



**Executive Committee Minutes**

**2223CEPV-05-E**

**Conference Call of October 24, 2022**

**Present via Zoom:**

Larry Imbeault	President
Tarek Khazen	Vice-President
Daniel Charest	Sector Director – KSB Teachers
Marie-Julie Laniel-Corriveau	Sector Director – CSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff
Tunik Makiuk	Sector Director – KSB Support Staff

**Absent:**

Djibril Niang	Secretary-Treasurer (legitimate absence)
Elisapie Lamoureux	Interim Secretary-Treasurer (legitimate absence)

**Guest:**

François Beauchemin      Union Advisor (for item 2.1, 2.2)

**1. Presentation of the Closed Agenda**

Larry Imbeault presented the closed agenda (Appendix 1).

**2. 2023 Negotiations**

**2.1 AENQ Demands**

François Beauchemin introduced the item.

He described how the two phases of consultation with our members took place and explained his recommendations on the contents of our members' demands at our four negotiating tables.

**Motion 1**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee welcome the recommendations of the AENQ Negotiations Spokesperson and adopt the demands to be brought to the E3, E4, S8 and S9 tables, in the form of deposits in principle, with the understanding that they are conditional on the demands of the federations and the coordinated demands to be presented at our tables.

**UNANIMOUSLY ADOPTED**

## **2.2 Coming into Force of the Collective Agreements**

François Beauchemin introduced the item.

The E4 collective agreement was signed by some of the signatories on October 13, 2022, although it was supposed to be on September 26. The date had been postponed at the request of the employer who needed to complete some validations. However, since there is a new Minister of Education, we must start all over again. We will take advantage of the filing of union demands on October 31 to sign the E4 collective agreement again. This time, the signature of the KSB DG will already be affixed to the agreement.

The signing of the S9 agreement should take place in the next few weeks.

We have just received the first employer's texts of the E3 collective agreement. We need to review them and settle on the final texts with the employers' side before proceeding to the actual signing stage.

As for the S8 collective agreement, we are still waiting for the employer's draft texts.

## **3. Position of Secretary-Treasurer**

Larry Imbeault introduced the item.

We received 3 applications for the position. We will contact the selected candidate and the 2 candidates who were not selected shortly to inform them of the following decision:

### **Motion 2**

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

THAT The Executive Committee appoint Guillaume Lajeunesse, teacher in Kangiqsujuaq, as Secretary-Treasurer of the AENQ Executive Committee until the end of the present mandate.

**UNANIMOUSLY ADOPTED**

**Motion 3**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee acknowledge, as agreed with her, the resignation of Élisapie Lamoureux and accept the resignation of Djibril Niang received on October 14.

**UNANIMOUSLY ADOPTED**

**4. Participation Policy**

Larry Imbeault introduced the item.

**Motion 4**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee accept the proposed amendments to the Participation Policy as presented (see Appendix 2).

**UNANIMOUSLY ADOPTED**

**5. Nomination of Union Delegates**

Marie-Julie Laniel-Corriveau and Larry Imbeault, on behalf of Daniel Charest, introduced the item.

**Motion 5**

It was moved by Marie-Julie Laniel-Corriveau and seconded by Tarek Khazen

THAT In compliance with clause 16.03 of the Bylaws, the EC nominate Guylaine Richer, teacher in Mistissini, as regional delegate for the GAE at the CSB.

**UNANIMOUSLY ADOPTED**

**Motion 6**

It was moved by Daniel Charest and seconded by Larry Imbeault

THAT In compliance with clause 16.03 of the Bylaws, the Executive Committee nominate the following persons:

- Ahmed Belhamidèche, union delegate for the teaching staff at the new Uquutaq High School in Inukjuak;
- Russ Johnson, union delegate, and Rebecca Wynn, substitute union delegate, for the teaching staff at Tarsakallak School in Aupaluk;
- Sarah Angiyou, union delegate, and Agnès Laliberté, substitute union delegate, for the teaching staff at Ikaarvik Elementary School in Puvirnituk.

**UNANIMOUSLY ADOPTED**

## **6. Consolidation Tour**

Larry Imbeault introduced the item.

The consolidation tour of the communities on the Hudson Bay coast will take place from 9 to 13 January 2023 and from 13 to 17 February 2023.

## **7. Telework**

Larry Imbeault introduced the item.

Modalities regarding telework for the AENQ staff were discussed and accepted in an LRC meeting. The AENQ staff members will have to work in person at the office 2 days/week starting on October 31st. They will have to report their presence on the AENQ Outlook calendar.

## **8. Meeting Adjournment**

The meeting was adjourned at 1:29 p.m.

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Larry Imbeault  
President

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Guillaume Lajeunesse  
Secretary-Treasurer

## Appendix 1

<b>Sujet / Subject</b>	
1.	Présentation de l'ordre du jour fermé / Presentation of the closed agenda
2.	Négociations 2023 Negotiations
2.1	Demandes AENQ Demands
2.2	Entrée en vigueur des conventions / Coming into force of the Collective Agreements
3.	Poste de secrétariat-trésorerie / Secretary-Treasurer Position
4.	Politique de participation / Participation Policy
5.	Nomination de délégués / Nomination of Union Delegates
6.	Tournée de consolidation / Consolidation Tour
7.	Télétravail / Telework
8.	Levée de l'assemblée / Adjournment

## Appendix 2

### Amendments to the Participation Policy

Wherever applicable, replace "Association" with "AENQ".

Write down the amounts in dollars.

- 1.2 Any union activity incurring expenses must receive the prior authorization of the President or the Vice-President unless the activity stems from the bylaws or the mandates of a decision-making body.
- 1.5 Only the following activities that are taking place within an 80 km radius from the regular workplace are admissible under this policy without being a taxable benefit:
- Meetings of the Executive Committee;
  - Negotiation sessions for the renewing of the collective agreement of Association's members;
  - Workshops, seminars, symposiums or conferences;
  - Federal Council, Congress or other decision-making bodies of a federation to which the Association is affiliated;
  - General Council of the CSQ;
  - Congress of the CSQ;
  - Committees and networks.
- The reimbursement of expenses for any other activity is considered a taxable benefit.

Delete clause 3.4: (see 1.2 and 3.1)

Amend the first paragraph of clause 3.3:

- 3.3 For the meetings of the Executive Committee, the Native Committee, a decision-making body of the Centrale or of a federation, members will be allowed to take one day off if those meetings in person are held on a Saturday and/or a Sunday or on a paid legal holiday. Any other day off must be authorized by the Executive Committee.

Amend the last paragraph of 3.3 to read:

The member shall indicate on his or her logistics form the day(s) off he or she intends to take.

Delete clause 5.3

Amend clause 6.2 as follows:

6.2 Members' flight reservations will be made at the lowest possible fare.

Merge clauses 7.3 and 7.4 so that clause 7.3 reads as follows:

7.3 Transportation by taxi, metro, train or bus: reimbursement of the cost actually incurred (receipts must be provided).

Change clause 7.13 to:

7.13 The responsibility of the Association: the Association is not responsible for any damage to a personal vehicle or, in cases of negligence, to a rented vehicle.

Delete clause 9.1

Amend clause 9.10:

9.10 Hotels and motels outside of native communities: the cost actually incurred up to a maximum of \$250 per night excluding taxes. In exceptional circumstances, the amount may be higher when authorized by the President or the Secretary-Treasurer, or to allow the member to stay at the establishment where the event takes place, or when no other establishment offers a rate that falls within the limits set by the present article.

Amend clause 9.11:

9.11 The rate for lodging at a private home: \$75 per night outside the community and \$125 per night in an Aboriginal community.

This amendment is retroactive to September 23, 2022.