

THAT the agenda be adopted as amended.

UNANIMOUSLY ADOPTED

3. Telework

Larry Imbeault introduced the item.

The Executive Committee decided to have the employees return to work in person 2 days a week. Danielle Joly is in a particular situation which was explained to the President. Danielle was accompanied by her union delegate.

Motion 2

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT Danielle Joly be exempted from coming to the office between now and the Christmas break.

UNANIMOUSLY ADOPTED

Motion 3

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT considering the hiring of Linda Lépine as a supernumerary until 30 June 2023,

AND

THAT Linda Lépine be exempted from coming to the office between now and 30 June 2023.

UNANIMOUSLY ADOPTED

4. Labour Relations

The advisory staff introduced the item.

- Implementation of school health and safety committees. One committee should be established within each Board. The position of representative on the committee must be posted before recruiting. One employee per sector is needed to have adequate representation and it is a joint committee.

- Procedure to have the teaching staff workload modified: When there is a disagreement on the tasks and after a discussion at the local level, an AENQ advisor contacts the Board, and a grievance is sent. The discussion process is then initiated between the problem-solving committee and the Board. The committee issues a recommendation that the Board may either ignore or adopt. As more and more school administrators seem to be overwhelmed with the distribution of the workload issue, teachers are encouraged to complete it on their own. In all cases, although some individual issues may be discussed, the annual workload must be followed.
- As for premiums, there is a wide disparity between those who are entitled to premiums and those who are not, i.e. non-legally qualified members. We want to broaden the criteria to promote professional development among NLQs and encourage them to attain qualifications and by the same token, job security.
- KSB is going on with the practice of recruiting people from the South, only to cancel their interviews and hire them as locals as soon as they are in the North.
- Michelle Théberge mentioned the case of a member who injured herself while getting water. The incident was reported to the school administration who just ignored her situation. The matter is awaiting a decision from arbitration. One uniform procedure is needed to address the problems caused by the lack of water, which will put pressure on KSB.
- Zéni Andrade mentioned the arbitration on water problems in KSB houses and in Nunavik communities in general. Having gathered enough evidence, particularly in Inukjuak and Akulivik, these two communities will be affected by the arbitration measures. The delegates from these communities have well documented the facts and demonstrated the employer's complacency. It is imperative that the employer mentions the extent of the water problem in interviews with people who are in the process of being hired. A clear intervention policy must be implemented by the Boards.
- Given their confidential nature, no details of any of the files presented and discussed here are recorded in the minutes.

5. EC Members Activity Report

Larry Imbeault introduced the item.

Intersectoral Negotiating Council (INC) – 29 August 2022 – President

- Intersectoral negotiations: report of the Coordination Committee;
- Report of the Northern Negotiations Coordinating team;
- Action-mobilization slogan of the Front commun: "Together as one";
- Release protocols: discussions on the starting and ending dates.
- A twenty-five-page summary of the intersectoral consultation is on the extranet;

- The APTS could join the Front commun subject to certain conditions but it would not be present at the table. This would bring the Front commun membership to over 420,000.
- Protocols: try to get the 2019 protocols with improvements to existing elements.
- Sectoral negotiations: the FEC will form an alliance with the FNEC.

Commission for the Coordination of School Network Negotiations (CCSNN) – 30 August 2022 – President as an observer (first participation of the AENQ to CCSNN proceedings)

- Round table of the network, including the AENQ, on its preparation for the sectoral negotiations;
- Topics discussed: arbitrator list for disability cases (FSQ) and advance medical directives;
- Calendar of meetings: inform the coordination;
- Occurrence of NNCC meetings: every Monday morning from 7:30 to 8:30 a.m.;
- Discussion on the NNCC (participants, previous practice).

General Negotiating Council (GNC) – 31 August 2022 – President, Vice-President, E4 and S8 Sector Directors

- First GNC meeting of the year, presentation of the functioning rules;
- Feedback on the consultation materials on intersectoral issues, for the question on regional disparities, people will have the option to answer "not applicable";
- Expansion of the Front commun (APTS);
- Report of the coordination committee on negotiations of sectoral matters;
- Action and Mobilization Plan of the Front commun.

AENQ-SEESOCQ Labour Relations Committee – 31 August 2022 – President and Vice-President?

- Telework;
- Management Secretary: absence sheets are to be sent to the president who will take care of them until the end of September.

Federal Council of the Fédération des syndicats de l'enseignement (FSE-FC) – 6 September 2022 – President and Vice-President

- Core of the upcoming negotiations: class composition and workload.

INC – 8 September 2022 – President

- Translation of the documents;
- Launching activity of the Front commun on the morning of 28 October at the GNC;
- Come to an agreement on an 'end of negotiation' protocol at each table;

- Release protocols: 2010 quantum, different start (45 days before the start of the negotiations) and end dates (10 days after the signature of the agreements);
- The President asked what the FSE and the FPSS would specifically request for the AENQ as it is the responsibility of the federations to decide on protocols. He agrees with the start dates but more importantly with the end date.

E3 Sector Council – 10 September 2022– President and SC members

S8 Sector Council – 11 September 2022– President and SC members

INC – 22 September 2022 – President

- Strategy and objectives (coordination group and boards + NNCC);
- Discussions are progressing with the APTS;
- Coordinated matters: if included in sectoral deposits, the wording should be general, not specific;
- The FPSES will be filing its demands on 18 October.

E4 Sector Council – 10 September 2022 – President and SC members

Northern Negotiations Coordinating Committee (NNCC) – 30 September 2022 – President, Vice-President and Spokesperson

- Round table on the progression of the work leading to the filing of the demands.

NNCC – 6 October 2022 – President, Vice-President and Spokesperson

- Follow-up on the September 30 meeting;
- The FSE will adopt its list of demands at the FC meeting;
- The FPSS will submit the demands of the Francophone and Anglophone sectors on October 31;
- The AENQ is also planning to submit its demands on October 31;
- The FPPE will adopt its list of demands at the October 12 FNC meeting.

GNC – 6 and 7 October 2022 – President, Vice-President, E4 and S8 Sector Directors

- A survey will be conducted to determine the accommodation requirements of affiliates during GNC meetings;
- Report from the coordination committee of intersectoral negotiations:
 - The APTS joined the Front commun and mandated the 3 Centrales to negotiate for its members;
 - The Centrale presented its demands to the Treasury Board (TB) concerning release protocols;
 - The TB mandated the MNCs to negotiate the release protocols;
 - October 28 event;
 - Time to mention that we will probably resort to heavy actions;

- Wage demands: the government will surely try to settle as it did with the Loto-Québec unionized employees (minimal increases along with lump sum payments);
- Report of the inter-round committees;
- Pension plan indexation;
- New solidarity protocol;
- Adoption of intersectoral demands.

AENQ-SEESOCQ LRC – 11 October 2022 – President

- Telework: the employer's stance is that it will be in person 2 days a week beginning on the week of 31 October;
- Discussions on modalities and workspaces;
- The parties agreed that Linda Lépine will be hired as a supernumerary in the absence of the management secretary.

Meeting with the CSQ on *Momento* (time management system) – 11 October 2022 – President and the Administrative Agent

- The CSQ no longer uses *SGT*;
- The program used (*Momento*) is not appropriate for the AENQ;
- The CSQ will let the AENQ use *SGT* for another year;
- Afterwards, the AENQ will have to use a different program. It is suggested to contact the AREQ which uses a program that could work;
- A meeting will be arranged between the AENQ and the AREQ.

Federal Council of the Fédération du personnel de soutien scolaire (FPSS-FC) – 12 and 13 October 2022 – President

- OHS Committees;
- Adoption of the federation's action plan;
- Adoption of amendments to the policy on finance;
- Discussions on the proposed amendments to the salaries of the Executive Committee members are postponed until March 2023.

Extraordinary Federal Council (CSQ-FC) via Zoom – 17 October 2022 – President and Vice-President

- Sectoral Negotiations:
 - Class composition and workload;
 - Special education;
 - Orthopedagogists;
 - Professional integration and mentoring;
 - Accelerated wage scale growth;
 - Substitute teachers;
 - Expanded teacher tenure and casual teaching contracts;
 - Salary cuts.

General Council of the CSQ (CSQ-GC) – 19 to 21 October 2022 – President

- Steering committee on internal cohesion – consultation of members on their sense of belonging to the Centrale, kiosk and vox pop; a consultation was carried out with sectoral groups: get to know each other better, improve communication, find solutions to problems, optimize the functioning of decision-making bodies – possible solutions, forthcoming initiatives;
- A survey is to be conducted among affiliates to find out their accommodation needs during GC meetings;
- Election to committees;
- Analysis of the socio-political and economic situation: a look back at the provincial elections, the discrepancy between the number of votes and the number of seats, the new CPC leader, the Iranian uprising, the rise of the extreme right in Europe, inflation, the excessively low unemployment rate and the growing job shortage, rising interest rates;
- Creation of the Legal Defence Fund: a fund for the legal defence of administrators, officers, delegates and employees of the Centrale for wrongful acts caused to third parties in the exercise of their functions, and for the defence of affiliated unions for failure to represent a member;
- Amendment to the Policy on the use of the Legal Defence Fund in group insurance of persons, legal defence of the insured person's rights;
- A new day to mark the recognition of trade union activism: November 2;
- National student ombudsman and regional protectors;
- Protection of personal information issues – it was decided to recommend the use of the guides prepared by the ISP, the designation of a person responsible for each union, and training courses to be provided by the CSQ;
- 2023 renewal terms for group life and health insurance (15% increase in health insurance and 6% in dental insurance, status quo for long-term disability insurance and life insurance);
- Health Plan – *The personnel: The priority!* (We must not forget remote areas; residents and non-residents – examples are needed at the Cree and Kativik school boards!);
- Coalition for the dignity of seniors;
- Amendments to the Equalization Fund (EF) Regulation and the Union Resistance Fund (URF) Regulation.

INC – 20 October 2022 – President

- Harmonization of the Front commun demands;
- Modifications to the INC meeting schedule;
- Adoption of the INC agenda.

GNC – 20 October 2022 – President, Vice-President, Spokesperson, E4 and S8 Sector Directors

- Harmonization of the Front commun demands.

CCSNN – 24 October 2022 – President (observer)

- Special requests: holidays (acquisition and number of days);
- Employer's share in healthcare insurance;
- Progressive retirement.

NNCC – 24 October 2022 – President, Vice-President and Spokesperson

- FPPE: P3 and P4 list of demands adopted on 12 October in FNC meeting;
- AENQ: Executive Committee adopted the demands of the 4 AENQ tables, what should be included remains to be agreed upon with the FSE;
- The employer's contribution to healthcare insurance: a demand for the Central Table that can also be submitted at the sectoral tables.

FPSS representatives of the Action-Mobilization Network (RAM) – 26 October 2022 – President

- Front commun activities on 28 October (instructions on logos);
- Activities to mark the start of sectoral negotiations in Quebec City on October 31, 2022. The message will also address the start of the Northern negotiations taking place in Montreal;
- Press releases to all concerned will be prepared.

Meeting with the CSQ – 26 October 2022 – President and Spokesperson

- Discussions with the CSQ representatives on the CSQ matters of responsibility that the AENQ wishes to bring to its tables.

Federal Negotiating Council of the FPSS (FPSS-FNC) – 26 October 2022 – President

- The functioning rules with the Anglophone unions have been signed; discussions with the AENQ are moving along well and we should be signing soon;
- All sectoral demands for the FPSS will be filed on October 31:
 - S3, S12 and S13 in Quebec City;
 - S8 and S9 in Montreal;
- Adoption of S3 sectoral demands.

GNC – 28 October 2022 – President, Vice-President, E4 and S8 Sector Directors

- Final harmonization of the Front commun demands;
- Tabling of the Front commun demands;
- Mobilization activity to mark the start of the intersectoral negotiations (rally);
- Structure of the coordination committee for the sectoral negotiations;
- Communication and mobilization activities:
 - Status of the work progress in Front commun meetings;
 - Website and extranet;
 - Guide on negotiations

6. Sector Life

6.1 KSB Support Staff

Tuniq Makiuk introduced the item.

- Nothing new on the KSB support staff side. Many emails that were sent remain unanswered.

6.2 KSB Teachers

Daniel Charest introduced the item.

Sector

- Elections of representatives to Com-Com, GAE, VT Committees: 15 September.
- First regional meeting of KSB-CSB ACTES: 23 September.
- Training with Michèle Th  berge, Union Advisor: 24 September, Montreal.
- Sector Council Meeting: 25 September, Montreal.
- Consolidation Tour #1: 9 to 13 January 2023 (to come).
Kuujjuaraapik, Umiujaq, Inukjuak, Puvirnituq (Michelle, Tuniq, Daniel).
- Consolidation Tour #2: 13 to 17 February 2023 (to come).
Salluit, Ivujivik, Akulivik (Z  ni, Tuniq, Daniel).

Joint Committees

- EHDA: 11 October 2022 (Aftab Khan, Katelyn Ramsey, Peter Thomas, Daniel Charest), Montreal
Next meeting: 22-23 January, Kuujjuaq (to come).
- Com-Com: 12 October 2022 (Jesse Keca, Nicolas Gauthier), Montreal
Next Meeting: 20-21 January 2023, Kuujjuaq (to come).
- GAE: 25-26 January 2023, Inukjuak (to come).

KSB-AENQ Committee

- Administrative measures, meeting on *Teams*: 20 October.
AENQ: Emma D., Fran  ois B., Tuniq M., Daniel C.
KSB: Claudia Napoli, Charles Morin

GAE Network

- 22 November, Quebec City (to come): Z  naida Elena Vrabie, Tarek K., Daniel C.

Some problems in the communities

- Akulivik: Difficult school atmosphere, tension with the new administration.

- Puvirnituk: No more school administration in place. Difficult environment. Renovation during the school year and closing of the school from November 11 to 21.
- Several teachers, from various communities, ask questions about the food transport allocation, the workload, and the functioning of the school when it no longer has an administration team in place (this is the case in 4-6 KSB schools) and there is a lack of resources. Staff shortage, 65 employees missing as of 12 October 2022.

6.3 CSB Teachers

Marie Julie Laniel-Corriveau introduced the item.

- Sector council reunion in Val-d'Or at the beginning of September: great cohesion and pleasant atmosphere. Links between the Executive Committee members and the Advisory staff were strengthened with the consolidation tour.
- The post-sector council meetings were successful: I have been receiving a high volume of enquiries and the E3 sector members seem to be more responsive to union issues, to the respect of their rights and their collective agreement. The advisory staff also reported an increase in the number of questions they receive. Several questions are related to the policy on participation and on professional development.
- Consolidation tour in three phases: 12-16 September (Mistissini, Ouje-Bougoumou, Waswanipi), 11-18 October (Waskaganish, Nemaska, Chisasibi, Eastmain) and 24-25 November (Whapmagoostui).
- We had difficulty finding a GAE delegate, but we now have Guylaine Richer from Mistissini. We are still looking for a delegate for VT.
- ACTES regional session: participation of two CSB teachers, Stephanie and Pascale. Stéphanie has already carried out one activity from her ACTES action plan with her students: they cleaned up the school grounds.
- Members also asked several questions related to the administrative measures in place, although the collective agreement is not yet in force. The CSB is giving out answers in dribs and drabs.
- Board Committee: First Com-Com of the year. Communication with the CSB is not always easy. Suggestions and modifications are not welcomed.
- The situation seems to be deteriorating at Waswanipi Elementary School and the teachers at Mistissini High School are still experiencing difficulties. At the Com-Com meeting, we showed a PowerPoint presentation on the present situation and how to avert rights of refusal on the part of teachers as well as a high turnover of staff.
- Amendments to the administrative policy on student evaluation presented to the Board Committee: Our suggestions were not at all well received, the CSB is on the defensive and insists that teachers have full latitude when it

comes to evaluation tools, and categorically denies that grades are being altered.

- 50th anniversary activities: We notice that sectors have a hard time working together in Wemindji. This is also an issue in Waskaganish.
- A working group on the EHDAA policy is underway with the participation of four CSB teachers.

It should be noted that many principals appear to be altering students' grades for no other reason than to move students to the next level. CSB's highest authorities are denying it.

6.4 CSB Support Staff

Paul Washipabano introduced the item.

- We held our training session and the first S8 sector council meeting in Val d'Or in early September.
- We followed up with the consolidation tour in Mistissini, Oujé-Bougoumou and Waswanipi.
- We sent information to delegates about the AENQ Facebook group, the 50th-anniversary activities and the elections of different committee representatives at the beginning of the year.
- We sent out the consultation forms for the new round of negotiations to delegates with various pointers on how to maximize member participation.
- We made several follow-ups on the expense reimbursements for the delegates who participated in the training course.

6.5 Childcare Centers

Emma Dallas introduced the item.

- There is no delegate yet.
- The French version of the collective agreement has been submitted for signature. We remind the employer weekly that it must be signed.
- There are still issues with salary scales and employees are still waiting for retroactive payments.

6.6 Band Council Schools

Zeni Andrade introduced the item.

- The collective agreement was signed in Wemotaci. A delegate and a substitute delegate were elected.
- There is a willingness to provide union training, but there are logistics challenges in getting these sessions started. Communication problems with school administrators.

- In Opitciwan, there is an ongoing discussion on the matter of the pay scale. Still waiting for a return from management to finalize negotiations.

7. 2020 Negotiations

7.1 2020-2023 Collective Agreements

François Beauchemin introduced the item.

- The E4 agreement was signed on 13 October. It is expected to come into force at the end of November and retroactive payments will be distributed around Christmas.
- S9: the signing of the agreement should happen soon. The entry into force should be around Christmas time.
- CSB: a draft collective agreement for the E3 sector has been received. The deadline for finalizing the texts should be shorter than for the E4 sector. The first signature should be in November and the last in December. Retroactive payments should be issued in February.
- S8: there is still no draft agreement available.

There is some concern that members may not get their retroactive payments within a reasonable time.

7.2 2020 Assessments

Larry Imbeault introduced the item.

- Not a beep from the FSE nor from the FPSS on the assessments. The AENQ could be doing an assessment on its own.

7.3 Food Transportation (CSB)

Larry Imbeault introduced the item.

- Collected data on reimbursements for food transport costs allocated to members on the CSB territory will be necessary to obtain a representative sample that can be presented in arbitration. Volunteers will be needed. The sector participating in the sample audit would be support staff. Marie-Julie Laniel-Corriveau and Paul Washipabano will be overseeing this.

8. 2023 Negotiations

8.1 AENQ Sectoral Demands

François Beauchemin introduced the item.

- The AENQ sectoral demands were filed yesterday (October 31, 2022) at the 4 tables, at the same time as the other school network sectoral demands (FSE-FPSS-FPPE). The MNCs have 60 days to present the employers' demands. The MNCKSB seems to be willing to respect this deadline, but we really did not feel that the MNCCSB wanted to follow suit.

8.2 Intersectoral Consultations

Larry Imbeault introduced the item.

- Despite the short time delegates had to convene their general meeting, 360 AENQ members participated in the consultations which took place at the end of September; this represents a participation rate of approximately 19.4% of the membership.
- This participation rate is higher than that of the Centrale (15%), the FPSS (12%) and the FSE (14%).
- Of the 11 proposals submitted, around 99% of the members gave their consent to 10 of them, and 97% were in favour of the 11th. The participation rate of members at the CSQ ranged from 89% to 98%.
- The consultations were held in French and English only, which caused a considerable amount of discontent. This should never happen again.

8.3 Functioning Rules with the FSE and the FPSS

Larry Imbeault introduced the item.

- After several back-and-forth meetings between the FPSS and the AENQ, we have finally agreed on functioning rules in line with what was agreed upon in June 2021. We should be able to ratify them in the next few days.
- On the FSE side, the matter is slow to be settled. The President sent the document that had been previously decided on in June 2021 back to the FSE. The first draft submitted at the beginning of the negotiations was not satisfactory.

9. Internal Management

9.1 Financial Statements

Larry Imbeault introduced the item.

Motion 4

It was moved by Larry Imbeault and seconded by Guillaume Lajeunesse

THAT the Executive Committee adopt the financial statements as at 31 August 2022, subject to verification.

UNANIMOUSLY ADOPTED

9.2 2021-2022 Budget

Larry Imbeault introduced the item.

Motion 5

It was moved by Larry Imbeault and seconded by Guillaume Lajeunesse

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

UNANIMOUSLY ADOPTED

9.3 2022-2023 Budget

Larry Imbeault introduced the item.

Motion 6

It was moved by Tarek Khazen and seconded by Guillaume Lajeunesse

THAT the item be deferred to a future meeting.

UNANIMOUSLY ADOPTED

9.4 Membership

Larry Imbeault introduced the item.

Motion 7

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT in conformity with clause 9.01 e), the EC welcome as AENQ members the persons recorded on the list of November 1, 2022.

UNANIMOUSLY ADOPTED

9.5 Consolidation Tour

Larry Imbeault introduced the item.

- The next portion of the trip will be in Whapmagoostui on 24 November 2022. Then, there is the Hudson Coast Tour which will be from 9 to 13 January 2023 and 13 to 17 February 2023.
- The visit to the 7 communities on the Ungava coast remains to be organized.

9.6 AENQ Committees

Larry Imbeault introduced the item.

- Aboriginal Committee: there will be a committee meeting between now and the Christmas holidays.
- Youth Committee: despite yet another posting, we still have not received any applications.
- Status of Women's Committee: we have received 2 applications, which is not enough to make the committee operational.
- The situation will be explained at the next Congress and the delegates will decide whether to go on with the Youth Committee and the Status of Women's Committee.

9.7 Staff Management

Larry Imbeault introduced the item.

Supernumerary – Union Advisor

- The advisory staff members are overworked. In their view, the training courses have had such a positive effect that they are receiving many more calls than before, which has created a greater workload. They have asked us to open a supernumerary union advisor position until the end of June 2023.

Motion 8

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the AENQ open a supernumerary union advisor position until 30 June 2023, and that the president be the employer representative on the selection committee.

UNANIMOUSLY ADOPTED

Supernumerary – Office Agent, Principal Class

The Management Secretary is returning to work after a month's disability leave. Her workload is so heavy that the AENQ should open the supernumerary position of office agent, principal class, to help the team.

Motion 9

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT the AENQ open a temporary supernumerary position of Office Agent, principal class, to assist the Management Secretary in her work related to union activities (releases, flight and hotel reservations). This position, assigned to Mrs. Linda Lépine, would be for 14 hours/week and in effect until 30 June 2023. This is all subject to an agreement with the SEESOCQ.

UNANIMOUSLY ADOPTED

Additional note: The work carried out by the office staff shall be monitored every week.

Time-in-Lieu Bank

- A member of the advisory staff requested that 100% of his time-in-lieu bank be paid to him in December 2022. The agreement provides that employees may be paid up to 50% of their bank but also that the union advisor and the Association's representative may agree to a different arrangement (clause 7-1.10).

Motion 10

It was moved by Larry Imbeault and seconded by Tarek Khazen

Que The AENQ remit to Mr. François Beauchemin the totality of his time-in-lieu bank on the last December 2022 payday.

UNANIMOUSLY ADOPTED

10. Follow-up

Larry Imbeault introduced the item.

- Paul Washipabano is now released at 20% as of the end of September;
- The President has received the Vice-President's self-assessment. A follow-up will ensue;
- The new version of the participation policy has not yet been translated;

- The other items are on the agenda.

11. Adoption of Previous Minutes

Larry Imbeault introduced the item.

Motion 11

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the minutes 2223CEPV-01 to 2223CEPV-05 be adopted as amended.

UNANIMOUSLY ADOPTED

12. AENQ-SEESOCQ Negotiations

Larry Imbeault introduced the item.

- A consensus was reached on what should be offered to the AENQ staff.

13. AENQ Congress

13.1 Timeline

Larry Imbeault introduced the item.

- Presentation of the present state of play and the steps to come in the timeline.

13.2 By-laws Amendments

Larry Imbeault introduced the item.

- Presentation of the new amendment proposals. The adoption of all the proposed amendments will take place as set out in the timetable leading up to the Congress.

13.3 Provisional Agenda

Larry Imbeault introduced the item.

Motion 12

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the provisional agenda of the 2023 Congress and the amendments thereto be adopted.

UNANIMOUSLY ADOPTED

13.4 President and Secretary of Assembly

Larry Imbeault introduced the item.

Motion 13

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT Pierre Lefebvre be appointed as President of the Congress and that Danielle Joly be nominated as Secretary of the Congress.

UNANIMOUSLY ADOPTED

13.5 Social Evening

Larry Imbeault introduced the item.

- Samian has confirmed that he is available to perform at the Congress social evening.

13.6 Election Committee Presidency

Larry Imbeault introduced the item.

Motion 14

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT Isabelle Couture of the CSQ be appointed President of the Election Committee.

UNANIMOUSLY ADOPTED

14. ACTES Movement

Daniel Charest introduced the item.

- Presentation of the logistics sheets for the September 23 ACTES training sessions and the list of members who participated. Absent from this list are Harold Sierra and Christina Griffith. The training course was a success and has facilitated discussion and logistics.
- ACTES National Session on November 10-11 in Sorel.
- Both school boards must be represented. The delegation should include 2 delegates from 2 different sectors for each school board. The Sector Director is willing to volunteer his place so that a member can attend the ACTES session. The costs are covered by the ACTES Committee.

15. Nunavik Water Issues

Daniel Charest introduced the item.

- A journalist will visit some communities in Nunavik mainly to gather information on the lack of water but also on other issues to get a global view of the North (staff shortage, life in the community, etc.) for an eventual article.
- Daniel Charest will send relevant documentation to the journalist so that she can make an informed selection of topics. The documents to be sent to her will be:
 - The AENQ Survey on Learning Assessment 2019.
 - The FSE report on the AENQ 2020 Portrait of the Situation survey.
 - Priorities and recommendations.

16. Varia

16.1 *Lac à l'épaule*

Larry Imbeault introduced the item.

- The agenda of the *Lac à l'épaule* meeting was sent to the Executive Committee members.

16.2 Training

Larry Imbeault introduced the item.

- Possible training opportunity on political skills for AENQ members.

16.3 Distribution of the 50th Anniversary Magazines

Larry Imbeault introduced the item.

- The 50th Anniversary magazines must be sent out. Sector Directors will check with delegates to determine exactly where to send them.

16.4 Travel claims for missed flights

Larry Imbeault introduced the item.

- One S9 delegate missed his flight through his own fault. The return flight cost the AENQ over \$2600, not including additional accommodation nights, living expenses and union leave days. He also sent expense accounts for the extra days spent in Montreal. Since the participation policy is not clear on missed flights or other expenses incurred due to the fault of members, it seems obvious that the policy needs to be amended to make this explicit.

16.5 50th Anniversary Activities

Tarek Khazen introduced the item.

- A budget of \$40 per person will be allocated for the 50th-anniversary activity. The delegate is responsible for the organization of the activity.

Motion 15

It was moved by Tarek Khazen and seconded by Paul Washipabano

THAT no claims for the activity be accepted after the December 15 deadline for reporting the event.

UNANIMOUSLY ADOPTED

16.6 Equalization Funds

Larry Imbeault introduced the item.

- There will be an FSE meeting with the equalization recipients on December 6, 2022. Here is the invitation:

"Over the past two years, the FSE and its affiliated unions have seen some significant changes in practice, particularly concerning virtual meetings, which has had a positive effect on the finances of organizations. As funds have accumulated, numerous questions were raised within the network concerning contribution holidays or rate reductions.

Equalization recipients and small unions, which receive FSE allocations, have not been spared the same queries, which sometimes come from the members. We were informed of some of these reflections, and we have also had discussions with some of the presidents who are trying to get a clear picture of the issues.

As the new school year begins, we thought it would be appropriate to share these considerations and to come back to various elements of the Equalization Funds Regulations and the Policy on Small Unions which require particular attention in this context. Thus, we invite you to an information and discussion meeting that will take place on Tuesday, December 6, from 2 to 6 p.m."

17. Next Meeting

Motion 16

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the next Executive Committee be held on January 16, 17 and 18, 2023.

UNANIMOUSLY ADOPTED

18. Meeting Adjournment

Motion 17

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

THAT the Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Guillaume Lajeunesse
Secretary-Treasurer

Appendix 1

Sujet / Subject	
1.	Mot du Président / A Word from the President
2.	Présentation et adoption de l'ODJ / Presentation and Adoption of the Agenda
3.	Télétravail / Telework
4.	Relations de travail / Labour Relations
5.	Rapport d'activités des membres du CE / EC Members Report
6.	Vie de secteur / Sector Life
6.1	Soutien KSB / KSB Support Staff
6.2	Enseignants KSB / KSB Teachers
6.3	Enseignants CSB / CSB Teachers
6.4	Soutien CSB / CSB Support Staff
6.5	CPE / Childcare Centers
6.6	Écoles de conseil de bande / Band Council Schools
7.	Négociations 2020 Negotiations
7.1	Conventions 2020-2023 Collective Agreements
7.2	Bilans 2020 Assessments
7.3	Transport de nourriture (CSC) / Food Transportation (CSB)
8.	Négociations 2023 Negotiations
8.1	Demandes syndicales sectorielles AENQ Sectoral Demands
8.2	Consultation intersectorielle / Intersectoral Consultations
8.3	Règles de fonctionnement avec la FSE et avec la FPSS / Functioning Rules with the FSE and the FPSS
9.	Gestion interne / Internal Management
9.1	États financiers / Financial Statements
9.2	Budget 2021-2022 Budget
9.3	Budget 2022-2023 Budget
9.4	Membership
9.5	Tournée de consolidation / Consolidation Tour
9.6	Comités AENQ Committees
9.7	Gestion du personnel / Staff Management
10.	Suivi / Follow-up
11.	Adoption des procès-verbaux précédents / Adoption of Previous Minutes
12.	Négociations AENQ-SEESOCQ Negotiations
13.	Congrès AENQ Congress
13.1	Échéancier / Timeline
13.2	Amendements aux Statuts / By-Laws Amendments
13.3	Ordre du jour provisoire / Provisional Agenda
13.4	Présidence et Secrétariat d'assemblée / Chair and Secretary of Assembly
13.5	Soirée sociale / Social Evening
13.6	Présidence du Comité d'élection / Election Committee Presidency
14.	Mouvement ACTES

15. Dossier de l'eau au Nunavik / Nunavik Water Issues
16. Varia 16.1 Lac à l'épaule 16.2 Formations / Training 16.3 Envoi des revues du 50 ^e / Sending of the 50 th Anniversary Magazines 16.4 Réclamations lors de vols manqués / Claims in case of missed flights 16.5 Activités du 50 ^e / 50 th Anniversary Activities 16.6 Fonds de péréquation / Equalization Funds
17. Prochaine réunion / Next Meeting
18. Levée de l'assemblée / Adjournment