



It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The agenda be adopted as amended.

**UNANIMOUSLY ADOPTED**

## **2. Labour Relations**

The advisory staff introduced the item.

Files under development:

- Health and safety in Mistissini
- OHS committees
- Akulivik work climate issue – last-chance agreement
- Individual agreement – CSB Montreal office employee
- Duties in effect even without the agreement

Due to their confidential nature, no details of these cases, or any other cases presented and discussed, are recorded in the minutes.

## **3. Sector Life**

### **3.1 KSB Support Staff**

Tuniq Makiuk introduced the item.

- Telework ends in December at KSB offices in Saint-Laurent;
- Emphasis is placed on the search for new delegates but several people have indicated that they do not want to get involved if they are not paid.

### **3.2 KSB Teachers**

Daniel Charest introduced the item.

- Follow-up on calls and requests from delegates.

### **3.3 CSB Teachers**

Marie-Julie Laniel-Corriveau introduced the item.

- The beginning of the school year went well. We got three more ped days than planned.

### **3.4 CSB Support Staff**

Paul Washipabano introduced the item.

- I have been in contact with delegates who are getting a lot of questions about retroactive payments and premiums.
- Natalie Petawabano sent us an email requesting that each employee fills out an online form regarding food transportation allowances. The information requested is essentially the same as in the regional disparity form, so why can't the school board use this form instead of the online form? Many support staff members in the schools, such as caretakers, do not check their emails and receive their pay stubs in paper form; will these people be overlooked?  
\*\*Update: I asked that same question to Natalie and she answered that these employees will have to ask for help from their colleagues to fill out this form and that the information on the regional disparity form is not always kept up-to-date. This was her answer (today).
- I contacted the delegates to welcome and remind them to hold the elections.

### **Motion 2**

It was moved by Daniel Charest and seconded by Marie-Julie Laniel-Corriveau

THAT Paul Washipabano be granted a 20% union leave for the 2022-2023 school year.

**UNANIMOUSLY ADOPTED**

### **3.5 Childcare Centers**

Emma Dallas introduced the item.

- We are still waiting for the employer to schedule a date with us to sign the new collective agreements;
- We are also waiting for the updates on the matter of wages to make sure that everything is correct;
- We should be meeting with members in the next few weeks.

### **3.6 Band Council Schools**

Zéni Andrade and Emma Dallas introduced the item.

- Opitciwan: We have received an offer from the management; we are waiting for our delegate.

- Wemotaci: Since we have now reached an initial collective agreement, the CIRB closed the complaints we had filed. Retroactive payments should be made. We will be going on-site in the next few weeks to hold a general assembly with the members.

#### 4. EC Members Activity Report

Larry Imbeault and Tarek Khazen introduced the item.

General Council (GC) – 25 and 26 May 2022 (President and Vice-President)

- Protection of personal information:
  - The AENQ is affected by this law like any other trade union organization;
  - The AENQ must name a person responsible for the protection of personal information. By default, it is assigned to the person exercising the highest authority;
  - Entry into force of the law: September 22, 2022;
  - The AENQ must establish and implement policies and practices for its governance in this matter (the policy comes into force in September 2023);
  - Anonymization of personal information to come into effect: September 2023;
  - Entry into force of the requirement to conduct a privacy impact assessment of any proposed acquisition, development or redesign of an information system or electronic service delivery involving the collection, use, disclosure, retention or disposal of personal information: September 2023;
- Analysis of the socio-political situation: pandemic, health reform, the war in Ukraine, the importance of international media regulation, etc.;
- CSQ Congress 2024: June 26 to 29, 2024;
- 2023 group insurance renewal:
  - Health insurance: 15% increase
  - Dental insurance: 6% increase
  - Long-term salary insurance: status quo
  - Life insurance: status quo
- The right to disconnect;
- Financing the implementation of the action and communication plan in support of the public sector negotiations.

Intersectoral Negotiating Council (INC) – 25 May 2022 (President)

- The topics discussed mainly concern intersectoral negotiations (consultation, alliances, progress, coordination, assessment, etc.). A report on the coordination of sectoral negotiations was also presented. Given the confidentiality of the topics, no details can be written into these minutes.

Northern Negotiations Coordinating Committee (NNCC) jointly with the Commission for the Coordination of School Network Negotiations (CCSNN) – 25 May 2022 (President, Vice-President and Spokesperson for the negotiations)

- Status of the situation at the 3 CSB negotiating tables;
- Upcoming strike on May 27 for all 3 staff categories;
- Communication plan.

Committee on living conditions in remote, isolated and devitalized regions – 26 May 2022 (President)

- Presentation by an intern researcher;
- Assessment of the discriminatory nature of certain provisions;
- Continuation of the work.

General Negotiating Council (GNC) – 26 and 27 May 2022 (President, Vice-President, E4 Sector Director, S8 Sector Director)

- Inter-round working committees;
- Wages, pension and regional disparities claims: The AENQ President stressed the importance of the retroactivity that could result from the change of sector of certain localities being calculated from the agreement in principle on intersectoral matters and not from each of the sectoral negotiations;
- Report of the Northern Negotiations Coordination Committee;
- Elaboration of the demands: Harmonization mandate;
- Other issues;
- Negotiations of sectoral matters: Coordination report.

CCNN jointly with the CCSNN – 30 May 2022 (President, Vice-President and Spokesperson for the negotiations)

- Round table: No progress made since the last meeting, but there were emails exchanged between spokespersons for S8 negotiations this weekend. A counter-proposal to be made since the housing subsidy was rejected;
- Strike notices to be sent out if we get no news from the school board;
- The CSB is clearly not in a settlement mode.

Federal Negotiating Council of the Fédération du personnel de soutien scolaire (FPSS-FNC) – 6 to 8 June 2022 (President and Vice-President)

- Adoption of the "essentials" by the FNC.

CCNN jointly with the CCSNN – 7 June 2022 (President, Vice-President and Spokesperson for the negotiations)

- State of play at the 3 tables;

- The AENQ President believes that it is impossible to ask members to go on strike for three days with what is now on the table, even if the employer's offers do not meet the objectives of some CSQ members;
- We need some clarification from the management.

CCNN jointly with the CCSNN – 8 June 2022 (President, Vice-President and Spokesperson for the negotiations)

- State of play at the 3 tables: Still waiting for clarification from the management;
- The AENQ cannot ask its E3 members to go on strike. It cannot ask its S8 members either. It all depends on the feedback from the employer;
- There is a lot of pressure from the AENQ members concerning their policies. We need to let them know by 9 p.m. today if a strike can be held or not.

INC – 9 June 2022 (President)

- The topics discussed mainly concern intersectoral negotiations (consultation, alliances, progress, coordination, assessment, etc.). A report on the coordination of sectoral negotiations was also presented. Given the confidentiality of the topics, no details can be written into the present minutes.

Meeting with the KSB Director General – 9 June 2022 (President, E4 Sector Director and FSE Advisor)

- Talks on the FSE-AENQ recommendations following the survey of KSB teachers on working and living conditions in the North;
- Each party will have to choose 5 recommendations.

Meeting on the "Digital Transformation Project" – 13 June 2022 (President and Management Secretary)

- Presentation by a Xerox representative on a service offer for the digitization of AENQ documents.

Meeting of the Committee on Regional Disparities – 21 June 2022 (President)

- Discussion on the new demands proposed by our Common Front partners.

General assembly of the Nikanik school teaching staff in Wemotaci – 22 June 2022 (President and AENQ Union Advisor)

- General meeting to vote on the agreement in principle;
- 100% of the members present voted in favour of the agreement in principle;
- The collective agreement came into force the day after this general meeting.

INC – 28 June 2022 (President)

The topics discussed mainly concern intersectoral negotiations (consultation, alliances, progress, coordination, assessment, etc.). A report on the coordination of sectoral negotiations was also presented. Given the confidentiality of the topics, no details can be written into the present minutes.

Federal Council of the FSE (FSE-FC) – 28 to 30 June 2022 (President and Vice-President)

- The FSE 2023 symposium will be held on 11 and 12 May 2023 under the theme "Masters of our profession";
- Presentation on the pedagogical issues and the professionals concerned;
- Consultation prior to the fall 2022 symposium to take place in mid-February;
- Presentation of the results at the FC meeting on 22, 23 and 24 March 2023;
- A decision was made to reject the employer's proposal regarding the compensation for exceeding the number of students per group, but a mandate was given to the Federation based on discussions held in FC meetings concerning the valuation and recognition of the support work offered by qualified teaching staff to NLQs.
- Sectoral negotiations: remuneration, telework, distance education and special groups;
- Demonstration.

KSB Orientation Day – 12 August 2022 (President and Vice-President)

- Meeting with new and returning teachers;
- We received several messages of appreciation and support for the work accomplished by the AENQ;
- In addition, one member asked about salary increases and another about group insurance (dental and vision coverage).

## **5. 2020 Negotiations**

### **5.1 2020-2023 Collective Agreements**

François Beauchemin introduced the item.

- E4: The agreement in principle was reached on March 17. It is unlikely that the collective agreement will be signed before the end of August 2022.
- S9: The agreement in principle was reached on March 18. The collective agreement should be signed by the end of September 2022.
- E3 and S8: The agreement in principle was reached on June 8. We have not received the first draft from the employer yet.

Food transportation: The new provisions on food transportation are in effect from the start of the 2022-2023 school year, even though the collective agreements

are not yet in force. Our members at KSB were not consulted on their choice concerning food transportation. Denis Daigle should get back to us on this. Our members at the CSB who are under the new system (allowances paid directly on the employee's paycheque) have not received any money.

## **5.2 Strike Funds**

Larry Imbeault introduced the item.

### **Motion 3**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT Any further requests for strike fund compensation for the April 2021 strike day and the 90-minute strike period on May 27, 2022, be turned down effective immediately.

**UNANIMOUSLY ADOPTED**

## **5.3 2020 Assessments**

Larry Imbeault introduced the item.

A consultation was held with CSQ members on visibility and negotiations in general. Afterwards, the CSQ consulted the members to find out their opinion on the assessment. It was difficult to answer all the questions for the AENQ members as our negotiations were not yet completed.

Normally, since our operating rules provide for this, there should be assessments made for each of our tables. The federations concerned were not contacted to this effect. It should also be noted that the evaluation of the 2015 S9 negotiations has still not been completed since we had not endorsed the report prepared by the FPSS then.

## **6. 2023 Negotiations**

### **6.1 AENQ Consultations**

François Beauchemin introduced the item.

This should be in place by September 8, 2022. The consultation will be conducted electronically. We will have to determine how this will be done in Inuktitut.



## **6.2 Intersectoral Consultation**

Larry Imbeault introduced the item.

The CSQ has prepared a multitude of documents in preparation for this consultation. We will have to make a simplified summary available for our members.

## **6.3 Functioning Rules with the FSE and the FPSS**

Larry Imbeault introduced the item.

There is still no agreement with the federations. Discussions took place before the summer holidays but the 2 federations want to deviate from what had been decided before the CSQ congress. The AENQ had waived its wish to be recognized as a sectoral group in exchange for a seat on the INC and functioning rules. This is the agreement that was reached and shared with Sonia Éthier, President of the CSQ at the time.

## **7. Follow-up**

Larry Imbeault introduced the item.

- Some self-assessments have still not been completed;
- An AENQ internal OHS committee is to be set up;
- The new AENQ website is still unfinished, an effort must be made to finalize it, especially the English section;
- The other items are on the agenda.

## **8. Adoption of Previous Minutes**

Larry Imbeault introduced the item.

### **Motion 4**

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT The minutes of meetings 2122CEPV-16 to 2122CEPV-20 be adopted as corrected.

**UNANIMOUSLY ADOPTED**

## **9. AENQ Congress**

Larry Imbeault introduced the item.

### **9.1 Timeline**

#### **Motion 5**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The new timeline leading up to the AENQ Congress in March 2023 be adopted as presented.

**UNANIMOUSLY ADOPTED**

### **9.2 Amendments to the By-Laws**

The Executive Committee members discussed the proposed amendments. Further exchanges will take place at the next EC meeting.

### **9.3 Provisional Agenda**

The Executive Committee members discussed the provisional agenda and several changes were suggested. A new version will be prepared for the next EC meeting.

## **10. Internal Management**

### **10.1 Memberships**

Larry Imbeault introduced the item.

#### **Motion 6**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The persons entered on the list dated 18 August 2022 be accepted as members of the AENQ, as provided for in clause 9.01 e) of the by-laws.

**UNANIMOUSLY ADOPTED**

### **10.2 Staff Management**

Larry Imbeault introduced the item.

A meeting will be convened with an employee to discuss certain issues.

### **10.3 2019-2023 Action Plan**

Larry Imbeault introduced the item.

The Action Plan is reviewed.

### **10.4 Consolidation Tour**

Larry Imbeault introduced the item.

Following a discussion with the advisory staff and the uncertainty as to the degree of involvement of a member of the Executive Committee, the tour schedule will have to be reviewed. The advisory staff suggested that CNESST-related material be brought so that it is available in the workplaces. We must not forget our members who work in Montreal.

### **10.5 Annual Training Sessions & Sector Council Meetings**

Larry Imbeault introduced the item.

The S9 Sector Council training sessions and meetings should take place after the consolidation tour otherwise we may not have very many delegates. Check if the training on the new E3 and E4 provisions should not be postponed and instead just hold 2 days of meetings for these sectors.

### **10.6 AENQ Committees**

Larry Imbeault introduced the item.

We have received a small number of applicants for the Women's Committee and none for the Youth Committee. It is suggested that a final call for candidates be made. Depending on the outcome, a proposal to abolish these committees might be made at the AENQ Congress.

### **10.7 Policy on the Defence of Rights of Members**

Larry Imbeault introduced the item.

The President had consulted the Advisory Staff on the possibility of adding "suspension without pay for criminal charges" to the eligibility criteria. They were not very keen on the idea but suggested other situations where members might apply to benefit from the policy. These suggestions will be discussed at a later meeting.

## 10.8 Telework

Larry Imbeault introduced the item.

### Motion 7

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The AENQ employees return to work at the office 2 days/week starting on September 6, 3 days/week from September 19, 4 days/week from October 3 and full time again as of October 17, 2022.

**UNANIMOUSLY ADOPTED**

## 10.9 Policy on Participation

Marie-Julie Laniel-Corriveau introduced the item.

### Motion 8

It was moved by Marie-Julie Laniel-Corriveau and seconded by Paul Washipabano

THAT The policy on Participation be amended as follows and that these amendments take effect on 19 August 2022:

Before:

- 7.5 Transportation by personal vehicle: the member will be reimbursed at the rate of 70¢ per kilometre.
- 7.6 Transportation by personal vehicle on unpaved roads: the member will be reimbursed at the rate of 80¢ per kilometre.
- 7.8 Carpooling: in the case of carpooling, the member will be reimbursed at the rate of 20¢ per kilometre per passenger participating in the union activity (up to a maximum of 3 passengers). The rate is 25¢ for unpaved roads.

After:

- 7.5 Transportation by personal vehicle: the member will be reimbursed at the rate of **75¢** per kilometre. This rate is **90¢ per kilometre north of Chibougamau and Mattagami.**
- 7.6 Transportation by personal vehicle on unpaved roads: the member **will be eligible to an additional 10¢** per kilometre.
- 7.8 Carpooling: in the case of carpooling, the member will be reimbursed at the rate of 20¢ per kilometre per passenger

participating in the union activity (up to a maximum of 3 passengers). The rate is 25¢ for **unpaved roads**.

**UNANIMOUSLY ADOPTED**

### **10.10 Financial Statements**

Larry Imbeault and Danielle Joly introduced the item.

#### **Motion 9**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee receive the financial statements as at 31 July 2022, subject to verifications.

**UNANIMOUSLY ADOPTED**

### **10.11 2021-2022 Budget**

Larry Imbeault introduced the item.

#### **Motion 10**

It was moved by Larry Imbeault and seconded by Tarek Khazen

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

**UNANIMOUSLY ADOPTED**

### **10.12 2022-2023 Budget**

Larry Imbeault introduced the item.

#### **Motion 11**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee adopt the 2022-2023 budget as discussed.

**UNANIMOUSLY ADOPTED**

## **11. AENQ-SEESOCQ Negotiations**

Larry Imbeault introduced the item.

## **Motion 12**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT For the AENQ-SEESOCQ round of negotiations which will begin in the next few days, the President be appointed as the employer spokesperson, and the Vice-President as the employer negotiator.

**UNANIMOUSLY ADOPTED**

## **12. ACTES Movement**

Daniel Charest introduced the item.

There will be a meeting of representatives of the CSQ ACTES Movement in Montreal on September 23, 2022. The AENQ will have 8 local representatives, 4 from each school board, with each pair consisting of a teacher and a support staff member from the same school. On the KSB side, there will be 2 people from the Ungava coast and 2 from the Hudson coast while on the CSB side, there will be 2 people from the coastal region and 2 people from the inland region.

## **13. Varia**

### **13.1 AENQ 50<sup>th</sup> Anniversary Magazine**

Daniel Charest and Louis Aubin introduced the item.

An unbound paper version was presented to the Executive Committee members. All congratulated Louis Aubin and those who were involved in this tedious work.

### **13.2 RASP**

The item was deferred to a later meeting.

### **13.3 *Lac-à-l'épaule***

Daniel Charest introduced the item.

A suggestion was made that we hold a *lac-à-l'épaule* (a strategic planning meeting held in a secluded location) in the next few weeks. Given the importance of some of the issues, the Executive Committee members agreed with this proposal. The *lac-à-l'épaule* should be held from November 15 to 17, 2022.

#### **14. Next Meeting**

##### **Motion 13**

It was moved by Larry Imbeault and seconded by Marie-Julie Laniel-Corriveau

THAT The next Executive Committee meeting be held in Montreal from November 1 to 3, 2022.

**UNANIMOUSLY ADOPTED**

#### **15. Meeting Adjournment**

##### **Motion 14**

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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Guillaume Lajeunesse  
Secretary-Treasurer

## Appendix 1

<b>Sujet / Subject</b>	
1.	Présentation et adoption de l'ODJ / Presentation and Adoption of the Agenda
2.	Relations de travail / Labour Relations
3.	Vie de secteur / Sector Life
3.1	Soutien CSK / KSB Support Staff
3.2	Enseignants CSK / KSB Teachers
3.3	Enseignants CSC / CSB Teachers
3.4	Soutien CSC / CSB Support Staff
3.5	CPE / Childcare Centers
3.6	Écoles de conseil de bande / Band Council Schools
4.	Rapport d'activités des membres du CE / EC Members Activity Report
5.	Négociations 2020 Negotiations
5.1	Conventions 2020-2023 Collective Agreements
5.2	Fonds de grève / Strike Funds
5.3	Bilans 2020 Assessments
6.	Négociations 2023 Negotiations
6.1	Consultations AENQ Consultations
6.2	Consultation intersectorielle / Intersectoral Consultation
6.3	Règles de fonctionnement avec la FSE et avec la FPSS / Functioning Rules with the FSE and the FPSS
7.	Suivi / Follow-up
8.	Adoption des procès-verbaux précédents / Adoption of Previous Minutes
9.	AENQ Congress
9.1	Échéancier / Timeline
9.2	Amendements aux Statuts / By-Laws Amendments
9.3	Ordre du jour provisoire / Provisional Agenda
10.	Gestion interne / Internal Management
10.1	Membership
10.2	Gestion du personnel / Staff Management
10.3	Plan d'action 2019-2023 Action Plan
10.4	Tournée de consolidation / Consolidation Tour
10.5	Formations et réunions des Conseils de secteur annuelles / Annual Training Sessions & Sector Council Meetings
10.6	Comités AENQ Committees
10.7	Politique de défense des droits des membres / Policy on the Defence of Rights of Members
10.8	Télétravail / Telework
10.9	Politique de participation / Policy on Participation
10.10*	États financiers / Financial Statements
10.11*	Budget 2021-2022 Budget
10.12*	Budget 2022-2023 Budget
11.	Négociations AENQ-SEESOCQ Negotiations
12.	Mouvement ACTES Movement



13. Varia
13.1 Revue du 50 <sup>e</sup> anniversaire de l'AENQ / AENQ 50 <sup>th</sup> Anniversary Magazine
13.2 RASP
13.3 Lac-à-l'épaule
14. Prochaine réunion / Next Meeting
15. Levée de l'assemblée / Adjournment