



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-16-E

Meeting of May 20 and 21, 2022

Present via Zoom:

Larry Imbeault	President
Tarek Khazen	Vice-President
Elisapie Lamoureux	Interim Secretary-Treasurer
Daniel Charest	Sector Director – KSB Teachers
Luc Lefebvre	Sector Director – CSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff
Tunik Makiuk	Sector Director – KSB Support Staff
Marie-Julie Laniel-Corriveau	Union Delegate – E3

Absent:

Djibril Niang	Secretary-Treasurer (legitimate absence)
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Guests via Zoom:

François Beauchemin	Union Advisor (for items 2 to 6)
Michelle Thériège	Union Advisor (for items 2 to 4)
Emma Dallas	Union Advisor (for items 2 to 4)
Zéni Andrade	Union Advisor (for items 2 to 4)

1. Presentation and Adoption of the Agenda

Elisapie Lamoureux presented the agenda (Appendix 1).

Motion 1

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The agenda be adopted as presented.

UNANIMOUSLY ADOPTED

2. EC Members Activity Report

Larry Imbeault and Tarek Khazen introduced the item.

President's Report:

31 March 2022 (AM) – Northern Negotiations Coordinating Committee (NNCC) jointly with the Commission for the Coordination of School Network Negotiations (CCSNN)

- Report on the discussion with a representative of the Treasury Board Secretariat (TBS) who confirmed that talks are progressing well with the CSB concerning the sharing of the additional sums between the 3 job categories which would be similar to the one for KSB. Message sent to their coordination team; the management spokesperson is to quickly communicate with the union spokespersons today. The management party has all the mandates to settle;
- The protocol that was agreed on between TBS and CSB is still not signed;
- The employer wishes to settle before April 5 as some people are going on vacation. Negotiating meeting scheduled for April 4. A settlement may be reached. If not, negotiations may continue with reduced union teams;
- Possible issues in connection with the duration of the 6 Northern agreements and what is provided for in Act 37. Inquiries are to be made with the Centrale's legal services. If the provisions of the agreement have a retroactive effect, except for the provisions on wages, this may extend the duration of the agreements otherwise, a government order could be necessary. It is not possible to have different expiry dates.

31 March 2022 (PM) – 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.

6 to 8 April 2022 – Federal Council of the Fédération des syndicats de l'enseignement (FSE-FC)

- Union cohesion: Local and federative organization of level 1 and level 2 services; suitable local conditions to provide level 1 services;
- Adopted amendment to meeting procedures – rallying call;
- Launch of the book *Une autre école est nécessaire et possible* written by the Citizen Collective *Debout pour l'école*;
- The guide on the new workload provisions concurring with the criteria requested by the FSE is almost complete;
- The work on the GAE and VT guides should be completed by the end of the year;
- FSE-AENQ working group: Presentation of the committee's work, which is a follow-up to the survey conducted among KSB teachers on working and

- living conditions. The focus of the work for the CBS is on the evaluation of learning assessments;
- Update on the issue of maintaining the 2020 pay equity, ensuring compliance with the Pay Equity Act. Analysis of the possibility of filing complaints;
 - Working Committee on Parental Rights: Agree on a solution that will have the same effect as the postponement of 4 additional summer weeks to the 4 weeks provided for in the national agreement to take effect this summer;
 - Staff shortage: Committee on the remuneration of retired persons CPNCF-FSE. The decision to be made at the next FC;
 - Addition of an FSE-FC meeting from June 28 to 30, 2022;
 - Retirement and purchasing power: AREQ presentation. Possibility of a pension indexation if capitalization reaches 120%?

12 April 2022 (AM) – 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.

12 April 2022 (PM) – Statutes Committee of the Fédération du personnel de soutien scolaire (FPSS)

- Review of the FPSS amendments to the proposals at hand;
- Review of the proposed amendments since the last FC meeting.

19 April 2022 (AM) – FPSS-FC

- Congress orientations in 5 themes:
 - Involve members more actively;
 - Promote the recognition of school support staff;
 - Evaluate and adapt working relations;
 - Encourage professional life;
 - Develop the Federation.

19 (PM) and 20 April 2022 – FPSS-FNC

- Review of 2020 negotiations;
- Mobilization for 2023 negotiations – work plan;
- Calendar of sectoral news;
- Review of the first phase of consultation and its adoption;
- FPSS mentorship advisors for the negotiations.

22 April 2022 – NNCC jointly with CCSNN

- Status of negotiations at the different tables:
 - P3: April 21, first meeting since the end of January;
 - E3 meeting on April 19, next meeting for the 2 tables: April 25 to review the employers' text on food transportation;

- Employer representatives might not be available during Goose Break but would not be excluded for S8;
- Discussion with the official from the Treasury Board Secretariat: It is complicated with the CSB which does not want to apply what has been agreed on with the additional amounts.

25 April 2022 (AM) – FPSS-FNC

- Adoption of the consultation booklet.

26 April 2022 (PM) – Statutes Committee of the FPSS

- Review of the proposals for amendments received by April 17.

28 April 2022 (PM) – 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.

29 April 2022 (PM) – Committee on Regional Disparities

- Examples of possible demands:
 - Food transportation for certain localities that do not benefit from it yet;
 - Outings, housing allowance for the Lower North Shore (healthcare sector);
 - Housing allowance (healthcare sector);
 - Outings for Schefferville and Fermont locals;
 - Change of sector for Fermont;
 - Bind by agreement premiums that are not covered;
- Suggested matters and comments made during a round table session:
 - Change of sector for Chisasibi;
 - Bind into agreements the Cree-Kativik attraction and retention premiums;
 - Food transportation and outings for locals;
 - Competition between sectors I and III;
 - Target the demands and not cast too wide a net;
 - Inequalities are sensed by some people.

3 May 2022 (PM) – Extraordinary GC

- Presentation of the 2nd phase of the Communication and Political Advocacy Strategy for the 25th anniversary of the Pay Equity Act:
 - Theme of the 2nd phase: Pay Equity, we need more than talks;
 - Make it an issue in the next provincial election campaign;
 - Starting on April 4: Postings, TV ads, debunk the issue in different locations such as the Jacques-Cartier Bridge, in bus shelters and on buses running on Parliament Hill, on Morris columns and advertising on the menus of restaurants located around Parliament

Hill, on *Tout le monde en parle*, in capsules on *Salut Bonjour*, RDI, Rouge, Énergie, WKND and BLVD, on Web banners and on social networks;

- Political involvement of the CSQ in the next provincial election campaign:
 - Make a comparative analysis of the parties;
 - Organize a campaign based on the values of the CSQ;
 - Organize non-partisan activities at national party conventions;
 - Invite the members to pick the person who shares as much as possible the orientations advocated by the CSQ;
 - Take the leadership for the revision of the Election Act;
 - Engage in lobbying between campaigns.

4 May 2022 (AM) – NNCC jointly with CCSNN

- Round table: One observation is that things are not going as well as we had expected;
- May 26 is Annie Whiskeychan Day;
- Two-stage strike:
 - Warning with a 90-minute strike
 - Followed by a 3-day strike
- Action during the GNC at the end of May;
- Disturbance activities against the CSB and the Government;
- Demonstration during GNC proceedings in front of the offices of Sonia Label (President of the Treasury Board and responsible for sectoral negotiations) and Ian Lafrenière (Minister responsible for Aboriginal Affairs);
- Monday following the 90-minute strike: 3-day strike notice from May 9 to 13;
- Inform the general public.

10 May 2022 – GNC

- The GNC adopted the CSQ Action Plan on Mobilization and Communication;
- Guiding themes:
 - The use of negotiations as a tool to improve services to citizens
 - The necessary improvement of working conditions to ensure the accessibility and quality of services to the population
 - The labour shortage
 - The protection of purchasing power against inflation
- Consistent and transparent communication with members;
- Showcase the CSQ as an organization with concerns that go beyond the interests of its members to rally public opinion to our demands;
- Ensure the presence of the Centrale and its federations in the public arena and establish the leadership of the CSQ during negotiations;
- Different visual for the last round to stand out from the previous one which is not quite finished;
- A strong and supportive identity;

- The deployment of the mobilization will evolve as the work at the negotiating tables progresses;
- Phase 1: Activation of the mobilization which involves the implementation of the theme, the appropriation of the negotiation process and the entrenchment of the message. On the communication level, plan and provide materials to support this phase;
- This phase, which will last until January 2023, includes 4 significant moments:
 - Launch of the theme in the week of May 25;
 - Adoption of our demands at the GNC meeting on October 6 and 7;
 - Tabling of union demands: During the GNC proceedings on October 28, a walk between the hotel and the Treasury Board with a stop at the General Assembly;
 - Tabling of management offers: Deploy the regional coordination teams;
- Thematic day: Starting in the fall, members will wear their visibility items once a week;
- Coordination of sectoral negotiations – report from the Northern Negotiation Committee: Agreements have not yet been reached with the MNCCSB. Intensification of pressure tactics;
- Common front: Consensus on several issues, first at the INC meeting and later at the GNC meeting: Wages, parental rights, pensions, skilled workers, insurance, whistleblowers;
- FIQ: Readiness to work with other healthcare unions at the sectoral level;
- Regional disparities: Continuation of the work and presentation at the INC meeting on May 12;
- No common front consensus on the matter of holidays. Union requests can be submitted by the sectoral team with coordination committees;
- Ninety days before the expiration of the collective agreements, 6 inter-round committees will submit their demands which may result in employer or union demands;
- Adoption of the demands on parental rights by the GNC (with the added request to increase the number of special leaves for AHR-related trips), working conditions and work practice (sectoral issues), employer's contribution to health insurance plans, improvement of the letter of agreement on skilled workers, whistleblowers.

11 May 2022 (AM) – Statutes Committee of the FPSS

- Review and preparation of booklets 1A) and 1B) for the Congress.

12 May 2022 (AM) – 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.

17 to 19 May 2022 –FPSS Congress

- Election of members to the Executive Council and to Standing Committees:
 - President: Éric Pronovost is re-elected by acclamation
 - VP to Professional Life: Dominic Latouche, *Premières Seigneuries*
 - VP Secretariat and Treasury: Stéphane Soumis, *Pointe de l'Île*
- Adoption of amendments to the statutes and regulations;
- Adoption of the orientations for the next triennium:
 - Theme 1: Get members more involved;
 - Theme 2: Promote the recognition of school support staff;
 - Theme 3: Evaluate and adapt working relations;
 - Theme 4: Encourage professional life;
 - Theme 5: Further develop the Federation.

Vice President's Report:

FSE-FC 6, 7 and 8 April 2022 (Mont-Sainte-Anne)

- Class composition (Appendix 69-E1): Work is in progress with the employers' side to study the issues and find possible solutions related to Appendix 69.
- Special Needs (Appendix 70-E1): Inter-round committees to work towards an application guide on the modalities related to this appendix. The youth sector portion is almost complete but the Adult Ed section remains to be worked on. This is expected to be finalized by the end of the school year.
- FSE-AENQ Working Group – Work progress report: Presentation of the survey carried out by the AENQ E4 Sector Director by the FSE resource.
- 2020 pay equity: The resource people assigned to this file at the FSE will produce visual documents and capsules which will be sent to members, once completed.
- 2020 pay equity update: Given the ineffectiveness of the PEA, the limited powers of the CNESST and the unacceptable attitude of the TBS, the Executive Committee mandated the FSE Executive Director to seek a legal opinion on the Boisjoli recommendation concerning the systemic discrimination perpetuated by the Pay Equity Act, specifically on the relevance of filing an action on the unconstitutionality of some provisions of the Act.
- Union cohesion (local and federative organization of levels 1 and 2): There were round table discussions on the updating of the document and on the sharing of responsibilities between the different levels of the organization (CSQ, FSE and local unions).
- Work Committee on Parental Rights: School boards and school service centres were previously authorized under the collective agreement to deduct from teachers' summer pay the benefits received from the Quebec Parental Insurance Plan (QPIP), in some cases up to eight of these benefits. The FSE-CSQ committee on holiday deferral is close to reaching an agreement in principle with management on the union proposal to

- suspend the application of maternity leave during the 8 weeks of the summer holiday.
- Staff shortage (Committee on the remuneration of retirees working as substitutes): Among the measures envisaged by the FSE, there is the introduction of incentives to encourage the return to employment of retirees (pay scale and temporary bonuses), in particular. The FSE-FC has suspended its proposals until the forthcoming FC meeting in May 2022.
 - The pension plan, a lever to counter staff shortage: The FSE initiated a discussion last January with CSQ representatives by creating an FSE-CSQ RREGOP committee to find solutions to the teacher shortage.
 - Addition of an FC meeting: 28, 29 and 30 June 2022 at the Delta Hotel in Montreal.
 - Prof, my Pride! – Project for the school year 2022-2023: The FC adopted the plan to relaunch the *Prof, My Pride!* campaign with a budget comparable to that of previous years by creating a web series by Pierre Hébert entitled "A Prof's Life". The series, consisting of about ten sketches, would follow the style of the TV series *Un gars, une fille* and would feature Pierre and another actress. It would present, in a humoristic way, the day-to-day life of a teacher and her spouse.

FPSS-CF 19 April 2022 (Zoom)

- Orientations for the FPSS Congress in May 2022: Under the theme "My commitment makes our federation stronger", the resource person presented the five themes that will be guiding the next Congress: Under the theme "My commitment makes our federation stronger", the resource person presented the five themes that will guide the next Congress: Involve the members more, promote the recognition of the school support personnel, evaluate and adapt labour relations, encourage professional life and further develop the Federation.

FPSS-FNC 19 and 20 April 2022 (Zoom)

- Adoption by the FNC of the negotiation assessment for the S3 collective agreement binding the parties for the 2020-2023 period which is based on the following 5 themes: The negotiating team and union releases, the Federal Council and the steering of negotiations, communications and dissemination of information, the Centrale's mobilization and coordination of sectoral negotiations.
- Mobilization for 2023 negotiations– Work plan: Presentation of the work plan leading to the adoption of the FPSS-CSQ action plan for the next round of negotiations.
- Review of the first phase of the 2023 negotiation consultation and adoption of the second phase consultation booklet: More than 3000 members from 17 affiliated unions responded to the first phase of consultation. Presentation, discussions and adoption of the content of the membership consultation booklet for the second phase. Theme 5 (all monetary matters)

was removed from the 2nd phase consultation booklet and its content was integrated with the 4 other themes.

- FPSS-CSQ mentorship advisors for the negotiations: To properly centralize information and answer questions related to the next round of negotiations, the FPSS is making Mentorship-Training sessions available to affiliated unions.

FSE-RAM Network 25 April 2022 (Delta Hotel in Trois-Rivières)

- Retrospective on the results of the mobilization and the main findings;
- Presentation of the theme for the next negotiations: *We are here!*
- 2022-23 mobilization plan: Presentation of the next mobilization plan to be recommended and adopted at the next FC in May 2022.

GC 3 May 2022 (Zoom)

- Presentation of the 2nd phase of the Communication and Political Advocacy Strategy for the 25th anniversary of the Pay Equity Act which is taking place in spring 2022 under the theme "Pay Equity, we need + than talks", and will be deployed on different communication and visibility platforms.
- Action and communication plan – Political involvement: Several proposals for action were approved by affiliates at previous meetings of the Centrale.
- The CSQ will be involved in two phases, in the spring (May and June) and in the fall (mid-August to the end of September), around the theme "*Je vote en couleurs!*" Several action, mobilization and communication activities have been presented and a calendar will be distributed by the CSQ to ensure that the action plan is effectively implemented over time.

FSE-VT Network 5 and 6 May 2022 (Delta Hotel in Quebec City)

- Current events in Vocational Training: Several topics were discussed in plenary sessions, including the professional offensive, the valorization of the profession, the revision of programmes, changes to the Regulation on teaching licences, etc.
- Abolition of the VT licence which is another important gain achieved by the FSE-CSQ.
- Workshop on professional development in VT.

FPSS Congress 17, 18 and 19 May 2022 (Château Montebello)

- After the opening address by Éric Pronovost, President of the FPSS, Marie-Josée Turgeon and Éric Laroche were appointed to chair the meeting and Virginie Delaby-Fina to act as secretary.

3. Labour Relations

Zéni Andrade, Emma Dallas and Michelle Théberge 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

- Harassment by third parties
- Housing units (individual)
- Disabled employee represented by a third party
- CSB Housing Policy
- Hiring point for beneficiaries

Files under development

- 2 KI teachers' dismissals
- Kuujjuaq Housing
- Kuujjuarapik Management
- Premium with dependents – CSB French sector
- KI change in practice – 3rd outing transit
- OHS Committees
- Maternity leaves in the summer – Teachers
- Violence – review of KI policy?

Follow-up/ Varia

- Water –CSQ contact
- Grievance settlements – 2 School boards

4. Sector Life

4.1 KSB Teachers

Daniel Charest introduced the item.

SECTOR

- Vote on E4 agreement in principle: March 30;
- Support to S9 members for voting: \$200 compensation for 13 E4 delegates;
- Delivery of 50th-anniversary materials: 12 schools have confirmed that they received everything; Pitakallak has not received anything; Kuujjuaraapik has asked for caps; Responses pending: Inukjuak, Salluit, Aupaluk;
- Questions/Answers document and follow-up by François Beauchemin;
- Emerging Union Leaders' Camp from April 27 to 29 in Baie-Saint-Paul: Tuniq Makiuk and Elisapie Lamoureux participated;
- Appendix 29: After verification, the amounts were not all spent;
- SD-KT holiday: May 9 to 13;
- 'School Tour' Project in September and October;

- Day of reflection on the post-pandemic school climate – Reda Ynineb (POV) participated in this meeting and declared he was very satisfied: May 4
- GAE recall list;
- University internship in a northern environment: Charles Sleighter (UQTR).

REVITALIZATION OF S9 SECTOR

- First meeting: Tuniq Makiuk (S9) and Daniel Charest (E4) on April 15;
- Second meeting: Tuniq Makiuk, Elisapie Lamoureux (E4), Mélanie Renaud (FPSS) and Daniel Charest on May 6;
- Third meeting scheduled for May 21.

E4 Survey and FSE Report

- Presentation of the report to the FC by Isabelle Tremblay-Chevalier and Daniel Charest: April 6;
- Meeting scheduled with KSB DG: June 9.

Joint Committees

- Special Needs Committee on April 13;
- Board Committee on April 14;
- Meeting schedule for the school year 2022-2023:
 - October 19, Special Needs Committee – October 20, Board Committee in Montreal
 - February 22, Special Needs Committee – October 23, Board Committee in Kuujuaq
 - April 12, Special Needs Committee – April 13, Board Committee in Montreal
- Professional Development Committee: 3 successive applications (request from 12 teachers (Kuujuaq on April 28-29): 2 accepted, one request for France, one request for Germany);
- Adult Ed Committee: No meeting planned until June.

KSB

Bill #59, an Act to revitalize the occupational health and safety regime – The coming into force: Claudia Napoli for Emma Dallas and Michelle Théberge, Union Advisors.

CSQ

CSQ survey on water supply and wastewater disposal in Nunavik: Deadline on May 20. People consulted: Teachers, support staff and professionals. Over 34 respondents to date.

Problems in Communities

Akulivik: Difficult school climate, teachers' letter, teachers' complaint, harassment by the administration, principal's resignation, death of vice-principal, case of

problematic student vs. the right of refusal. Virtual meeting with Joanne Brodeur (investigation) and Jesse Keca on May 19;

Ivujivik: Travel expenses outside Quebec vs. KSB practice and guidelines, communication problems between the administration (unilingual English) and French sector teachers;

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

Kuujuaq: Pedagogical materials and teaching French as a mother tongue, Ministry of Education examination at the Secondary level;

Umiujaq: Pay while on sick leave;

Kangirsuk: Water issue.

4.2 CSB Teachers

Luc Lefèbvre introduced the item.

All in all, May was a quiet month. In the first week, there were a lot of phone calls and emails from teachers and delegates concerning the Goose Break and reimbursements for people travelling by plane. After several interventions, the teachers got access to planes and permission to go out. This work was possible due to the efficiency of our team. Many thanks to Tarek and Emma for their help! For the rest of the month, I remained available and participated in the EC meetings.

4.3. CSB Support Staff

Paul Washipabano introduced the item.

- Organization of a sector council meeting on March 29, jointly with the E3 sector to inform all delegates of the state of negotiations;
- Organization of a joint sector council meeting on May 16;
- We received a letter of agreement from the school board for the creation of 13 new positions as "Cree Culture and Language Animators"; they will be classified as support staff. This is a project that we strongly support.

4.4. KSB Support Staff

Tuniq Makiuk introduced the item.

MEETINGS OF THE S9 SECTOR REVITALIZATION COMMITTEE

CONTEXT

Considering that the Executive Committee has explored various avenues in recent years to revitalize the S9 sector, it is clear that mobilization and delegation are not sufficient.

PROPOSAL

It was suggested and agreed to set up an S9-E4 action committee made up of the E9 sector director, a communications officer and the E4 sector director acting as a mentor.

TEMPORARY COMMITTEE

This mode of operation which aims to revive the S9 sector is temporary, i.e. until the next Congress in March 2023.

OBJECTIVES

1. Increase in the number of delegates for the S9 sector;
2. Ongoing union training for S9 delegates;
3. Improved service and communication to S9 members;
4. Information sharing (mobilization, elections, etc.);
5. Preparation of S9 consultations for the next negotiations.

First meeting on April 15, 2022 – Zoom

Present: Tuniq Makiuk, Daniel Charest

Absent: Elisapie Lamoureux (E4)

AGENDA

1. Presentation;
2. Committee objectives and the role of each member, as well as the importance of communication;
3. Actions:
 - Draw up a list of sector members by school or community with the help of KSB Payroll and Human Resources;
 - Collaborate with Tracey to set up a Kativik Support Staff Facebook page and integrate documents and information from the AENQ;
 - Connect with members by email to publicize the appointment of the Sector Director and request their personal email addresses;
 - Identify needs for upcoming sector council meetings.

Second meeting on May 6, 2022 – Zoom

Present: Tuniq Makiuk, Elisapie Lamoureux (E4), Daniel Charest

Guest: Mélanie Renaud from the CSQ union organization

AGENDA

1. Follow-ups: List of members per community, list of members who responded to the SD-KS email;
2. Importance of having 'supporters' in each community to first educate them on union action and communications with members in their own sector BEFORE asking them to take on the duties of delegate;
3. Mélanie Renaud indicated that GUM could allow all AENQ members to fill in an electronic membership form (instead of completing the AENQ online form). She mentioned that a tour of Nunavik is planned for September and October and that this would be a great opportunity to raise awareness on the role of the union as well as to have the members fill in their membership cards on the spot. Tuniq and Elisapie believe that meetings in person are necessary to involve members;
4. Motion on the tours and the team participants.

4.5 Childcare Centers

Emma Dallas introduced the item.

She will meet with the members of the 2 childcare centers next week to have them vote on their agreement in principle.

4.6 Band Council Schools

Zéni Andrade and Emma Dallas introduced the item.

Negotiations have been completed in Wemotaci. The Band Council must confirm the agreement before we can present it to our members.

On the Opitciwan front, some details need to be worked out before an agreement in principle can be confirmed. All should be concluded in the fall.

5. 2020 Negotiations

5.1 Sectoral

Negotiations with the CSB are still at a stalemate although we believe we are close to reaching agreements in principle. Strike notices were sent out on May 16 for a 90-minute strike from 9.30 to 11 a.m. on May 27.

5.2 Action-mobilization

A press release will be sent out on the morning of May 27 to inform the public about the strike. Our members will have to participate in the demonstration in

their community in order to receive the \$65 compensation. Delegates will need to send us their lists of the members who participated in the demonstration.

6. 2023 Negotiations

6.1 Intersectoral

Larry Imbeault introduced the item.

The consultation on intersectoral issues is expected to be conducted from late August to mid-September. It will be done electronically.

6.2 Sectoral

Larry Imbeault introduced the item.

The first AENQ consultation on sectoral issues is expected to take place from late August to mid-September. The second consultation will take place from the end of September to the beginning of October. They will be done electronically, which will make it easier for us to process them.

6.3 Governing Rules

Larry Imbeault introduced the item.

The President has received from the FPSS a proposal for AENQ-FPSS governing rules that do not at all respect what was agreed between the AENQ, the CSQ and the federations in June 2021. What was agreed at the time was part of an agreement for the AENQ to have greater control over its negotiations in exchange for withdrawing its request to be recognized as a sectoral group; these discussions took place before the last CSQ Congress where the GC recommended that the AENQ be officially recognized as a sectoral group.

As for the FSE, the President has sent his draft AENQ-FSE governing rules to the federation and is still waiting for some feedback.

7. Adoption of Previous Minutes

Elisapie Lamoureux introduced the item.

Motion 2

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The minutes of meetings 2122CEPV-13 to 2122CEPV-15 be adopted as corrected.

UNANIMOUSLY ADOPTED

8. Follow-up

Larry Imbeault introduced the item.

- Strike notices have been sent out as planned;
- Monthly team meetings have resumed;
- The other items are on the agenda.

9. Internal Management

9.1 Telework

Larry Imbeault introduced the item.

Despite the pandemic, the telework experience has been quite positive as it has allowed everyone to work productively, for both the Executive Committee members and the staff.

9.2 Evaluation of the EC Members' Performance

Larry Imbeault introduced the item.

We had decided at a previous meeting to use the self-assessment tool. To date, only Daniel Charest has completed his self-evaluation. He reminded the other EC members to complete theirs as well.

9.3 Annual in-person Training Sessions and Sector Council Meetings

Larry Imbeault introduced the item.

Kativik Ilisarniliriniq

E4 – Teacher delegates

Arrival on 22 September 2022. Departure on 26 September 2022.

S9 – Support staff delegates

Arrival on 23 September 2022. Departure on 26 September 2022.

Cree School Board

E3 – Teacher delegates

Arrival on 8 September 2022. Departure on 12 September 2022.

S8 – Support staff delegates

Arrival on 9 September 2022. Departure on 12 September 2022.

9.4 Consolidation

Larry Imbeault introduced the item.

Tour of Cree communities on the week of September 12, 2022. Three teams will each visit three communities. Each team will be composed of one representative from the CSQ union organization, one AENQ union advisor and one member representing the AENQ EC.

There will also be a tour of all the communities in Nunavik. There will be two teams of 4 people. Each team will visit 4 communities one week and 3 communities the week after. The team will be composed of one person from the CSQ union organization, one member from the AENQ advisory staff and two members from the AENQ EC.

9.5 Website

Daniel Charest introduced the item.

The AENQ has a new website. The texts already translated into English need to be revised and we must make sure that all the website content is also available in English.

10. ACTES Movement

Daniel Charest introduced the item.

11. Varia

11.1 Emerging Union Leaders Camp

Larry Imbeault and Tarek Khazen introduced the item.

Elisapie Lamoureux and Tuniq Makiuk commented on their experience. They both enjoyed the camp very much.

11.2 50th Anniversary

Daniel Charest introduced the item.

The 50th Anniversary magazine is being finalized. Some translations are still missing.

11.3 Political Approaches

Daniel Charest introduced the item.

12. Next Meeting

The members of the Executive Committee will be consulted about the date of the next meeting which, given the evolution of the negotiations with the CSB, should take place via Zoom very soon.

13. Meeting Adjournment

Motion 3

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Elisapie Lamoureux
Interim Secretary-Treasurer

Appendix 1

Sujet / Subject	
1.	Présentation et adoption de l'ODJ / Presentation and Adoption of the Agenda
2.	Rapport d'activités des membres du CE / EC Members Activity Report
3.	Relations de travail / Labour Relations
4.	Vie de secteur / Sector Life <ul style="list-style-type: none"> 4.1 Enseignants CSK / KSB Teachers 4.2 Enseignants CSB / CSB Teachers 4.3 Soutien CSB / CSB Support Staff 4.4 Soutien CSK / KSB Support Staff 4.5 CPE / Childcare Centers 4.6 Écoles de conseil de bande / Band Council Schools
5.	Négociations 2020 Negotiations <ul style="list-style-type: none"> 5.1 Sectorielles / Sectoral 5.2 Action-mobilisation
6.	Négociations 2023 Negotiations <ul style="list-style-type: none"> 6.1 Intersectorielles / Intersectoral 6.2 Sectorielles / Sectoral 6.3 Règles de fonctionnement / Governing Rules
7.	Adoption des procès-verbaux précédents / Adoption of Previous Minutes
8.	Suivi / Follow-up
9.	Gestion interne / Internal Management <ul style="list-style-type: none"> 9.1 Télétravail / Telework 9.2 Évaluation des rendements des membres du CE / Evaluation of the EC Members' Performance 9.3 Formations et réunions des conseils de secteur annuelles en personne / Annual In-person Training Sessions and Sector Council Meetings 9.4 Consolidation 9.5 Site internet / Website
10.	Mouvement ACTES
11.	Varia <ul style="list-style-type: none"> 11.1 Camp de la relève syndicale / Emerging Union Leaders Camp 11.2 50^e / 50th 11.3 Démarches politiques / Political Approaches
12.	Prochaine réunion / Next Meetings
13.	Levée de l'assemblée / Adjournment