



Executive Committee Minutes

2223CEPV-17-E

Meeting of May 19, 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

Tunik Makiuk

Sector Director – KSB Support Staff

Resource Person:

For item 2

Émile Tremblay

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 Marie-Julie Laniel-Corriveau

THAT the agenda be adopted as presented.

UNANIMOUSLY ADOPTED

2. Request under the Policy on the Defence of Rights of Employees represented by the AENQ

Larry Imbeault and Émile Tremblay introduced the item.

A member has made a request under the Policy on the Defence of Rights of Employees represented by the AENQ. After discussion with the member concerned, the advisory staff recommended that the request be rejected.

Motion 2

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

THAT the Executive Committee welcome the recommendation of the Advisory Staff not to accept the request made by a member under the Policy for the Defence of Rights of Employees represented by AENQ.

UNANIMOUSLY ADOPTED

3. Internal Management

3.1 Human Resources

Larry Imbeault introduced the item.

The number of active grievances is in the hundreds. According to the advisory staff, the creation of a legal secretary position at the AENQ should be considered to better manage grievances and to support the advisory staff in, among other things, clerical tasks currently carried out by the advisory staff themselves.

Linda Lépine's contract expires on June 30. We still must decide whether to keep her on as a supernumerary, thus taking tasks away from the management secretary and backing her up. However, the Congress is over and the workload should be lighter.

Nadim Fares' contract will soon be coming to an end. The advisory staff recommended the extension of his contract until the end of 2023.

Motion 3

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

THAT the President be mandated to discuss with the AENQ staff union representatives the creation of a legal secretary position. This position would initially be created for one year. The relevance of maintaining this position would then be evaluated with the advisory staff.

UNANIMOUSLY ADOPTED

Motion 4

It was moved by Tunik Makiuk and seconded by Daniel Charest

THAT the President be mandated to offer Nadim Fares an extension of his supernumerary union advisor contract until December 2023.

UNANIMOUSLY ADOPTED

3.2 Cell Phones

Larry Imbeault introduced the item.

Motion 5

It was moved by Tunik Makiuk and seconded by Paul Washipabano

THAT the President be authorized to ask the CSQ to upgrade the iPhones 12 for all AENQ staff members, the Vice-President and the President.

UNANIMOUSLY ADOPTED

3.3 SharePoint

Larry Imbeault introduced the item.

The AENQ's thousands of digital documents are stored on SharePoint. A major clean-up will be undertaken soon. An external firm or a supernumerary employee should be hired to do the job.

3.4 Derogation Requests to Participation Policy

Larry Imbeault introduced the item.

Motion 6

It was moved by Tarek Khazen and seconded by Guillaume Lajeunesse

THAT the Executive Committee instruct the Administrative Agent to reimburse lunch and buffet expenses claimed during the RASP-CSQ (CSQ Sociopolitical Action Network) on April 13 and 14, 2023 in Thetford Mines.

UNANIMOUSLY ADOPTED

Motion 7

Considering the Vice-President's ankle disability;

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

THAT Tarek Khazen be accommodated and authorized to stay overnight at hotels during union meetings in Boucherville and St-Hyacinthe.

UNANIMOUSLY ADOPTED

Motion 8

Considering the travel time needed to get from his home to downtown Montreal for the E4 and E3 negotiation meetings;

It was moved by Daniel Charest and seconded by Larry Imbeault

THAT Daniel Charest be granted an overnight stay in a hotel the day before these meetings.

UNANIMOUSLY ADOPTED

4. 2023 Negotiations

4.1 Sectoral

Larry Imbeault introduced the item.

There were few meetings at each negotiating table. The demands proposed by management were not modified. They were merely clarified. It did not prioritize or withdraw any of the demands.

There are also personnel shortages on the chief arbitrator's side. Appointing mediators will take longer.

4.2 Intersectoral

Larry Imbeault introduced the item.

The government would offer a lump-sum payment of \$12,000 to teachers who agree to postpone their retirement without any wage increases.

4.3 Action-Mobilization

Tarek Khazen introduced the item.

The ordering of mobilization materials began in January. Tarek Khazen and Françoise O'Reilly are working together to get everything out by August. It is

varied, including the Common Front materials with the "Together as one" slogan. There will also be banners in all five of AENQ's official languages.

5. 2020 Negotiations

5.1 Food Transport

Larry Imbeault introduced the item.

CSB members seem pleased with the compensation amount received on the pay cheques, but a group grievance has nonetheless been filed to contest the amounts paid in each of the communities.

6. Follow-up on Congress

Executive Committee members exchange views on the subject.

There was no follow-up on the Facebook page. The assessment survey was answered by only a dozen people. The action plan will be drawn up by the new Executive Committee in the fall, bearing in mind the priorities voted at the Congress. Tarek Khazen volunteered to work on an outline.

7. Varia

7.1 Support Staff National Day

Tarek Khazen introduced the item.

September 28 is National School Support Staff Day in Quebec. Something will be organized to mark this day. A committee made up of Tarek Khazen, Tuniq Makiuk and Paul Washipabano will be put in place to coordinate activities and a budget (either overall or per member) must be submitted.

8. Executive Committee Meeting in September 2023

Larry Imbeault introduced the item.

There will be an Executive Committee meeting on September 11 and 12, 2023.

9. Meeting Adjournment

Motion 9

It was moved by Larry Imbeault and seconded by Guillaume Lajeunesse

THAT the Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Guillaume Lajeunesse
Secretary-Treasurer

Appendix 1

Sujet / Subject
1. Présentation de l'ordre du jour / Presentation of the agenda
2. Demande en vertu de la Politique de défense des droits des personnes salariées représentées par l'AENQ / Request under the Policy on the defence of rights of employees represented by AENQ
3. Gestion interne / Internal Management 3.1 Ressources humaines (prolongation & création de postes) / Human Resources 3.2 Téléphones cellulaires / Cell Phones 3.3 SharePoint 3.4 Demandes de dérogation à la Politique de participation / Derogation Requests to Participation Policy
4. Négociations 2023 Negotiations 4.1 Sectorielles / Sectoral 4.2 Intersectorielles / Intersectoral 4.3 Action-Mobilisation
5. Négociations 2020 Negotiations 5.1 Transport de nourriture / Food Transport
6. Suivi Congrès / Follow-up on Congress
7. Varia 7.1 Journée nationale du personnel de soutien scolaire / Support Staff National Day
8. Réunion du Comité exécutif en septembre 2023 / September 2023 EC Meeting
9. Levée de l'assemblée / Adjournment