2022 – 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.

#### March 11 – FPSS By-Laws Committee

- We received comments from affiliates on their obligation to forward their proposed amendments to FC members;
- Review of the AENQ proposals.

#### March 14 to 16, 2022 - Federal Council of the FPSS (FPSS-FC)

- Research project on mental health, questionnaire available in French and English;
- Presentation of a survey on violence;
- Presentation by Isabelle Tremblay on Aboriginal cultures and realities in education and presentation of the CSQ platform on Aboriginal people;
- Classroom help;
- Labour shortage and political meetings;
- FPSS Congress:
  - Visual and thematic of the 2022 Congress
  - Statutes and regulations
  - Logistics
- New FPSS website;
- Union organization: the importance of having up-to-date and signed membership cards for the upcoming raiding period;
- Impact of gas prices on support staff.

#### March 15, 2022 – NNCC paired with the *Commission for the Coordination of School Network Negotiations* (CCNRS)

- Denounce the slow pace of negotiations with the CSB;
- Legal recourse for negotiations in bad faith: little chance of success at this stage;
- Evaluate the possibility of issuing a formal notice;
- KSB: should have agreements for the next meeting at each of the tables;
- CSB: Nothing new since last week. Meetings are scheduled at E3 (March 24) and S8 (March 30) but not at the P3 table where there has not been a meeting since January 20, 2022. The previous meeting was held on November 29, 2021;
- At the GNC on March 25, affiliates will be reminded to send messages to management representatives in solidarity with our Cree colleagues;
- JS: In addition to the political approaches, the importance of engaging the members into action;
- TK: Put pressure on the government;

- EP: Move in a stepwise fashion;
- JL: Professionals will see what they can do in terms of mobilization;
- JCP: Ask the 3 federations to establish a mobilization plan;
- Meet again next week for a follow-up.

#### March 16, 2022 – FPSS-FNC

- 2023 negotiations timeline – a decision to add a second consultation of members:
  - March 28 to April 15: first member consultation;
  - April 20: results from affiliates sent to the federation;
  - April 27 to May 20: second member consultation;
  - May 23-27: compilation by affiliates;
  - June 3: compilations sent to the federation;
  - June 6-8: FNC;
  - Submittal of sectoral demands: no later than November 1, 2022.

#### March 21, 2022 – Extraordinary FPSS-FNC

- Transition standard for the application of the one-hour minimum starting on 1 April 2022 (clause 8-2.06 of S3).

#### March 21, 2022 - 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.

#### March 23, 2022 – NNCC paired with CCNRS

- The contention at the CSB concerns the use of the money released by the TB;
- The TB is aware of our intention to go back on strike and asked us not to do so, as to avoid compromising their discussions with the CSB;
- A meeting between the CSB and the Government was to take place this week but the CSB has asked to postpone it, the meeting will take place on March 30 instead;
- JCP: viewed the TB request as bordering on interference, she suggested that strike notices be sent out on March 31 rather than March 30;
- The strike will be held on April 12, on a day when the deputies sit at the National Assembly, they are not in attendance on April 11;
- Li: in complete agreement to send strike notices on March 31;
- JS was overwhelmed by the TB's request, wanted to ensure that no precedent is set;
- PE: agreed with JS;
- LC: March 31 is OK;
- TK: we are going to call joint meetings of E3 and S8 sector councils and present them with the KSB agreements in principle to motivate them;
- JL: we will confer tomorrow morning; it is in our interest to present a united front;

- DC: after March 30, it is necessary to have a timely response, otherwise a strike action will take place;
- JCP: agreed with DC. Strike notices should be sent out in the afternoon so that we can go public. Convocation of a NNCC-CCNRS meeting at the end of the day on March 30 around 5:00 p.m.

#### March 23, 2022 – Committee on Regional Disparities

- Consultation work and reflection with the unions involved;
- Different issues and realities at CSB and KSB vs. other regions;
- Other differences: issues related to local hires vs. employees hired in the South;
- Sector 1 is the most threatened one, if the pie is divided in any other way, there is a risk that a few people may lose benefits;
- Established criteria that determine if an area is remote;
- Larry: stop depending on workers from the South. If you want a grocery list for the Centrale Table: shifting Chisasibi to another sector should be on it;
- Tarek asked what losses had been recorded since we are afraid to be afraid, and the answer is none.

#### March 24, 2022 – Working Committee on living conditions in remote, isolated and devitalized regions

- The committee set up during the GNC on November 12 and 13, 2020, aims to:
  - Highlight the socio-economic problems of various regions in connection with their remoteness, their isolation or their devitalization, which affect our members as much as the population in general;
  - Identify possible solutions to these problems;
  - Specify the demands to be submitted at a possible government summit on living conditions in the regions (not yet identified);
- Presentation of a work plan:
  - Analysis of the discriminatory potential of the chapter on disparities
    - Overview of benefits granted by region and sector;
    - Identification of benefits granted only to staff hired outside the communities;
    - Assessment of their discriminatory nature;
    - Evaluation of costs, justifications and scope of possible expansion;
  - Accessibility of public services in remote and isolated regions
    - History and description of public service accessibility policies throughout Quebec;
    - Review of studies on the accessibility of public services in the various remote regions;
  - Portrait of the priority issues of each region
    - Survey amongst delegates;
    - Analysis and drafting of the report;
- Consensus to move forward with this work plan;

- Larry: grassroots members should be involved in the survey to get a true picture of the situation. If only the delegates are surveyed, for example, there is a risk of not having a real picture of the situation because of responses from non-local delegates.

March 25, 2022 – GNC

- A decision was taken to require that sector issues, despite their monetary impact, be discussed and negotiated at sectoral tables;
- A consensus was reached that the negotiations cannot be concluded if there is no room in sectoral negotiations for significant gains resulting from the addition of financial resources;
- Improve the overall remuneration conditions at the Centrale Table and obtain significant gains to improve the work and employment conditions;
- Develop a desirable and achievable target;
- Protection and improvement of buying power;
- Beginning of a wage “catch-up”;
- Starting salary enhancement;
- Improvement of attraction and retention.

### **Vice President's Report**

FSE-FC December 1, 2 and 3, 2021 (Centre des congrès de Lévis)

- Work of the FSE-AENQ committee on Aboriginal realities: presentation of the work in progress by the FSE resources and participation of the AENQ vice-president to answer a few questions from FC members;
- The FSE-FC adopted the recommendation of the FSE-EC to implement the action plan which addresses various issues related to the legal qualifications to teach;
- Reflections on the shortage of teaching staff for the purpose of improving the start of the 2022-2023 school year: the FSE-FC adopted the recommendation of the FSE-EC to mandate their representatives to serve on the working group concerning the shortage of teaching staff;
- Maintenance of pay equity for 2020: The executive committee recommended that the Federal Council mandate the FSE-CSQ to file complaints with the CNESST in connection with the maintenance of pay equity for 2020, instead of local unions (adopted unanimously);
- Tutoring: Considering the need to ensure that what falls within the scope of teaching is left to the teaching staff, the Executive Committee recommended to the Federal Council that it approves the collation of information on the non-teaching staff who are assigned to tutoring be undertaken;
- Creation of a steering committee on the CSQ cohesion dossier: appointment of Nancy Lafond to this committee to represent the FSE;
- Elections to the executive committee: Martin Hugues was elected to the position of secretary-treasurer.

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FPSS-FC January 25, 2022 (Zoom)

- Status of the health measures in force.

Extraordinary FPSS-FNC February 1, 2023 (Zoom);

- Appointment of persons released for the 2023 negotiations: Marie-Ève Charest was named by the selection committee to be released for the 2023 negotiations for the French-speaking sector (S3) and Philippe Dussault for the English-speaking sector (S12 and S13);
- Delegation of powers: it was unanimously adopted that the FPSS-FNC delegate its authority jointly to the executives of the federation and to the affiliate concerned (AENQ), subject to an upcoming agreement between these same actors concerning the joint exercise of powers.

FSE-FC February 16, 2022 (Zoom)

- Shortage of teaching staff: Mr. Maurice Tardif, director of the CRIFPE (*Centre de recherche interuniversitaire sur la formation et la profession enseignante*), offered an excellent presentation on the future of the teaching profession and the reasons behind the shortage of teaching staff in Quebec. He eloquently described the following aspects: entering the profession, initial training, professional integration and the career as such;
- The FC appointed Martin Hogue to the INC in replacement of François Brault;
- The FC adopted the results of the negotiations and mobilization as presented;
- Shortage of staff – Committee to improve the start of the 2022-2023 school year: The Federal Council noted the absence of common recommendations emerging from the work of this committee and will assess the advisability of initiating exchanges at the local level in light of the elements presented in document A2122-CF-031.

FPSS-FNC February 23, 2022 (Zoom)

- Review of the S3 negotiations;
- Transition standard for the application of a minimum of one hour starting on 1 April 2022 (8-2.06).

FPSS-FC March 14, 15 and 16, 2022 (Château Bromont)

- Draft Regulation relating to childcare services in schools and free education: The Fédération du personnel de soutien scolaire (FPSS-CSQ) submitted its comments on the two draft regulations concerning childcare services in schools, which are the draft regulation amending the Regulation respecting childcare services in schools and the draft regulation amending the Regulation respecting free teaching materials and certain financial contributions that may be required;
- Presentation of the research on mental health in schools: the FPSS is participating in a major project funded by the Public Health Department of the Ministry of Health and Social Services;
- Survey on violence experienced by school support staff;

- Aboriginal cultures and realities in education – Status report: Reminder of the CSQ's mandate, the measures to support school retention and educational success for Aboriginal peoples, budgetary rules related to awareness of Aboriginal cultures and realities, and CSQ commitments;
- Class support: presentation of the survey results on class support;
- Labour shortages and policy consultations: Presentation of the survey results on the labour shortage of school support staff. Improving working conditions, promoting the profession and negotiating are the main elements for solving the problem of the labour shortage;
- FPSS-CSQ 2022 Congress: presentation of the visual and the thematic of the next congress as well as the proposed amendments to the FPSS statutes and regulations;
- Maintenance of pay equity: 2010, 2015 and 2020 maintenance, where do we stand now?
- FPSS-CSQ website;
- Union organization: presentation on electronic membership cards and planning for the 2022 open period (raiding).

#### FPSS-FNC March 17, 2022 (Château Bromont)

- Presentation of the timetable for the consultation process to prepare the union list of demands;
- After a long discussion, the FNC unanimously adopted a new timetable by introducing a second consultation next spring.

#### FPSS-FNC March 21, 2022 (Zoom)

- Transition standard for the application of a minimum of one hour starting on 1 April 2022: Agreement on the transitional measures for the application of clause 8-2.06 of the S3 collective agreement reached between the parties on December 14, 2021.

#### GC March 23 and 24, 2022 (Centre des congrès de Saint-Hyacinthe)

- Creation of a group insurance advisory committee to follow up on this file;
- Analysis of the economic and socio-political situation;
- Motion to support Ukraine and appeal to members for donations to the Canadian Red Cross;
- CSQ launching of an Aboriginal platform;
- Regional coordination pilot project: promote and strengthen the members' feeling of belonging to the CSQ through regional visibility actions.

## 5. 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 in arbitration or recently settled

- CSB – compensation following a settlement
- KI - "indirect" harassment
- Busy fall season – several cases
- CSB Housing – hiring point
- KI Water issues

#### Files under development

- 47.3 – S9 member
- The challenge of an expertise
- KI – liability vs. carrier

#### Follow-up/ Varia

- Grievance settlements – upcoming steps for both Boards
- Dates when advisors are required (tour/training)

#### PL 59 - Upcoming changes (SST Committees + domestic violence and the employer's obligations)

- April 6, 2022 – implementation of solutions
- April 6, 2023 – psychosocial risks
- Aligned work environments – domestic violence – training Advisory team

#### FSE applicator network

- Training on alternative dispute resolution mechanisms "in the South" – attended
- Training on the new workload – to come
- Training on social security – to come

## **6. Sector Life**

### **6.1 KSB Support Staff**

Larry Imbeault introduced the item.

#### **Motion 3**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT Tuniq Makiuk be appointed Acting Sector Director – KSB Support staff for the remainder of this term and that he be granted a 20% union leave as soon as possible.

**UNANIMOUSLY ADOPTED**

#### **Motion 4**

Considering the decisions taken at the Sector Council on March 8, 2022;

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT A temporary committee be put in place to consolidate the sector. This committee will comprise the Sector Director – KSB Support Staff (Tuniq Makiuk), the Interim Secretary-Treasurer (Elisapie Lamoureux) and the Sector Director – KSB Teaching Staff (Daniel Charest). The latter will act as a mentor. The functioning procedures of this committee will be determined by its members and an action plan put in place as soon as possible.

**UNANIMOUSLY ADOPTED**

## **6.2 KSB Teachers**

Daniel Charest introduced the item.

Period: January 12 to March 27, 2022

### **Sector**

- Sector Council (Zoom): January 17– Postponement of Congress
- FSE-CSQ Seminar: January 28 (Reda Ynineb)
- Sector Council (Zoom): March 21 – Agreement-in-principle
- S9 Sector Council: March 8 – Future of the support staff sector
- Delivery of 50<sup>th</sup>-anniversary materials: Verification of distribution lists, youth sector, VT, GAE, delivery of materials completed
- Working committee: Michelle Théberge, Larry Imbeault, Daniel Charest (Kuujuuaq issue): March 4
- Consultation on the 2022-2023 school calendar
- Emerging Union Leaders' Camp applicants: Guillaume Lajeunesse, Salluit; Reda Yninev, Puvirnituk; Jesse Keca, Akulivik; Elisapie Lamoureux; Ivujivik
- Covid: Significant increase in cases, all schools in the red zone
- Appendix 29: No response from KSB

### **FSE-AENQ E4 Survey and its Results**

- Translation of E4 survey: Marthe Lajoie (pp. 1-29), Daniel Charest (pp. 30-52)
- Participation in FSE-AENQ meetings  
January 20: application of school board policies to E3 and E4  
January 26: analysis of E4 survey results  
February 8: E4 report on survey results compiled by Isabelle Tremblay Chevalier  
February 25: proposals on learning assessment policies at the CSB – Marie-Julie Laniel-Corriveau (guest)
- FSE-AENQ report with recommendations presented to the Minister of Education by Brigitte Bilodeau
- Translation of FSE-AENQ survey report, English version: Marthe Lajoie
- Review of the recommendations with Larry Imbeault
- Request for a meeting with the KSB DG: presentation of the report

- Presentation of the report at the next Board Committee meeting on April 14
- Presentation of the committee's findings by the SD-KT to the FC on April 6-7-8

### **Joint Committees**

- Meeting of the Special Needs Committee: February 2  
Next meeting: April 13, 2022, in Montreal
- Meeting of the Board Committee: February 15  
Next meeting: April 14, 2022, in Montreal
- Professional Development Committee: February 21
- Adult Ed Committee: to be determined

### **Problems in Communities**

Akulivik: modified scores, school atmosphere, teachers' letter, teachers' complaint, problems with water delivery and sewage collection; Covid procedure (no socialization), school council (training), harassment from the principal: class observation rounds while under investigation.

Puvirnituk: water, ankle injury (Montreal), memo on Covid and use of masks, moving day.

Ivujvik: inadequate Jump Maths program, teacher's remuneration after school hours.

Salluit: water supply issue, housing unit being renovated.

Aupaluk: issue with access to housing due to renovation, unjustified cut in salary (sick day).

Kuujuaq: Preparation of a demonstration by Inuit (housing), requirement for teachers to report to school after the holiday break although the school is closed, Covid protocol is unclear.

Salluit: minimum temperature for a classroom.

Umiujaq: disciplinary meeting (advice).

### **6.3 CSB Teachers**

Luc Lefebvre introduced the item.

- The month of March saw a return to in-person teaching in most schools except for Eastmain. The other schools worked in a hybrid mode most of the time from January to February and mid-March for Waskaganish and Chisasibi. Eastmain is closed due to Covid.

- All communications in link with the union have been forwarded to the appropriate people.
- Resignation of the GAE sector delegate, Annie Brisson offered to replace her.
- Training of the Special Needs Committee members: Shannon Henry (teacher), Miranda Salt (support), Hassen Bada (professional).
- Survey on equipment adapted for the disabled carried out in schools.
- An issue with the new administration employee in Waswanipi who asked the head teacher to discipline the educators who do not do their work right and arrive late. (Laperle's legacy)
- Attended all executive committee meetings, prepped and rallied the troops for the 50th anniversary.

### **Motion 5**

It was moved by Luc Lefebvre and seconded by Tarek Khazen

THAT Annie Brisson be appointed GAE delegate for teachers until the end of the current school year.

**UNANIMOUSLY ADOPTED**

### **6.4 CSB Support Staff**

Paul Washipabano introduced the item.

- I participated in the organization of the Special Congress on January 17;
- We held an LRC on January 24, 2022;
- Questions on personal development days;
- An educator from Chisasibi who is doing the work of a teacher in the Learning Centre, and wondering if she could receive a bonus or some other compensation for doing this particular work;
- AENQ 50th Anniversary Festive Evening.

### **6.5 Childcare Centers**

Emma Dallas introduced the item.

The negotiations are almost over. We will have to find a way to consult members quickly.

### **6.6 Band Council Schools**

Zéni Andrade introduced the item.

Negotiations for a first collective agreement: surprisingly, we may have an agreement-in-principle in Wemotaci although discussions are virtually stalled in Opitciwan. The CIRB wants the negotiations to be completed by mid-April 2022.

## **7. 2020 Negotiations**

### **7.1 Sectoral**

Larry Imbeault introduced the item.

Negotiations with KSB are completed as agreements-in-principle were reached on March 17 at table E4 and March 18 at table S9. The general assemblies will be held on March 30, 2022.

On the CSB side, negotiations are not progressing at all. The next negotiation meeting at the S8 table is scheduled for March 30, and April 4 at the E3 table. On the professional side, there is no planned date. A joint meeting of the E3 and S8 sector councils is scheduled for the evening of March 29, 2022, to inform all delegates of the current situation.

### **7.2 Action-mobilization**

Tarek Khazen introduced the item.

Strike notices will possibly be sent out on March 31 for a 90-minute strike on April 12. A decision will be made at the NNCC/CCNRS meeting on March 30 in the evening. If there is a strike on April 12, a visibility action will be organized before the National Assembly building on April 12, 2022.

## **8. Internal Management**

### **8.1 Financial Statements**

Larry Imbeault introduced the item.

The financial statements as of February 28, 2022 are reviewed.

#### **Motion 6**

It was moved by Larry Imbeault and Tarek Khazen

THAT The Executive Committee receive the financial statements as of February 28, 2022.

**UNANIMOUSLY ADOPTED**

### **8.2 2021-2022 Budget**

Larry Imbeault introduced the item.

## **Motion 7**

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The Executive Committee adopt the amendments to the 2021-2022 budget.

**UNANIMOUSLY ADOPTED**

## **8.3 Accounts Payable**

Danielle Joly introduced the item.

Discussions on invoices issued by suppliers beyond a reasonable period. The Civil Code stipulates that the invoices must be issued within 3 years of the service rendered, while the collective agreements stipulate that school boards have 1 year to issue invoices for union leaves.

## **8.4 Memberships**

Larry Imbeault introduced the item.

## **Motion 8**

It was moved by Larry Imbeault and seconded by Luc Lefebvre

THAT In accordance with clause 9.01 e) of the bylaws, the Executive Committee accept as members of the AENQ (CSQ) the persons registered on the March 29, 2022, list.

**UNANIMOUSLY ADOPTED**

## **8.5 Telework**

Larry Imbeault introduced the item.

The CSQ has had a framework agreement with its employees since March 3, which specifies that they have the right to telework 5 days per 2-week period. At the AENQ, services are provided just as well in telework and there is a consensus to keep allowing employees to work in person while respecting the instructions in place.

## **8.6 Evaluation of the EC Members' Work**

Daniel Charest introduced the item.

Daniel proposed the adoption of the AENQ-EC members' self-evaluation procedures and documents.



## **Motion 9**

It was moved by Daniel Charest and seconded by Elisapie Lamoureux

THAT The self-evaluation tool be adopted.

**UNANIMOUSLY ADOPTED (3 abstentions)**

## **8.7 Annual In-person Training Sessions and Sector Council Meetings**

Daniel Charest introduced the item.

E3-S8: The annual training sessions and face-to-face meetings of the sector councils will take place in Val d'Or from September 8 to 12. We need to check availability at the Forestel Hotel.

E4-S9: The annual training sessions and face-to-face meetings of the Sector Councils will be held either from September 15 to 19 or from September 22 to 26. The EC members agreed that these should be held in Montreal as it might be a way to attract members to act as delegates in the S9 sector, which has only 5 delegates when there should be 22.

## **8.8 Personnel Management**

Larry Imbeault introduced the item.

- We have resumed our team meetings and will continue holding them every 2<sup>nd</sup> Wednesday of each month;
- We had an LRC meeting on March 18, 2022, to address the question of telework.
- At the CSQ, a return to work in hybrid mode is planned for early May.

## **8.9 Participation Policy**

Tarek Khazen introduced the item.

## **Motion 10**

It was moved by Tarek Khazen and seconded by Luc Lefebvre

THAT The rates specified in the participation policy be modified as follows and that these new rates take effect on March 29, 2022:

Kilometre: \$0.65 to \$0.70 / km

Kilometre (unpaved road): \$0.75 to \$0.80 / km

Dinner: \$27 to \$30

**UNANIMOUSLY ADOPTED**

## **9. ACTES Movement**

Daniel Charest introduced the item.

- Virtual meeting (zoom): January 21
- ACTES-CSQ 2022 meetings: March 30-31 and April 1 in Quebec City
- National session: April 21-22, 2022, Sainte-Catherine
- AENQ representatives: Daniel Charest (KSB) and Marie-Julie Laniel-Corriveau (CSB)

## **10. Varia**

### **10.1 A Look Back at the 50th Anniversary Festive Evening**

Daniel Charest introduced the item.

Many positive comments from the participants. The team members thanked one another for the work done. The EC members mentioned that they would invite Samian again to the next Congress.

### **10.2 Meeting with the Minister Responsible for Indigenous Affairs**

Daniel Charest introduced the item.

Daniel suggested that a meeting with the Minister be organized by June with the objective of first establishing contact and properly positioning the AENQ.

### **10.3 Emerging Union Leaders**

Tarek Khazen introduced the item.

#### **Motion 11**

It was moved by Daniel Charest and seconded by Tarek Khazen

THAT Tuniq Makiuk, Elisapie Lamoureux and Jesse Keca participate in the Emerging Union Leaders' CSQ camp to be held in Baie-Saint-Paul from April 27 to 29, 2022.

**UNANIMOUSLY ADOPTED**

## **11. Next Meetings**

#### **Motion 12**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The next meeting of the Executive Committee in person will be held from 21 to 23 May 2022 in Montreal.

**UNANIMOUSLY ADOPTED**

The date and time of the next conference call will be decided following consultation/invitation from the President.

## **12. Meeting Adjournment**

### **Motion 13**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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Elisapie Lamoureux  
Interim Secretary-Treasurer

## Appendix 1

<b>Sujet / Subject</b>	
1.	Présentation et adoption de l'ODJ / Presentation and Adoption of the Agenda
2.	Adoption des procès-verbaux précédents / Adoption of Previous Minutes
3.	Suivi / Follow-up
4.	Rapport d'activités des membres du CE / EC Members Activity Report
5.	Relations de travail / Labour Relations
6.	Vie de secteur / Sector Life
6.1	Soutien CSK / KSB Support Staff
6.2	Enseignants CSK / KSB Teachers
6.3	Enseignants CSC / CSB Teachers
6.4	Soutien CSC / CSB Support Staff
6.5	CPE / Childcare Centers
6.6	Écoles de conseil de bande / Band Council Schools
7.	Négociations 2020 Negotiations
7.1	Sectorielles / Sectoral
7.2	Action-mobilisation
8.	Gestion interne / Internal Management
8.1	États financiers / Financial Statements
8.2	Budget 2021-2022 Budget
8.3	Comptes payables / Accounts Payable
8.4	Membership
8.5	Télétravail / Telework
8.6	Évaluation des rendements des membres du CE / Evaluation of the work of the EC Members
8.7	Formations et réunions des conseils de secteur annuelles en personne / Annual In-person Training Sessions and Sector Council Meetings
8.8	Gestion du personnel / Personnel Management
8.9	Politique de participation / Participation Policy
9.	Mouvement ACTES
10.	Varia
10.1	Retour sur la soirée du 50 <sup>e</sup> / A look back at the 50 <sup>th</sup> Festive evening
10.2	Rencontre avec le ministre des Affaires autochtones / Meeting with the Minister of Indigenous Affairs
10.3	Relève syndicale / Emerging Union Leaders
11.	Prochaines réunions / Next Meetings
12.	Levée de l'assemblée / Adjournment