



## **Motion 2**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The minutes 2223CEPV-06 to 2223CEPV-09 be adopted as corrected.

**UNANIMOUSLY ADOPTED**

## **3. Follow-up**

Larry Imbeault introduced the item.

- Due to a case of death, the Aboriginal Committee meeting scheduled for the end of November 2022 has been postponed. No new date has been set;
- The two replacement union advisors started their duties on December 12;
- The supernumerary union advisor began work on January 16, 2023 (today);
- Linda Lépine started as supernumerary management secretary on October 31, 2022;
- The union advisor who had requested that 100% of his time-in-lieu bank be paid to him in December did receive payment for the 234.35 hours accumulated;
- A follow-up was done with the Vice-President further to receiving his self-assessment;
- The updated Policy on Participation and its English version are now on our website;
- The new AENQ staff collective agreement came into effect on December 15, 2022;
- Tuniq Makiuk has been released full-time since the holidays;
- The other items are on the agenda.

## **4. AENQ-FSE**

### **4.1 AENQ-FSE Work Group**

Tarek Khazen introduced the item.

Two proposals were put forward by Tarek Khazen during the meeting. The first one is the creation of a survey on the integration of students with difficulties. The second one is to do Zoom presentations with teachers who have students with difficulties. The teachers should be released for 3 afternoons to share and collect information to improve the services given to special needs students integrated into regular classes. The purpose of this exercise is to get input and concrete data. Both proposals were adopted.

### **4.2 FSE Symposium**

Tarek Khazen introduced the item.

The symposium will take place on May 11 and 12, 2023.

Tarek Khazen, Daniel Charest and Marie-Julie Laniel-Corriveau will participate in the symposium. There should also be one representative from each sector per school board, two teachers from the GAE sector and two teachers from the VT sector, for a total delegation of 7 members. Daniel Charest and Marie-Julie Laniel-Corriveau will represent the youth sector.

#### **4.3 Follow-up on the GAE Network (FSE)**

Tarek Khazen introduced the item.

A virtual campfire will take place in two languages on two different dates. There is a possibility that members of the GAE sector will get a release for the occasion.

#### **4.4 AENQ-FSE – FSE Equalization**

Larry Imbeault introduced the item.

On December 6, 2022, there was a meeting organized by the FSE with its affiliates on the equalization they receive from the federation. Since most unions had surpluses during the pandemic, some had lowered their dues below the FSE rate set out in its policy on equalization. Some had even granted a contribution holiday to their members. Despite these contribution holidays, the affiliates concerned still must pay their respective shares to the Centrale and the FSE.

#### **4.5 LIP vs. LIPACIN**

Larry Imbeault introduced the item.

The opinions expressed by the FSE and the AENQ on whether to apply the LIP (Education Act) or not are, in our opinion, contradictory.

#### **Motion 3**

Considering the contradictory opinions of the AENQ and the FSE on the application of the LIP in our school boards;

Considering that the FSE maintains its view that the LIP does not apply to us;

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the AENQ request external legal advice on the application of the LIP in our school boards.

**UNANIMOUSLY ADOPTED**

### **5. 2020 Negotiations**

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

François Beauchemin introduced the item.

- E4: The collective agreement finally came into force on December 21, 2022.
- S9: The agreement-in-principle was reached on March 18. According to the latest news, all that was missing was the signature of the Director of the DGRT (Directorate General for Labour Relations) and of the Minister of Education. Before the holidays, the presidents of the SPPENOM and the AENQ sent a letter to the Minister of Education asking him to sign the MNCKSB collective agreements as soon as possible. Enclosed with the letter was a box of pens.
- E3: The agreement-in-principle was reached on June 8. The signature phase started on December 21, 2022. As of yesterday, the pages to be signed are currently in Quebec City and missing one union signature. After that, all that is needed are the signatures of the DG of the DGRT and the Minister of Education.
- S8: The agreement-in-principle was reached on 8 June. We have not received the texts from management parties, but their representative informed us on October 31 that we should receive them in the next few days. The agreements should come into effect after the holidays and perhaps, retroactive payments along with salary adjustments by the March 2023 Congress. We tried to reach the management spokesperson last week, but he was unable to get back to us. When questioned again today, the management spokesperson informed us that some changes have been made to one appendix. We will have to check the text one last time. The signature phase may start within a few weeks.
- It is possible that we will have all 4 collective agreements in force between now and the Congress.

## **5.2 2020 Negotiations – Assessments**

Larry Imbeault introduced the item.

There is still no assessment in sight, neither from the FPSS nor from the FSE, even though this is provided for in the functioning rules we agreed on during the last round with each federation. Nevertheless, we believe that we should prepare one internally. Since our workload is heavy now, the assessment should be made after the AENQ Congress which takes place from March 24 to 27.

## **6. 2023 Negotiations**

### **6.1 2023 Negotiations – AENQ Sectoral**

François Beauchemin and Larry Imbeault introduced the item.

We received the employers' applications on December 21, 2022. Their demands are 'in principle', just like the union filings. However, the employers' demands are extremely vague. We anticipate that we will need many meetings to fully understand them. To date, the only scheduled bargaining meetings are on January 30 at the S9 table and February 1st at the E4 table.

### **6.2 2023 Negotiations – Intersectoral**

Larry Imbeault introduced the item.

The Treasury Board presented its offers on December 15. The wage offers do not even cover inflation and do not address regional disparities at all. They were rejected by the GNC on January 12, 2022, following a recommendation by the INC to that effect. The other Centrales will do the same in the next few days. First meetings at the table: January 20, February 3 and 16, 2023.

### **6.3 2023 Negotiations – Functioning Rules with the FSE**

Larry Imbeault introduced the item.

After several back-and-forths with the FSE, the functioning rules were finally signed on January 11, 2023.

### **6.4 2023 Negotiations – Release Protocols**

Larry Imbeault introduced the item.

We met with the MNCCSB and the MNCKSB on the morning of January 16 to present a counterproposal on protocols. The starting date would be 60 days before the beginning of the negotiating round, but no earlier than August 30, 2023. The end date would occur 90 days after the signature of the latest of the two following incidences:

- Agreement-in-principle at the sectoral table;
- Agreement-in-principle at the table where wage parameters are negotiated.

Notwithstanding the above, the following clarifies some of the terms of application on the end date of the union release protocol:

- If the entirety of the texts is submitted by the employers after the first 45 days following the signing of the latest occurrence mentioned above, the number of additional days used by the employers to file will have the effect of increasing, by the same number of days, the deadline for the end date of the union release protocol;
- If an agreement-in-principle is rejected by the members affiliated with the federation, negotiations shall continue and the union release protocol shall be renewed under the same terms and conditions as of the day the agreement-in-principle is rejected;
- If the final texts have not been ratified by the parties at the time of termination of the union releases, the parties will enter into an agreement allowing them to extend the expiry date of these union releases.

We want to keep the wording to the effect that the release is without reimbursement from the union. At the last round, we insisted on keeping this phrase and indeed, it was included in the signed protocols.

## **7. Varia**

### **7.1 Varia – *Lac-à-l'épaule***

Larry Imbeault introduced the item.

#### **Motion 4**

Considering the discussions held at the *Lac-à-l'épaulé* meeting which took place from 15 to 17 November 2022;

It was moved by Daniel Charest and seconded by Larry Imbeault

THAT a committee including Daniel Charest, Tarek Khazen and Tuniq Makiuk be set up to make recommendations to the Executive Committee (EC) in time for the next EC meeting.

**UNANIMOUSLY ADOPTED**

#### **7.2 Varia – Sending of the 50th-Anniversary Magazines**

Larry Imbeault introduced the item.

To date, it has cost over \$10,000 to send the 50th-anniversary magazines. Which members have not received their magazine yet? Have all delegates confirmed that they received them? A follow-up will be done with them.

#### **7.3 Varia – 50th-Anniversary Activities**

Larry Imbeault introduced the item.

Several delegates have still not sent in their receipts. Close tracking must be ensured. If we do not get their receipts, the AENQ will have to invoice them for the sums they were paid.

#### **7.4 School Perseverance**

Tuniq Makiuk introduced the item.

Tuniq Makiuk suggested raising funds or setting up a scholarship to encourage students to stay in school or go back.

Check with François Beauchemin if the AENQ can donate to ESUMA.

#### **8. ACTES Movement**

Daniel Charest introduced the item.

There will be a meeting of the ACTES committee next January 19 and 20 in Quebec City.

#### **9. Civic Participation**

Daniel Charest introduced the item.

One of our delegates believes that there should be a better representation of First Nations and Inuit in the House of Commons in Ottawa. A new constituency should be created in Northern Quebec, which would comprise the Cree, Inuit and Naskapi territories. This delegate has made representations and has asked the AENQ to intervene in this regard.

Caution should be exercised when these topics are discussed as they are not part of the delegate's prerogative. The idea of better representation for the Cree, Inuit and the Naskapi is welcome. However, the AENQ will not intervene at this time because the Committee that has addressed this issue is already working on the translation of its recommendations.

Larry will follow up on the matter.

## **10. Labour Relations**

Michelle Th  berge,   mile Tremblay and Catherine Huart introduced the item.

Interim SST Regime

- Health and safety representatives are needed. This will be a good thing for school boards. One representative per community is required.
- The workload: there is a settlement mechanism for any conflict concerning the workload. Settlement protocols have been signed with KI. Still waiting for an answer from the CSB.
- In the case of premiums, they are granted to qualified workers after 55 work days. Clarifications are needed on the ratio of missed days in relation to the proportion of work days required.
- Memo sent to teachers on how to obtain the premium. Particularly to teachers waiting for their qualifications.
- Food transport at the CSB: February 3 is the deadline for filing a grievance.
- Outings after June 30: If it is taken after June 30, it is recorded as an outing for the subsequent school year. Michelle Th  berge reminded the Board that an agreement on the subject has been in existence for more than 10 years which contradicts CSB's current practice.

## **11. EC Members Activity Report**

Larry Imbeault and Tarek Khazen introduced the item.

President's report from 3 November 2022 to date:

Negotiation seminar – 10,11 November 2022

- Political, organizational and legal issues;
- Evolution of governmental negotiation structures: perspectives, strategies and issues behind the centralization of negotiations;
- Mediation-conciliation.

Lac-à-l'épaule – 15 to 17 November 2022

INC – 24 November 2022

- Relations between Centrales;
- Preparation of the negotiations:
  - Reflection on the wage demands;
  - Reflection on the orientations regarding parental rights;
  - Reflection on the orientations regarding regional disparities;
  - Reflection on other possible issues;
- Report of the Northern Negotiations Coordinating Committee.

CCSNN – 5 December 2022

- Coordination of school network negotiations;
- Release protocols.

NNCC – 5 December 2022

- Upcoming employers' filings:
  - MNCKSB: a willingness to file before the holidays;
  - MNCCSB: no news;
- Release protocols: no feedback from the employers' side;
- Coordinated matters (holidays, professional dues);
- Administrative measures.

FPSS-FC – 6 to 8 December 2022

- Adoption of the concurrences to the statutes and regulations following the May 2022 Congress;
- Federation's new extranet and website;
- Review of 2021-2022 financial statements:
  - Surplus of over \$430K;
- 2022-2023 budget forecast:
  - \$60K in the equalization fund;
  - Projected surplus of over \$116K;
- Membership statement:
  - Definition of "members" (affiliates' statutes must comply with those of the federation);
  - Number of members vs. number of electronic signatures;
- Teams group project:
  - Mixed reception from affiliates;
- Classroom help:
  - Meeting with researchers;
  - Technical meetings at the CSQ;
  - Discussion with the Ministry to identify issues;
  - No pilot project in our schools;



- Guest: Ruba Ghazal, spokesperson for Québec Solidaire. The president seized the opportunity to denounce the fact that our 4 collective agreements are not yet in force, although they will soon expire. She seemed open to helping us.

#### CSQ-GC – 15 & 6 December 2022

- Kit on domestic violence:
  - Understand the issue to better act as a group;
  - Raise awareness in the workplace;
  - Union action (community awareness, support to victims, offer conferences or training);
  - Find out about management's responsibilities (LSA, Canada Labour Code, SST);
  - Negotiate to better support (what to negotiate, arguments in support of our demands, model clauses);
  - Intervention with aggressors;
  - Resources for unions, for everyone, for certain groups, by region;
  - Tools (policy on domestic violence, support plan, safety plan, list of support measures, sample email);
- Analysis of the socio-political situation:
  - Fall marked by viruses;
  - Re-election of François Legault and his strong majority, oath of allegiance to the King, new cabinet;
  - Federal: Bill C-228 on pension plan bankruptcy protection, negotiations on health funding;
  - Aboriginals: sterilization of women;
  - International: US midterm elections, disinformation and populism issues in Brazil, COP27 and COP15;
- Analysis of the economic situation:
  - Scarcity, shortage of personnel, attraction issues (very low unemployment rate, fewer people on employment insurance and social assistance, demographics, average retirement age);
- Child labour:
  - Overview, issues related to educational success, work accidents;
  - At the CSQ, recommendations on work eligibility for 14 years old, no more than 17 hours/week, awareness campaign, a portrait of the situation is needed, protection of child labour;
  - Tabling of a bill on child labour in February 2023;
- Political involvement – campaign review:
  - Comparison of the Quebec political parties' programs;
  - "I vote in colour" thematic campaign:
    - Radio-Canada, RDI;
    - Total audience: 24.2 million;
  - Digital campaign:
    - 4.7M prints;
    - Over 22K clicks;
    - More than 150,000 views on YouTube;
  - Invite members to vote for candidates who share the values of the CSQ;
  - Call for a review of the Election Act;
  - Lobbying members of Parliament;
- General Council new extranet;

- Financial statements as at 31 August 2022;
- 2022-2023 budget estimates;
- Steering committee on internal cohesion;
- Working committee on the use of virtual or hybrid meetings of instances.

#### INC – 21 December 2022

- Coordination Report on Intersectoral Matters:
  - 3 years vs. 5 years; CPI vs. only a lump sum proposal; meagre wage offers, including premiums; pensions: the government wants to raise the minimum retirement age; parental rights and regional disparities: no government proposal;
  - Government priorities (in forums): class team, care team and mental health team;
  - Guiding principles:
    - Increasing the workforce while supporting collective unity;
    - Staff appreciation;
- Release Protocols: new union proposal on the start (60 days or August 30) and end dates (90 days after the agreement-in-principle - the AENQ is not comfortable with this proposal as it does not put any pressure for the collective agreements to come into effect more quickly). Feedback will be presented to the MNCs;
- Coordination Report on Sectoral Matters:
  - Common issues: holidays and reimbursement to professional orders + matters specific to the North;
  - Employers' demands received are unclear;
  - Reproaches addressed to unions for not being flexible enough;
  - No response to union demands; clearly in 'recovery mode';
  - Employers seem to be in for long negotiations;
- Communication and mobilization actions: exerting pressure on the government, bringing the Centrale closer to its members, ensuring representation of all regions and strengthening cohesion.

#### INC – 12 January 2023

- Coordination Report on Intersectoral Matters:
  - Analysis of the employers' demands;
  - Negotiations' financial framework;
  - Coordination of the QPP increase;
  - Parental rights;
  - Working group on the revision of the consultation process;
- Coordination Report on Sectoral Matters:
  - School network management priorities: academic success and educational mission;
  - Many similarities between the employers' lists of demands;
  - Themes:
    - Labour shortage, attraction and retention;
    - Academic success;
    - Adapting to new realities;
    - Updating the collective agreements;
  - Unclear management demands at all tables;

- The government wants quick negotiations even though it could take a long time to figure out their deposits.

#### GNC – 12 January 2023

- Presentation of the government offers;
- Following the recommendation of the INC, the decision to reject the government offers *en bloc*;
- Report on sectoral negotiations.

#### Meeting with the MNCs (MNCCSB and MNCKSB) – 16 January 2023

- We have tabled counterproposals on the start and end dates of the release protocols;
- Some management parties (KSB) want to get back to us at the next negotiations meeting.
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#### Vice President's Report:

#### GAE Network – 22 November 2022 (Hôtel Château Laurier - Quebec City):

- Workshop A1: Special needs students and educational differentiation;
- Workshop B4: Bill 40 and professional offensive;
- Organization of a virtual and bilingual campfire in February 2023 for FGA members who wish to exchange on the themes of professional insertion, absenteeism and the future of the GAE;
- Virtual campfire in February for GAE teachers, the AENQ is participating.

#### FSE-RAM Network – 29 November 2022 (virtual):

- Review of the action plan from last spring;
- Overview of what has been achieved so far in mobilization (October 18 demonstration, rally of the Front commun, filing of union demands, an advertising campaign and the continuation of the *Prof, my pride!* awareness campaign);
- Mobilization materials: armbands are preferred to T-shirts; The AENQ will choose the fabric at the appropriate time;
- The FSE is offering an Advent calendar to the Minister of Education, the President of the Treasury Board and the Premier of Quebec in which it makes known the teachers' 24 Christmas wishes;
- Once again, this year, the FSE will mark the first negotiation session. The possibility of carrying out an action in the school network will be examined, particularly if negotiations begin at the same time at the various sectoral tables;
- The FSE would like to start the deployment of local commandos in winter 2023;
- A consultation on intensifying mobilization will be carried out late this winter.

#### Socio-political Action Network – 1 & 2 December 2022 (Château Frontenac - Quebec City)

- A look back at the Quebec elections and the “I vote in colours” campaign: an overview of the election campaign and the results;
- Workshop on our political involvement: we worked as a team on the possibility of creating a political lobby day at the National Assembly. This is a first for the CSQ, which wants to train a hundred or so activists to go to the National Assembly to do a blitz of meetings with the MNAs to make them aware of the reality of local issues and the quality of public services provided by the government and/or the

- employer. The tentative date is in March 2023, but there will be coordination with affiliated unions to check on their availability;
- Presentation of the report on the accessibility of public services in the regions of Quebec, particularly in Aboriginal communities. The AENQ once again denounced the living conditions in which our E4 members work regarding access to water and the repeated closures of schools in Nunavik, which has a negative impact on the educational success of young Inuit and the retention of school network personnel. A qualitative study should be done...
  - Training from the IRIS Research Institute (Institute for Socioeconomic Research and Information): the resource group presented us with an anti-austerity kit containing information on:
    - Austerity and public finances
    - Economic recovery
    - Monetary policy
    - Ecological transition
    - Population planning

#### FSE-FC – 7, 8 & 9 December 2022 (Hôtel Montagne - Boucherville)

- 'Culture and Citizenship in Québec' Program: the FC adopted the postponement of the compulsory implementation of the 'Culture and Citizenship in Québec' program to the start of the 2024 school year;
- Sectoral Negotiations: the FC agreed and adopted the union demands as presented and modified;
- Classroom assistance pilot project: presentation of the results of the FSE-FPSS survey.
- Report from the National Coordination Committee;
- CSQ Legal Services on professional autonomy: The resources presented this point from a legal perspective. Professional autonomy is the identity of teachers but it is abused or ignored by grievance arbitrators. What can be done to close the gap between the two groups? Exchange on the subject;
- Action-mobilization - Follow-up of the RAM Network.

#### CSQ '2022 Education Rendezvous' – 14 December 2022 (Hilton Hotel - Quebec City)

- Discussion and reflection on equal opportunities in our education system; how to support students with special needs and how to put literacy at the heart of education.

#### CSQ-GC – 15 & 16 December 2022 (Hilton Hotel - Quebec City)

- Domestic Violence Toolkit;
- Socio-political analysis;
- Analysis of the economic situation: The resource people presented a general portrait of the labour force in Quebec and the causes underlying the current labour market situation. This analysis is also the first part of the reflection on the labour shortage in Quebec. The next part will focus on solutions that can be implemented to face the challenges of this scarcity;
- Political involvement: a look at the CSQ's involvement in the last provincial election campaign;
- Child labour: issues and state of play;
- Presentation of the new GC Extranet;
- Financial statements and budget forecasts;

- Progress report from the working committee on the use of virtual or hybrid consultative meetings of instances at the Centrale;
- First consultation report of the steering committee on internal cohesion: the results of the survey on the feeling of belonging at the CSQ all point in the same direction and have been grouped under four main themes:
  - Know each other better
  - Talk to each other more clearly
  - Find solutions to problems
  - Improve the functioning of the instances

GNC – 12 January 2023 (Zoom)

- Analysis of the intersectoral management list of demands: after the presentation of various chief elements of the management's offers, members of the GNC unanimously rejected the offers made by the Quebec government to the front commun on 15 December 2022;
- The working group that was recently formed by the CSQ to review the consultation process during negotiations will survey all affiliates on the new tools to be developed to improve this process.

## **12. Sector Life**

### **12.1 KSB Support Staff**

Tuniq Makiuk introduced the item.

- Since the last EC meeting, two Nego Newsletters have been sent to delegates and members. Members are impatient and often ask when they will receive their retroactive payments.
- During his union-related travels, Tuniq Makiuk talked with support staff members trying to recruit people to become delegates, without any results.
- In Kangiqsujaq, he met and spoke with members who had lost their jobs without any advance notice: Tommy McGrath (gym teacher in training) and Amanda Annahatak (SET) and sent the information regarding their situation to Michelle Théberge.

#### **Motion 5**

It was moved by Tuniq Makiuk and seconded by Larry Imbeault

THAT in accordance with clause 16.03 of the By-Laws, Véronique Fortin be appointed as union delegate for the support staff at Arsaniq School in Kangiqsujaq, subject to confirmation of her union membership.

**UNANIMOUSLY ADOPTED**

### **12.2 KSB Teachers**

Daniel Charest introduced the item.

## **Sector**

- Consolidation Tour 1: Kuujjuarapik, Umiujaq, Inukjuak, Puvirnituk from January 9 to 13, 2023 (cancelled). AENQ representatives: Catherine Huart, Tuniq Makiuk, Daniel Charest. The tour may be moved to March 6-10, 2023.
- Consolidation Tour 2: Salluit, Ivujivik, Akulivik from February 13 to 17, 2023. AENQ representatives: Émile Tremblay, Tuniq Makiuk, Daniel Charest.
- Virtual meeting with a delegate from Akulivik. Participants: Larry Imbeault, Tarek Khazen, Marc-André Brosseau, Daniel Charest.

## **Joint Committees**

- **AEAC** (Adult Ed Advisory Committee)  
26 January 2023, Inukjuak  
AENQ participants: Zenaida Elena Vrabie, Philippe Lagadec, Daniel Charest  
KSB participants: Laura Simoneau, Mamadou Diop
- **Com-Com**  
Next meeting, Kuujjuaq  
20 February (preparation), 21 February 2023 (meeting)
- **Special Education**  
Next meeting, Kuujjuaq  
22 February (preparation), 23 February 2023 (meeting)
- **Symposium on First Nations School Perseverance and Academic Success**  
3-4 November 2022, Université du Québec
- **GAE Network**  
22 November 2022, Château Laurier, Quebec City  
AENQ Representatives: Tarek Khazen, Marie-Julie Laniel-Corriveau, Zénaida Elena Vrabie, Daniel Charest
- **FSE-AENQ Committee**  
23 November 2022 (Zoom)

## **CSK-AENQ**

- 28 November, Flight planning for joint committee meetings with Claudia Napoli (Zoom).
- 29 November, Meeting with Yasmine Charara and Charles Morin (Zoom).

## **Communications with the press**

- Journal de Québec: Daphnée Dion-Viens, article to be published following the consolidation tour 2 (13 to 17 February 2023). Contact 7 November 2022. Northern Reality.
- Journal La Presse: Arianne Lacoursière, article to appear the week of 15 January 2023. Contact 16 January 2023. Subject: Staff Shortage in Akulivik.

## **12.3 CSB Teachers**

Marie-Julie Laniel-Corriveau introduced the item.

### **GAE Network**

- First participation, the content was new to me and very interesting.
- The workload and the amendments to the LIP were discussed; the documents received were shared with the delegate.

- The participants who shared their realities made me aware of our GAE teachers' situation.
- Campfire and contact activities with GAE teachers.

#### **Follow-up on Com-Com**

- Meeting with the Board Committee (Com-Com) members to follow up on the action steps discussed at our last meeting, although the official minutes are not available. A new strategy to be more autonomous in following up on our action steps.

#### **FSE-AENQ Work Group: Policy on Special Education**

- Policy on Special Education, the first meeting between teachers and special education department heads (SEDH) from different communities for an analysis of the Policy, keeping in mind the reality of the environment vs. the proposals in the Policy. Attempt to meet with the professionals' and the support staff's representatives. Meeting with the FSE, Shannon Henry (teaching member, Special Ed Committee), Tarek Khazen and myself. Discussion and overview leading to an idea for a meeting with SEDH and teachers of mainstreamed special needs students.

#### **Special Education Committee**

- No meeting scheduled at the present time. The coordinator has just returned from sick leave, Shannon Henry has requested that the next meeting (and first in 5 years) be in person; she is waiting for a response from Catherine Rutherford.

#### **50th-Anniversary Committee**

- Mistissini: Gift cards / Waswanipi: Catered dinner at the Sports Complex for support staff and teachers / Nemaska (to be announced in February) / Whapmagoostui: Take-out meals / Oujé-Bougoumou: Dinner at the restaurant in February / Waskaganish and Chisasibi: Sweaters.
- HS??? Chris ??? contacted me again concerning his activity and asked for an extension of the deadline.

#### **Communities**

- Whapmagoostui: unfortunately, primary school teachers do all the supervision, in conformity with the collective agreement.
- Chisasibi: new secondary school principal. Trip with students, not accounted for in the workload, but finally paid. Thanks, Michelle! Otherwise, all is well. Problems at recess and with supervision at the primary level; it is more of a staff management problem.
- Waskaganish: several health and safety issues and actions are pending. Awaiting clarification from Marie-Hélène Boily. Tense climate at the high school: murder in the fall of a young man by 2 high school students, a student brings a pellet gun to school. Little communication between the two schools concerning the events happening.
- On a more personal note: my principal is worried about the union release next year. I am also worried about getting the answer so late.

- Waswanipi: violence, teacher on sick leave, floods, the start of classes on 16 January. CNESST reports are to be posted. Disciplinary action against a teacher who left without authorization.
- Mistissini: (at the secondary level) the situation has improved following the Board committee, recommendations in the CNESST report are applied, codes, protocols are shared, etc. (at the primary level) disciplinary action against a teacher who left without authorization.
- Eastmain, Wemindji, Oujé-Bougoumou, Nemaska: regular communication with teachers, nothing special to report.
- Various communities: Covid pay, cases are increasing in communities where a 5-day isolation period is still required. Numerous members, across all communities, are enquiring about retroactive payments.

#### **12.4 CSB Support Staff**

Paul Washipabano introduced the item.

- Since the last EC, two Nego Newsletters have been sent to delegates and members. The members are really fed up and are asking when their retroactive payments will arrive.
- Participation in *Lac-à-l'épaule* meeting with EC members.
- 50th-anniversary activities in Waswanipi, Montreal and Mistissini.
- Participation at a GNC on January 12 in the afternoon.
- Sent a preliminary message to delegates about food transportation allowances.
- Forwarding of the health and safety memos to delegates.

#### **12.5 Childcare Centers**

Larry Imbeault introduced the item.

The childcare centers' collective agreements came into force on 30 November 2022 and will expire on 31 March 2027. Follow-up is made on the following annexes which do not contain the required information:

- Appendix D – availability list;
- Appendix E – seniority list as of 31 March 2022;
- Appendix H – job classification, experience and employment status at the date of the entry into force of the agreement.

#### **12.6 Band Council Schools**

Larry Imbeault introduced the item.

Opitciwan: An agreement-in-principle was reached and confirmed by the negotiating team on December 21. It must be submitted to the members for ratification. Nathaly Castonguay is following up on this.



Wemotaci: A general assembly must be held as soon as possible to elect a new delegate.

### **13. Internal Management**

#### **13.1 Audited 2021-2022 Financial Statements**

Larry Imbeault and Danielle Joly introduced the item.

##### **Motion 6**

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

THAT the Executive Committee adopt the 2021-2022 audited financial statements as submitted and authorize the President and Secretary-Treasurer to sign them.

**UNANIMOUSLY ADOPTED**

#### **13.2 Financial Statements as at 2022-11-30**

Larry Imbeault introduced the item.

##### **Motion 7**

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT the Executive Committee adopt the financial statements as at 30 November 2022, subject to audit.

**UNANIMOUSLY ADOPTED**

#### **13.3 2022-2023 Budget**

Larry Imbeault introduced the item.

##### **Motion 8**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the Executive Committee adopt the 2022-2023 budget.

**UNANIMOUSLY ADOPTED**

#### **13.4 Membership**

Larry Imbeault introduced the item.

##### **Motion 9**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT in compliance with clause 9.01 e) of the By-Laws, the Executive Committee welcome as members of the AENQ the persons listed on 16 January 2023, subject to verifications.

**UNANIMOUSLY ADOPTED**

### **13.5 Consolidation Tour**

Larry Imbeault introduced the item.

Part 1 of 2 of the Hudson Coast consolidation tour, which was to take place from January 9 to 13, 2023, has had to be postponed.

The same may happen for the Ungava tour (part 1 of 2) due to the lack of hotel availability.

Montreal: meeting planned with members on January 25, 2023.

### **13.6 Staff Management**

Larry Imbeault introduced the item.

The collective agreement of the AENQ staff came into force on December 15, 2022. The President has received a request from the employees' representative to pay the retention premium retroactively to September 1, 2022, to the office employees who were not entitled to it under the old collective agreement.

The AENQ must recover 50% of the retention premium from the office staff for the month of December 2022.

He also had a meeting with Françoise O'Reilly who was accompanied by the employees' delegate. She would be leaving from 2 to 9 February despite the work to be done in preparation for the March Congress. The 2 parties agreed that the time she misses would be made up in overtime at straight time rate for a maximum of 42 hours, which is the equivalent of the 6 days she will be away.

### **13.7 EC Members' Self-Evaluation**

Daniel Charest introduced the item.

Daniel Charest informs the new member of the Executive Committee of the importance of taking into consideration all the responsibilities, described for each position, in our By-laws and regulations and of verifying the related evaluation criteria. This exercise is not to "judge" people but to evaluate the performance of the members of the Executive Committee.

### **13.8 AENQ Website**

Daniel Charest introduced the item.

Daniel Charest asks the members of the Executive Committee to check whether, as far as they are concerned, the website is complete and functional. Some updates should also be made (e.g. photos and texts for new members of the Executive Committee). Also, it would be a good idea that Louis Aubin, manager of the AENQ website, provide training so that the President and Secretary-Treasurer of AENQ are able to add documents (texts, photos, videos).

## **14. AENQ Congress**

### **14.1 Timeline**

Larry Imbeault introduced the item.

Presentation of where we currently are in the timeline and the steps to come. A meeting with a hotel representative took place to review audio-visual requirements.

### **14.2 Amendments to the By-laws**

Larry Imbeault introduced the item.

Presentation of new amendment proposals.

#### **Motion 10**

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT the Executive Committee recommend to the 2023 AENQ Congress the adoption of the proposed amendments to the AENQ By-Laws as presented.

**UNANIMOUSLY ADOPTED**

### **14.3 Provisional Agenda**

This item is deferred to a future meeting.

### **14.4 Promotional Materials**

Larry Imbeault introduced the item.

What articles should we give to the delegates at the Congress?

- Bags made from recycled or reused materials;
- Enamelled cast-iron cups;
- Multi-purpose pliers;
- Tarek Khazen will contact a supplier to get some suggestions.

### **14.5 Union Delegates**

Larry Imbeault introduced the item.

The Executive Committee will present a new project to the Congress to recognize the work done by the delegates and their substitutes. Annual compensation of \$1,000 for delegates and \$500 for substitutes would be paid to them on the condition that we receive their quarterly activity reports. The \$1,000 and \$500 annual amounts will be divided into 3 payments. A template for the activity report will be provided. This would be set out in a policy drafted by members of the Executive Committee (vice-president and sector directors). It would then be presented to each sector council at the beginning of the 2023-2024 school year. This policy would take effect as of the beginning of the 2023-2024 school year.

#### **14.6 Social Event**

Larry Imbeault introduced the item.

Samian has confirmed that he will perform at the Congress social evening.

#### **Motion 11**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the Executive Committee mandate the President to sign a contract with Samian for his performance at the social event.

#### **14.7 Election Committee Presidency**

Larry Imbeault introduced the item.

An email address has been set up so that interested members can send in their applications for Executive Committee positions: [AENQ.elections@lacsq.org](mailto:AENQ.elections@lacsq.org).

#### **15. Next Meeting**

#### **Motion 12**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the next Executive Committee meeting be held on March 21, 22 and 23, 2023.

**UNANIMOUSLY ADOPTED**

#### **16. Meeting Adjournment**

#### **Motion 13**

It was moved by Larry Imbeault and seconded by Daniel Charest

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

Sujets / Subjects	
1.	Présentation et adoption de l'ODJ / Presentation and Adoption of the Agenda
2.	Adoption des procès-verbaux précédents/ Adoption of Previous minutes
3.	Suivi / Follow-up
4.	AENQ-FSE
4.1	Groupe de travail AENQ-FSE Work Group
4.2	Colloque FSE Symposium
4.3	Suivi du réseau FGA (FSE) / Follow-up on GAE Network (FSE)
4.4	Péréquation FSE / FSE Equalization
4.5	LIP vs. LIPACIN
5.	Négociations 2020 Negotiations
5.1	Conventions 2020-2023 Collective Agreements
5.2	Bilans 2020 Assessments
6.	Négociations 2023 Negotiations
6.1	Sectorielles AENQ Sectoral
6.2	Intersectorielle / Intersectoral
6.3	Règles de fonctionnement avec la FSE / Functioning Rules with the FSE
6.4	Protocoles de libération / Release Protocols
7.	Varia
7.1	<i>Lac-à-l'épaule</i>
7.2	Envoi des revues du 50 <sup>e</sup> / Sending of the 50 <sup>th</sup> Anniversary Magazines
7.3	Activités du 50 <sup>e</sup> / 50 <sup>th</sup> Anniversary Activities
7.4	Persévérance scolaire / School Perseverance
8.	Mouvement ACTES Movement
9.	Intervention citoyenne / Civic Participation
10.	Relations de travail / Labour Relations
11.	Rapport d'activités des membres du CE / EC Members Activity Report
12.	Vie de secteur / Sector Life
12.1	Soutien CSK / KSB Support Staff
12.2	Enseignants CSK / KSB Teachers
12.3	Enseignants CSC / CSB Teachers
12.4	Soutien CSC / CSB Support Staff
12.5	CPE / Childcare Centers
12.6	Écoles de conseil de bande / Band Council Schools
13.	Gestion interne / Internal Management
13.1	États financiers 2021-2022 vérifiés / 2021-2022 Audited Financial Statements
13.2	États financiers to 2022-11-30 Financial Statements
13.3	Budget 2022-2023 Budget
13.4	Membership
13.5	Tournée de consolidation / Consolidation Tour
13.6	Gestion du personnel / Personnel Management (prime A-R premium)
13.7	Évaluations des membres du CE / EC Members' Self-Evaluation
14.	Congrès AENQ Congress
14.1	Échéancier / Timeline
14.2	Amendements aux Statuts / By-Laws Amendments
14.3	Ordre du jour provisoire / Provisional Agenda
14.4	Articles promotionnels / Promotional Materials

14.5 Délégués syndicaux / Union Delegates
14.6 Soirée sociale – Social Event
14.7 Présidence du Comité d'élection / Election Committee Presidency
15. Prochaine réunion / Next meeting
16. Levée de l'assemblée / Adjournment