



**Executive Committee Minutes**

**2223CEPV-14-E**

**Meeting of March 21 and 22, 2023**

**Present:**

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

**Resources Persons:**

Émile Tremblay	Union Advisor
Catherine Huart	Union Advisor
Michelle Théberge	Union Advisor
Nadim Fares	Union Advisor

**1. Presentation and Adoption of the Agenda**

Guillaume Lajeunesse presented the agenda.

**Motion 1**

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT the agenda be adopted as amended.

**UNANIMOUSLY ADOPTED**

**2. Adoption of Previous Minutes**

Guillaume Lajeunesse introduced the item.

**Motion 2**

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT the minutes 2223CEPV-10 to 2223CEPV-13 be adopted as corrected

**UNANIMOUSLY ADOPTED**

### **3. Follow-up**

Larry Imbeault introduced the item

- Reservations have been made for the annual training sessions and sector council meetings in Val-d'Or (E3-S8);
- The union leaves for the E3 and E4 sector directors as well as the request for leave for union business were sent on March 17, 2023;
- The follow-up remains to be done with the delegate who met with the Cree, Inuit and Naskapi leaders on March 20, 2023, to discuss the possibility of a new federal electoral district. The Aboriginal Committee will be consulted;
- The Aboriginal Committee met on February 13, 2023, and the survey on the teaching of Aboriginal languages and cultures will be conducted again at the beginning of the new school year;
- The other items are on the agenda.

### **4. AENQ Congress**

#### **4.1 Timeline**

Larry Imbeault introduced the item.

We are up to date with the Congress schedule.

#### **4.2 Provisional Agenda**

Larry Imbeault introduced the item.

The provisional agenda was presented.

#### **4.3 Promotional Materials**

Tarek Khazen introduced the item.

All promotional items have arrived. The EC members will bring everything to the hotel on Wednesday, March 23, and start preparing the materials for the Congress.

#### **4.4 Social Evening**

Larry Imbeault introduced the item.

All is supposed to be ready for Samian's show. We will let Glenn Polson know that he will sing for 15 minutes. As for dinner, delegates and guests will need to wear their badge to have access to the buffet.

#### **4.5 Preparation of Congress Proposals**

Larry Imbeault introduced the item.

We must prepare the proposals for the Congress together.

#### **4.6 Video on Strike Action Days during 2020-2023 Negotiations**

Tarek Khazen introduced the item.

A montage of videos has been prepared and will be presented to the members during the Congress.

#### **4.7 Interviews**

Daniel Charest introduced the item.

On Sunday, March 26, from 9:30 to 11:30 a.m., a journalist will be in attendance as an observer. However, she will not be present for the event taking place from 11:15 to 12, as it is an internal discussion. She will come back at 2:30 p.m. Except for some targeted interviews with specific delegates, there will be no additional interviews.

#### **4.8 Translation of Documents and Simultaneous Translation**

Larry Imbeault introduced the item.

The firm Beesum Communications, which handles the translation of documents into Cree, will not be able to translate all the documents. The president had contacted another agency, but despite an exchange of e-mails, he has had no response since he sent them a document for translation. As for the translation into French or English, we had to call upon another firm in addition to our usual translator.

The company that handles simultaneous translation is unable to find Cree interpreters. We gave them the name of the firm that has already handled the

translation for a previous congress. A contact has been initiated and we should have some feedback shortly.

#### **4.9 Guidelines for the Evening**

Larry Imbeault introduced the item.

After the speeches, delegates and guests will have 2 hours for dinner and then the buffet will close. The buffet will include 2 service stations and only those wearing their delegate or guest badge will be admitted to dinner. The escorts should be permitted to attend the show later.

#### **4.10 2026 Congress Organization**

Larry Imbeault introduced the item.

Someone complained that the information on his reservations and his release had arrived late. This person who is a member of the teaching staff objected that he would not have sufficient time to plan his classes for the duration of his absence and mentioned to the president that he felt this was a blatant disregard for his work as a teacher and the heavy workload involved. We should investigate further on this matter and see how we should proceed in 2026 so that Congress delegates receive their information sooner.

#### **4.11 Goals & Directives for Sunday Morning Sector Meetings**

Larry Imbeault introduced the item

On Sunday morning, March 26, sector directors will meet with delegates to discuss key issues relevant to their communities and sectors. A spokesperson from each sector will present these issues in front of all participants.

#### **4.12 Murals**

Daniel Charest introduced the item.

Marie-Julie Laniel-Corriveau and Daniel Charest will be unveiling the murals at the Congress.

### **5. 2020 Negotiations**

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

Larry Imbeault introduced the item.

We are only a few days away from the expiration of our collective agreements while the new E3 and S8 agreements are still not in effect. According to the 1st CSQ VP, the intervention of the CSQ president should have resulted in the signing of the E3 agreement by the President of the Treasury Board, Sonia LeBel, last Friday. What about the signatures of Édith Lapointe, Simon Poulin and the Minister of Education, Bernard Drainville? Also, what about the S8 agreement? According to the secretary of the MNCCSB and MNCKSB, the signature pages arrived at the Secretariat of the Treasury Board on March 15 to be signed by Mrs. LeBel and Mrs. Lapointe.

On March 20, 2023, the president of the AENQ wrote to the spokesperson to find out if the collective agreements were in effect: No response. An e-mail operation was to be set in motion. We will prepare a demonstration for Sunday afternoon at 4:30 p.m.

## **6. 2023 Negotiations**

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

Larry Imbeault introduced the item.

There have been very few actual negotiation meetings. One gets the feeling that the 2 MNCs are dawdling. In fact, the frequency of meetings amounts to less than half a day every three weeks.

### **6.2 2023 Negotiations – Union Leave Protocols**

Larry Imbeault introduced the item.

We are waiting for a response to what we have proposed following the INC's call to action from the employers at our four tables. The start and end dates are problematic but we could possibly agree on the quantum.

### **6.3 2023 Negotiations – Intersectoral**

Larry Imbeault introduced the item.

The Treasury Board President does not seem to be so keen on holding three forums any longer. She should send signals to the Common Front that real negotiations are about to start.

## **7. Varia**

### **7.1 Survey on the Integration of Students in Regular Classes**

Tarek Khazen introduced the item.

The survey has been completed. Although it was done with CSB's realities in mind, it is possible to adapt it for distribution within KSB.

## **8. ACTES Movement**

Daniel Charest introduced the item.

Daniel Charest will be responsible for the logistical side of things while Tommy Bernier will be in charge of the presentation of the ACTES Movement at the Congress.

## **9. EC Members' Activity Reports**

Larry Imbeault and Tarek Khazen introduced the item.

### President's Report:

- January 23, 2023 – CCSNN
- January 23, 2023 – NNCC
- January 26, 2023 – INC
- February 1-2, 2023 – FPSS-FNC
- February 6, 2023 – INC
- February 7, 2023 – Meeting with the FPSS Finance Committee
- February 9 and 10, 2023 – GNC
- February 13, 2023 – Aboriginal Committee Meeting
- February 13, 2023 – Meeting with a SOT to prepare for the SOT meeting on the 2010 Pay Equity
- February 20, 2023 – Mini INC meeting (presidents of the federations and the AENQ)
- February 22, 2023 – SOT meeting on the 2010 pay equity
- February 23, 2023 – INC
- February 27, 2023 – Meeting with CSB HR on the number of E3 union releases

- March 9, 2023 – INC

### Vice-President's Report:

November 23 and 24, 2023 – CSQ Training on Political Skills (Hôtel Classique, Quebec City)

- Notions on how to develop political skills
- Union functions, missions and values
- Spheres of power and influence
- Union democracy
- Very interesting exercises and interactive activities
- Union animation, mobilization and communication

February 9 and 10, 2023 – GNC (Sheraton Hotel, Laval)

- Negotiations of intersectoral matters: The Treasury Board (TB) is putting pressure on the *Front Commun* (FC) regarding flexibility and work organization rather than on wages. These will be long and difficult negotiations.
- Invitations to forums: The FC was determined and demanded in writing that negotiations take place at the bargaining tables; it categorically turned down any participation in forums. This should even be publicly denounced.
- Negotiations of sectoral issues: There have been union and management deposits at all federative tables. Negotiating meetings have been initiated, but not many dates have been set.
- Access to public services in the different regions of Quebec: The resource person presented the state of play on the problem of water supply in Nunavik for the members of the AENQ, whether it be in their apartments or in the schools. School closures due to lack of water affect the educational progress of young Inuit students.
- Communication and mobilization orientations: The resource people used the word 'orientation' instead of 'action plan' to give more flexibility to federations and affiliates in their local actions.

February 9 and 10, 2023 – FSE-FC (virtual)

- Update on inter-round committees
- 2023 Sectoral Negotiations: Review of the negotiation meetings
- Report on the National Consultation Committee meeting of January 17, 2023
- Action-mobilization: Action plan and consultation on intensifying mobilization
- Communication strategies in professional and educational life
- Regulatory mechanism for the awarding of contracts to VT and GAE teachers

February 20, 2023 – CSQ-Ram Network (Gouverneur Hotel, Trois-Rivières)

- This network is intended to be a platform to share information on intersectoral mobilization, to promote cohesion between the CSQ, the

- federations and their affiliated unions, to ensure good coordination in a common front and to provide the tools the CSQ has at its disposal to support the federations and affiliated unions.
- A short video on the major struggles of the past: exchange on the negotiation experience in the public sector, discussions on the major struggles.
  - At the intersectoral level, mobilization orientations will unfold in 3 phases:
    - Phase 1: January to March; this is the period when negotiations are in their early stages, this is the phase when we inform and educate our members on the progress of the negotiations.
    - Phase 2: April to June; this is the time when we set the pace for the negotiations, choose heavier mobilization actions and coordinated regional actions as a common front in April (this requires a lot of preparation).
    - Phase 3: Next autumn, the organization of a big demonstration of the *Front Commun*.
  - Media events and stunts for 2023: portrait of the current social media and networking scene and a brief presentation on Instagram and TikTok in an activist context. The union world has yet to be discovered.
  - Workshop on how to create a TikTok skit with the slogan “We’re out of steam!”

## 10. Labour Relations

The advisory staff, Émile Tremblay, Catherine Huart, Michelle Théberge and Nadim Fares, introduced the item.

### Files in progress

- Interim SST Regime.
- Workload conflict settlement mechanisms: Letter of agreement signed with CSB and KSB.
- CSB premiums.
- Outings after June 30 (CSB): In negotiations with Jordan.

The request was approved on April 24, but the exhibit and affidavit are missing.

- Consultation – schedule and others.
- Follow-up with school boards regarding the resolution of grievances committees (labour relations).
- CSB housing problems: Request addressed to Jordan to follow up with the CEAs or mediation (collective agreement appendix). Last reminder last week, but no response: Contact the Ministry of Labour mediator.
- Childcare centers’ collective agreements: Michelle is following up with Pamela Norquay, as the appendices have not yet been filed with the Ministry and one month seems to be missing from the retro payments.

### Legal Affairs



#### External mandates:

- April Partridge (Rivest Schmidt): Request for postponement, as the employee remained unreachable before the January 30 hearing (Catherine as advisor): We will send the final letter of cooperation to the employee or we will close the file.
- Ross Leroux and Richard Germain: Before the Arbitrator (Claude Martin). The AENQ is represented by Hugo (CSQ legal services) since Michelle must testify. The CSB insists on having in-person hearings in Ouje-Bougoumou: The next available dates are in February 2024. The arbitrator set these dates but if hearings were by video-conferencing, they could possibly be earlier. Waiting for an answer from the CSB. We have asked Hugo to press for video-conferencing (arbitration award - PGR).
- Complaint 47.2 Lisa Deschamps: Following conciliation, she withdrew.
- Complaint 47.2 Patrice Laplante: Requested a deferment of the April 27 hearing.
- Gaetano Dimauro: Same thing as for Leroux and Germain, but we have a new hearing date order on May 5 and the arbitrator has made some very specific requests, including that the CSB consider alternative means of evidence and video-conferencing. We asked to insist on video-conferencing (arbitration award - PGR) if there is no response from the CSB or to proceed by affidavit with the right to cross-examine (as proposed by the Chief Arbitrator of the Grievance Arbitration Tribunal in Education at the seminar last Friday).
- Dinah Napartuk: April 28 in person at Morency's; very good case, but use of the doctrine of laches.
- Susie Koneak: Referred externally, as Michelle will have to testify. We will proceed with the CSQ, waiting for a date, probably in May.
- Ongoing negotiations for a settlement and release (Shanush, Nahas, Parceaud: We will not reach an agreement; we will have to proceed in the fall.
- Rights of refusal in Mistissini and CNESST inspector intervention - labour relations issue and the possibility of future complaints for M. Dixon and Nicole H. according to LSST.
- JOR TAT: Release and settlement reached.
- Sorting of grievance cases and scheduling process.
- Information: S9 sector training on March 29, 2023.
- Consolidation tour.

#### **Childcare Centers and Band Council Schools**

- File 36012-C (2.5% - Wemotaci): CIRB decision on February 14 and Council on February 15. We were told that it would comply. Since then, emails to M<sup>e</sup> Denis for instructions: Persons concerned and interest calculation, waiting for the details on their payments and a reminder last week following the payment of an employee without any details.
- Opitciwan: mobilization issue of 2 delegates (e.g. Maryse's release) and Eugène Petitquay.

- Tijani Mhab case: He understood that he had little chance to succeed and withdrew; his recourse was covered by case 36012-C.
- First grievance to be filed.

## **11. Sector Life**

### **11.1 KSB Support Staff**

Tuniq Makiuk introduced the item.

The sector director forwarded various communications from the AENQ to the delegates.

### **11.2 KSB Teachers**

Daniel Charest introduced the item.

#### **Joint Committees**

- AEAC, Montreal, 26 January: Zenaida Vrabie, Philippe Lagadec, Daniel Charest.
- Com-Com, Kuujuaq, (20) 21 February.
- Special Education, Kuujuaq, (22) 23 February.
- Professional Development Committee (Com-Com), 20 January, 2 February.

#### **Consolidation Tour – 13-17 February 2023**

- Emile Tremblay, Tuniq Makiuk, Daniel Charest.
- 13-14 February: Salluit (Paul Bolduc, Gabrielle Tremblay) delegates.
- 15 February: Ivujivik (Elisapie Lamoureux, Georges Michel Tamdjou) delegates.
- 16 February: Akulivik (Marc-André Brousseau) delegate.
- Very good reception in each community, general meetings and collective dinners.

#### **Upcoming (Confirmed) Consolidation Tour – 24-27 April 2023**

- Catherine Huart, Tuniq Makiuk, Daniel Charest.
- 24 April: Kuujuarapik; 25 April: Umiujaq; 26 April: Inukjuaq; 27 April: Puvirnituq.

#### **Issues in Communities**

- Local teacher training sessions (Inuktitut and second language), teacher shortage, safety and health issues (CNESST), conflict of interest, payroll, retroactive payments, school calendar, temperature (too cold, too hot), frozen pipes (water), furnace, insulation.

#### **A Word from the SDKT**

- Congress elections, departure and replacement of SDKT.

### **Media Coverage**

- Article, La Presse, Arianne Lacoursière, 21 January.
- Article in progress, Journal de Québec, Daphnée Dion-Viens.
- Communication Plan – Congress, 26 March 2023.
- Participation of a journalist (as an observer) in the sector meetings on the AENQ Priorities (triennium), in the unveiling of the historical murals, in the Declaration of Commitment and at the demonstration denouncing the sluggishness to signing the CSB collective agreements. Interviews of delegates (2 per sector) and EC members.

### **ADDITIONAL IMPLICATIONS**

#### Training

- Political skills, Quebec City, 23-24 January.

#### Lac-à-l'épaule

- Summary following the EC meetings, 30 January, 3 February: Tarek Khazen, Tuniq Makiuq, Daniel Charest.

#### Negotiations

- E4: 1<sup>st</sup> February, 28 February, 21 March (cancelled).
- E3: 2 February, 9 March.

#### Instances

- CSQ Commando demonstration, Quebec City, 20 January.
- GNC, Laval, 9-10 February.

#### ACTES

- Meetings of the CSQ-ACTES Committee:  
19-20 January, Quebec City.  
16-17 March, Quebec City.

#### EC Meetings

- 24 February (zoom); 6 March (zoom); 22 March, Montreal.

### **11.3 CSB Teachers**

Marie-Julie Laniel-Corriveau introduced the item.

18 January 2023 – 22 March 2023

- Nothing new on this side: Teachers and delegates are on edge and cannot wait any longer for the retroactive payments and salary adjustments.

- Waswanipi: Flooding in the school during the holidays; classes started two weeks later. Teachers were relocated inside the school. Several communication issues resulted between teachers and the administration. Teachers were expected to come to work on the weekend to prepare for Monday morning.
- Whapmagoostui: Last meeting of the Consolidation Tour with the Cree School Board staff. Good participation of the members present. Once again, the teachers shared issues of concern and I think that the presence of a union advisor on site made it easier to create links in this community where the union's image took a hit in the last few years.
- Mistissini: Teachers and the right of refusal related to two separate incidents. A CNESST inspector ruled in their favour. It seems that the principal and the SB do not fully understand how the right of refusal works and the union advisors are following up on the inadequate response from the principal.
- VT Network: Valorization of VT programs. Issues with some of the measures put in place during the pandemic. Sector workshops: Problems with the supply of materials for construction courses due to inflation. Sharing of certain practices to promote safety during classes and difficulties in retaining students because of the shortage of personnel.
- Chisasibi: Multiple problems with the new school administration. The delegate is under great pressure and is looking forward to getting help from substitute delegates. The climate is heavy in Chisasibi and teachers are presently walking on eggshells: The year started nicely, but now that VPs are in place, the principal seems to have found more opportunities to impose his authority. This is different from what happened in previous years with the former principal. Two teachers have been suspended with pay. One of the disciplinary convocations took place without a delegate present and was reportedly abusive and unjustified.
- CNESST: Recruitment for the interim SST system is challenging: We have very few applicants. We will have to take concrete actions to popularize and make the implementation of local committees meaningful. The Board has shared a policy that is currently being reviewed by the advisors for the establishment of committees in the communities.
- GAE: One position is still vacant. On the board side, there is no time limit to fill a position, but it no longer restricts the position to the previous teacher's specialty. Recall list: It is always difficult to have up-to-date recall lists.

- Change to the Professional Development Policy: In addition to the increase in Plan A and B amounts, there are big changes for NLQs: They now have access to Plans B and C. Advisors are presently studying the policy and should get back to us shortly.
- School calendar: Consultation on the calendars. The problems were not handled in the same way. Some schools were given a postponement, while others were not. We brought the issue to the school board committee: When they granted a grace period to one school, how come a message giving the same extension to all schools was not sent?
- A sector council meeting was held to explain possible bylaw amendments at the Congress. Unfortunately, one can only assume that the level of involvement of the members was low: Neither the delegates nor the members had any questions or comments related to the document that was distributed. Some delegates made suggestions that are very similar to what is in the proposal workbook. I wonder if it is a lack of interest or a lack of knowledge as the texts are quite intimidating.
- E3 Symposium, Training & Sector Council: The topic of travel days for the symposium and training was broached with Natalie Petawabano. The SB confirmed that it is chartering a flight; we are waiting for a confirmation that the delegates who are travelling to Val-d'Or will not have any problems with their claims on their return.
- Modification on our side of the note-taking regarding the meeting minutes. The minutes of the October meeting were not drafted. It is difficult to follow up on action items when minutes are not available. We have started to take more detailed notes than usual to compensate for the minutes not being on hand or made available way too late.
- Communication with advisors: Leaves of absence and work elsewhere than at the AENQ offices. The delegates and I sometimes have difficulty reaching advisors. Is it possible to share a calendar of their activities?
- It is much appreciated when an advisor takes the time to mention that a delegate may be potentially oversubscribed.
- *Le Messenger*: Members and delegates have mentioned to me that there has been a change in the pace of responses. How do you envision the future of the Messenger?

#### **11.4 CSB Support Staff**

Paul Washipabano introduced the item.

- On January 19, 2023, I gave an update to the IT technicians who had contacted us in June 2021 about their working conditions. We had discussed this with the SB at an LRC meeting in 2022, and I wanted to get back to them on the matter.
- I attended the CSQ training in Quebec City on January 23 and 24, 2023.
- I took part in the GNC on February 9 and 10.
- I sent the February 14 Nego Newsletter to the delegates and forwarded the message from Larry, our president, with the instructions and the “We're sick and tired of waiting!” signature.
- We held our first LRC meeting of the year on March 8.

### **11.5 Childcare Centers**

Larry Imbeault introduced the item.

Several reminders were sent to obtain the information missing from the 4 appendices of the collective agreements.

### **11.6 Band Council Schools**

Larry Imbeault introduced the item.

- In Wemotaci, a general meeting was held on February 6, 2023, to elect a new delegate and to determine who will participate in the Congress.
- As for Opitciwan, there was a meeting between the negotiation spokesperson, the delegate and the substitute delegate to prepare for the next day's general meeting which took place on February 16, 2023, as planned. The 13 members present voted unanimously in favour of the agreement in principle. On February 21, we had another meeting to prepare for the signing of the collective agreement. It is on March 14 that the president went to Opitciwan to sign the agreement with the representatives of the OAC and the negotiating team. The next day he met with the union spokesperson in Quebec City for her to sign the agreement; he then brought the agreement to the office of the employer's spokesperson. The agreement still came into effect on March 14, 2023.

## **12. Internal Management**

### **12.1 Consolidation Tour**

Larry Imbeault introduced the item.

The president, along with the advisor Émile Tremblay and the E3 sector director, went to meet the CSB members in Whapmagoostui on January 19, 2023. The

president and the S9 sector director also met the members of the KSB head office in Ville-Saint-Laurent on January 25, 2023.

## **12.2 Staff Management**

Larry Imbeault introduced the item.

Françoise O'Reilly and Émile Tremblay, SEESOCQ delegate, met with the president on March 7, 2023, to discuss the verbal agreement that enabled Françoise O'Reilly to go on vacation. There was some confusion on her part as the verbal agreement was that she would be doing 42 hours of overtime at a straight-time rate in preparation for the Congress.

## **12.3 Policy on Participation**

Larry Imbeault introduced the item.

Modification of the policy on reimbursement for those who miss their flight through their own negligence: Costs related to the purchase of new tickets will then be assumed by the member concerned.

## **12.4 AENQ Website**

Daniel Charest introduced the item.

- We need to update our website, including the EC members' page.
- Archived minutes of EC meetings end from 2021 onwards.
- An update of some documents on the site would be most welcome. The photos and videos captured during the Congress must be uploaded on the site.

## **12.5 Donations**

Daniel Charest introduced the item.

The sum of \$10,000 must be allocated. \$5,000 will be donated to Jeunes Karibus, which leaves \$5,000 to be used.

### **Motion 3**

It was moved by Daniel Charest and seconded by Paul Washipabano

THAT the theme for the remaining \$5000 donation be based on suicide prevention. Daniel Charest, Paul Washipabano, Tuniq Makiuk and

Guillaume Lajeunesse are to be part of a committee working on this initiative.

**UNANIMOUSLY ADOPTED**

## **12.6 Video Clips**

Daniel Charest introduced the item.

A video montage will be presented to the members during the Congress. It will be made of several video clips and photos taken during mobilization activities in the past few years. These visual archives were provided by delegates from different communities.

## **12.7 Financial Statements**

Larry Imbeault and Danielle Jolly introduced the item.

Financial statements adopted today will be made available to members at the Congress.

## **Motion 4**

It was moved by Larry Imbeault and seconded by Guillaume Lajeunesse

THAT the financial statements presented on March 22, 2023, for the year 2022-2023 be adopted subject to any necessary corrections.

**UNANIMOUSLY ADOPTED**

## **12.8 Lac-à-l'épaule**

Daniel Charest introduced the item.

Last November, our EC members held a *Lac-à-l'épaule* strategic meeting to identify areas of improvement within the AENQ as well as goals to achieve. Daniel Charest, Paul Washipabano and Tuniq Makiuk have prepared a reflection paper on our practices.

## **13. Complaint from a Member against Another Member**

Larry Imbeault introduced the item.

The individuals involved have been advised by the president that an FSE advisor, Melanie Bellemare, will contact them to set up an initial meeting (one-on-



one) to begin the investigation. If she deems it necessary, she may visit the community where the individuals concerned are working.

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

##### **Motion 5**

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the next EC meeting be held at a date later than the Congress, as soon as possible.

**UNANIMOUSLY ADOPTED**

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

##### **Motion 6**

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.	Congrès AENQ Congress
4.1	Échéancier / Timeline
4.2	Ordre du jour provisoire / Provisional Agenda
4.3	Articles promotionnels / Promotional Materials
4.4	Soirée sociale / Social Evening
4.5	Propositions / Preparation of Congress Proposals
4.6	Vidéo sur les journées de grève durant les négociations 2020-2023 / Video on Strike Days during 2020-2023 Negotiations
4.7	Entrevues / Interviews
4.8	Traduction des documents et traduction simultanée / Translation of documents and Simultaneous Translation
4.9	Consignes pour la soirée / Guidelines for the evening
4.10	Organisation Congrès 2026 / 2026 Congress Organization
4.11	Buts et consignes pour les réunions par secteur le dimanche matin / Goals & Directives for Sunday Morning Sector Meetings
4.12	Murales / Murals
5.	Négociations 2020 Negotiations
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6.	Négociations 2023 Negotiations
6.1	Sectorielles AENQ Sectoral
6.2	Protocoles de libération / Union Leave Protocols
6.3	Intersectorielle / Intersectoral
7.	Varia
7.1	Sondage sur l'intégration des élèves dans les classes régulières / Survey on the Integration of Students in Regular Classes
8.	Mouvement ACTES Movement
9.	Rapport d'activités des membres du CE / EC Members' Activity Reports
10.	Relations de travail / Labour Relations
11.	Vie de secteur / Sector Life
11.1	Soutien CSK / KSB Support Staff
11.2	Enseignants CSK / KSB Teachers
11.3	Enseignants CSC / CSB Teachers
11.4	Soutien CSC / CSB Support Staff
11.5	CPE / Childcare Centers
11.6	Écoles de conseil de bande / Band Council Schools
12.	Gestion interne / Internal Management
12.1	Tournée de consolidation / Consolidation Tour
12.2	Gestion du personnel / Personnel Management
12.3	Politique de participation / Participation Policy

12.4 Site internet (mise à jour, formation, archives) / Website
12.5 Dons / Donations
12.6 Capsules vidéo / Video Clips
12.7 États financiers / Financial Statements
12.8 Lac-à-l'épaule
13. Plainte d'un membre contre un autre membre / Complaint from a member against another member
14. Prochaine réunion / Next meeting
15. Levée de l'assemblée / Adjournment