



Executive Committee Minutes

2223CEPV-18-E

Meeting of June 12, 13, 14, 2023

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President (June 13)
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
Tunig Makiuk	Sector Director – KSB Support Staff

Resources Persons:

Catherine Huart	AENQ Union Advisor
Émile Tremblay	AENQ Union Advisor
Nadim Fares	AENQ Union Advisor

Absent:

Tarek Khazen	Vice-President (June 12 and 14)
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President's Opening Remarks

The President wished to acknowledge the recent passing of François Beauchemin, union advisor and former member of the AENQ Executive Committee. He mentioned how important François had been within the AENQ over the years, the impact he made and the expertise he possessed, both as a sector director and as a negotiator. Thank you, François! Rest in peace, dear friend!

1. Presentation and Adoption of the Agenda

Guillaume Lajeunesse presented the agenda.

Motion 1

It was moved by Larry Imbeault and seconded by Guillaume Lajeunesse
THAT the agenda be adopted as presented.

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-14 to 2223CEPV-17 be adopted as corrected.

UNANIMOUSLY ADOPTED

3. Follow-up

Larry Imbeault introduced the item.

- A legal opinion on whether the PIL should apply to our school boards has not been sought. The president is working on the wording to be submitted to the external firm.
- All 2020-2023 collective agreements have finally come into effect, salaries have been adjusted and retroactive payments made (except to the president and the E4 sector director, who are paid in whole or in part by the AENQ).
- The 50th-anniversary magazines have still not all been sent out. Sector directors will follow up to ensure that all mailings have been received.
- The president and the management secretary have contacted people to help with the SharePoint cleanup. The president is waiting to hear back from the CSQ for potential help or advice.
- Not all donations have been made.
- Website updates: a date has yet to be agreed on for the president and the management secretary to receive training from Louis Aubin.
- The member who lodged a complaint against another member and the member against whom the complaint was lodged were informed of the Executive Committee's decision, and both acknowledged having received a confirmation of the decision.
- The member who made a request under the Policy of the Defence of Rights of Employees represented by the AENQ was informed of the Executive Committee's decision to refuse his request.

- All those who submitted claims as part of the consolidation tour have been reimbursed.
- Nadim Fares was informed that his contract has been extended.
- iPhones will be upgraded at the start of the school year.
- In case a new constituency is created in the North, the member who had approached the AENQ will be contacted for a follow-up.
- The information on the Executive Committee members, staff members, union delegates, etc., will have to be updated on the website.

4. 2020 Negotiations

4.1 Food Transportation

Larry Imbeault introduced the item.

- Based on the feedback received, members seem happy with the amounts paid under the new system.
- According to Paul Washipabano, professionals think it is not enough, at least for Chisasibi, but their union has not filed a grievance. We need to follow up more closely with the delegates, who could consult their members. The grievance remains active.
- A follow-up could be made among members at KSB on their satisfaction.

5. ACTES Movement

Daniel Charest introduced the item.

- The ACTES staff is reduced to 50%.
- Since Daniel Charest will continue to perform union duties at the AENQ until at least May 2024, we will have to decide who will be the ACTES representative at KSB after his departure.
- Women's rights are currently one of the main focuses of the ACTES movement.
- ACTES National Session from October 4 to 5: 30 years of action. There will be round-table discussions with invited guests instead of workshops, a visit to Île-Aux-Coudres, a cocktail reception and much more. It is important to reach out to young people to bring this ACTES session to a close with testimonials.

6. AENQ Congress – Follow-up

Larry Imbeault introduced the item.

- The by-laws must be updated.

- The 2019 and 2022 minutes must be finalized and posted on the AENQ website.
- The minutes of the Congress 2023 will have to be completed.
- Should we ask a resource person to transcribe the Congress recordings in writing or only the exchanges on the proposals?
- The policy on translation will have to be updated, following the proposals to be voted on at the next Executive Committee meeting, since they only were a point of exchange at the Congress.

7. Language and Culture at the AENQ

The item, which was to have been presented by Daniel Charest, was deferred.

8. Internal Management

8.1 Consolidation Tour

Larry Imbeault introduced the item.

- On the KSB side, we still must meet with members on the Ungava Coast, as well as at the Dorval warehouse and post-secondary services in Sainte-Anne-de-Bellevue. The president will ask Linda Lépine to organize itineraries.
- On the CSB side, we still have to meet post-secondary members. There are also childcare centers and band council school members to meet as part of the consolidation tour.
- Marie-Julie Laniel-Corriveau suggested repeating the tour once at the end of each mandate. We will have to make sure we have the budget to do so.
- Next time, we will rely on the delegates' word and on invoices to avoid delaying reimbursement of their expenses.

8.2 Personnel Management

Larry Imbeault introduced the item.

- Discussion on the creation of a legal secretary position. After talks with the employees, a 3-4 day a week position may be sufficient.
- We will need to discuss this again with the advisory staff and review all office staff tasks, taking the new position into account.
- Vacant position following a death: what to do and when? The agreement states that:

When a position becomes vacant, the AENQ has 30 days, excluding the normal vacation and holiday periods, to decide whether to abolish or modify the position. (Vacant since May 29.)

The normal vacation period begins on June 24 or on the preceding Monday of the same week and ends on September 15 or the following Friday of the same week.

So, we have plenty of time to decide on what to do.

- Executive Committee members also discuss the next round of negotiations with the AENQ staff members.
- Should we ask them to complete a self-assessment adapted to their functions?

8.3 Participation Policy

Larry Imbeault introduced the item.

Motion 3

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

THAT the participation policy be amended as follows, and that these amendments take effect as of today:

- 3.4 The member ~~of the Executive Committee~~ that attends a meeting of a decision-making body of the Centrale, a federation, a committee or a working group, or of any other decision-making body or organization, commits to defend the interests of the members of the AENQ.
- 8.3 No claim may be submitted if a meal is paid by the AENQ or another organization.
- 8.4 No receipts are required for the reimbursement of incidentals or meals since these are flat rates. However, in the case of a trip to Eeyou Istchee, Nunavik or an Atikamekw community, meal expenses (excluding alcohol) in excess of the amounts stipulated in 8.1 are reimbursable upon presentation of receipts.
- 8.6 ~~In the event of a journey in Eeyou Istchee or Nunavik territory, the cost of the meals (excluding the cost of any alcohol) exceeding the amount set at 8.1 will be reimbursed upon presentation of supporting documents.~~
- 9.2 ~~With some exceptions~~When indicated on the logistics sheet, the AENQ takes care of the reservation ~~and payment~~ of hotel and motel rooms.
- 9.4 When the AENQ makes reservations of hotel or motel rooms, it specifies that all costs related to the rooms and parking are to be paid by the

Association and all other expenses or fees (meals, bar, etc.) are to be paid by the member. In addition, reservations must indicate whether breakfast is included or not.

14.1 All other expenses must be approved by the Executive Committee President.

UNANIMOUSLY ADOPTED

8.4 Donations

Larry Imbeault introduced the item.

Decision taken at the EC meeting of March 21 and 22, 2023:

“It was moved by Daniel Charest and seconded by Paul Washipabano that the theme for the remaining \$5,000 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.”

The committee has not yet met. It is suggested to go by projects, each of which would be funded at \$1,000.

8.5 Union Training Sessions

Larry Imbeault introduced the item.

Union training and annual sector council meetings are to be held on weekends, as usual, to save on union release time, both in cost and in numbers. Who will give the training sessions among the advisory staff remains to be determined. Since the training sessions will be held over the weekend, substitute delegates will be invited to participate via Zoom on a voluntary basis.

8.6 Delegation to Decision-Making Bodies

Larry Imbeault introduced the item.

- Reminder: According to the by-laws, when there is a meeting of the Centrale where two people can be delegated, it is the President and the Vice-President who can attend. Should we appoint one or more substitutes?
- Daniel Charest presented an analysis of the days devoted to the management of his sector, negotiations and other activities. The analysis could be used to determine the extent of the release to be granted to the E3 and E4 directors, and to determine who should be delegated to the federative bodies.

8.7 Purchase of a Computer

Larry Imbeault introduced the item.

Discussion on the need to purchase a new laptop for the president as he has started to have problems with his current one. All agreed that he should ask the CSQ to provide him with a new one.

8.8 CE Members Self-Evaluation

Larry Imbeault introduced the item.

He has not received the CE members' self-assessments. He asked the members who have not done their assessment yet to do so as soon as possible and to send it to him.

8.9 Lac-à-l'épaule – Follow-up

Larry Imbeault introduced the item.

Previously made decision:

Considering the discussions held at the Lac-à-l'épaule 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.

Following the committee's work, Daniel Charest presented the compiled document. There are no recommendations as such, but a follow-up which would include a communication plan, is required.

8.10 Recognition of Union Members' Work

Daniel Charest introduced the item.

Previous minutes of meeting: Daniel Charest suggested that the AENQ recognizes the union involvement of members, somewhat like employers do, for example with a gift after 5 years, 10 years or 20 years of work within the AENQ, either as a staff delegate or as a substitute delegate, a member of the Executive Committee or an office staff member. A decision will be made at a future meeting.

A brainstorming discussion led to the following consensus:

- ✓ For people involved since 2013 or before, consecutive years or not;
- ✓ For union involvement of delegates, substitutes or assistants, joint committee members, EC members and staff members;
- ✓ For 10 years, 20 years and every 5 years;
- ✓ A 10-year anniversary gift: framed silkscreen by an Aboriginal artist representing union values (mutual aid, sharing, solidarity, etc.);
- ✓ A 20-year anniversary gift: a larger framed silkscreen by an Aboriginal artist;
- ✓ A 25-year anniversary gift and afterwards, every 2 years: a personalized gift;
- ✓ The gift would be presented locally with a photo taken at a ceremony at which a light snack would be offered, compliments of the AENQ.

Motion 4

It was moved by Daniel Charest and seconded by Tarek Khazen

THAT the present proposals for the recognition of union members be adopted.

UNANIMOUSLY ADOPTED

8.11 Compensation Request

Daniel Charest introduced the item.

Motion 5

Considering that the Sector Director was unable to take advantage of the spring break;

Considering that KSB school year ends on June 5, 2023;

Considering that the end of the mandate is a busy period and that it is impossible to reclaim any time off then;

It was moved by Larry Imbeault and seconded by Guillaume Lajeunesse

THAT Daniel Charest be paid a monetary compensation equal to the days worked during the vacation periods, i.e. 4 days for the March 21-24 spring break and 13 days for the period from June 5 to June 30, excluding the days devoted to negotiations (June 14-15 E3; June 26-27 E4; June 28-29 E3) as well as the June 21 holiday.

UNANIMOUSLY ADOPTED

8.12 Videoclips

Daniel Charest introduced the item.

The possibility of hiring a communications professional to produce a demo is suggested. This expert would propose different formats on a closed circuit or a public platform. We could check with the CSQ to see if it could provide an expert free of charge.

9. 2023 Negotiations

9.1 AENQ Sectoral

Larry Imbeault and Daniel Charest introduced the item.

- Daniel Charest introduced the table report of the meeting that took place behind closed doors on June 7, 2023, between the mediator, Hervé Leblay, and the spokespersons, Nathaly Castonguay and Daniel Charest. The latter will act as spokespersons for the union until the summer vacations.
- On the support staff side, a similar meeting was held on June 9, 2023. Marie-Claude Morin, FPSS advisor, will be the union spokesperson until the end of the school year. She is retiring this summer.
- Mediation is a mandatory requirement for obtaining the right to strike.
- We will have to appoint our spokespersons. Our employees' agreement stipulates that this function is to be performed by members of our advisory staff. The president will have to discuss the matter with the federations' vice-presidents (FSE and FPSS) who are responsible for the negotiations.

9.2 Union Release Protocols

Larry Imbeault introduced the item.

- An agreement has been reached on the terms of release protocols, which have yet to be finalized at our tables.
- There will be a 0.5 release for support staff and 0.8 for teaching staff per table.

9.3 Intersectoral

Larry Imbeault introduced the item.

In intersectoral negotiations, the employers' side seems to be engaged in some sort of double-speak.

9.4 Action-mobilization

Tarek Khazen and Larry Imbeault introduced the item

- Presentation of the action-mobilization plan: Common Front demonstration on September 23 in Montreal. This project may evolve over time.
- Charter flights are not covered for Nunavik and certain Cree territories. We need to re-examine the mobilization plan, especially as regards the feasibility of flights.
- We still must consider the environmental impact and the release costs.
- It has not yet been confirmed that everything will be paid for by the Common Front. We need to know how many people will participate in this event.
- We must take Air Creebec's schedule into consideration as flight days are different.
- Mobilization materials may be sent before the elections of delegates.

9.5 Strike Action

Larry Imbeault introduced the item.

The Common Front has not yet taken any decision.

9.6 Spokespersons

Larry Imbeault introduced the item.

Considering the death of our colleague, we need to appoint spokespersons to complete negotiations with the MNCCSB and MNCKSB. It is agreed that Daniel Charest and Nathaly Castonguay will be co-spokespersons at E3 and E4 tables until the end of the school year, and Marie-Claude Morin at S8 and S9 tables. The following people will begin as spokespersons when we return from summer vacation.

Motion 6

It was moved by Larry Imbeault and seconded by Daniel Charest

THAT for this round of negotiations, Catherine Huart be appointed spokesperson at E3 and E4 tables.

UNANIMOUSLY ADOPTED

Motion 7

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT Émile Tremblay be appointed spokesperson for S8 and S9 tables.

UNANIMOUSLY ADOPTED

10. Varia

10.1 GAE and VT Networks

Tarek Khazen introduced the item.

GAE and VT networks in March 2024. Tarek Khazen is expected to attend. The GAE networks are usually reserved for the delegate.

Guillaume Lajeunesse and Marie-Julie Laniel-Corriveau (Sector Directors) will participate in these meetings with the delegates.

10.2 Emerging Union Leaders Camp

Tarek Khazen introduced the item.

Looking back on the first impressions of the emerging union leaders camp held at Lac Taureau last April. Guillaume Lajeunesse, Marie-Julie Laniel-Corriveau and Paul Washipabano share their experiences, which were very positive, overall. A lot of new insights into union life were gained.

10.3 “Build the Bridge” Project

Daniel Charest introduced the item.

Tarek Khazen will forward the drafted project to the FSE.

10.4 Murals

Daniel Charest introduced the item.

Motion 8

It was moved by Daniel Charest and seconded by Tarek Khazen

THAT posters of the murals with the AENQ logo be produced.

UNANIMOUSLY ADOPTED

Daniel Charest would be responsible for evaluating poster costs and drawing up a size chart.

11. Labour Relations

The advisory staff introduced the item.

11.1 Report from the Advisory Staff

- Grievance Settlement Committee
 - KSB:
 - Settlement of 3 individual grievances + Recurring group grievances on recognition of experience in cases of disability + Recurring group grievances on holiday pay to substitutes.
 - Awaiting response on settlement offers for other grievances. Next meeting on October 3 with Michelle and Nadim to discuss S9 grievances.
 - CSB:
 - The CSB has refused to set up a conflict settlement committee. It asked to be sent a list of grievances to discuss, which was done in February: No answer. Then it was decided to hold a meeting to discuss them (August 15). We asked the CSB to do it in person: no response yet. Catherine will be present.
 - CSB Premiums: No news on the \$10k premium, retention and return-to-work premium: Grievances have been filed. The next step is to structure and convey our arguments to HR.
 - Rent deduction at CSB: Group grievances were filed for S8 and E3, and the rationale was explained to HR. We are waiting to hear from them.
 - Payment of the premium for 50% of expenses incurred during the last outing of 2022: Not yet paid, but group grievances are being filed. (KI) The reason would be that March 1 is too soon. We were open to discussing this for future years, but not for 2023, as they were already behind schedule.
 - Final outing after June 30 (CSB): there will be an application for approval by videoconference on July 7, 2023 (provisional roll call, then the protocol implementation will be concluded for a hearing date). At the same time, discussions to settle the group grievance and proposed solutions by the union will take place. The CSB is no longer willing to cooperate in the settlement. Thus, there will be a petition for approval. If the petition fails, we will schedule the group grievances and debate them before an arbitrator.
 - Following the Congress, it was understood that the delegates present wished to have more information on subjects they often deal with (right of refusal, vacations, sick days, etc.).
 - 'Right of refusal' file at Mistissini: right accepted by the CNESST, derogations issued; the employee has been exercising his right of refusal for several months because of violence issues and employee protection measures have not been taken since 2019. Incidentally, cases of violence or harassment are potentially compensable by IVAC (submit

CNESST and IVAC claims, but the AENQ will only advise on the CNESST).

- Reinstatement of employees:
 - With KI S9, there will be interesting reinstatements in the spring. Working relations are going well.
 - Special education technician: dismissal did not comply with the collective agreement, reinstatement on April 11, 2023, with retroactive employment status to October 5, 2022 (retroactive salary and premiums, and other contract benefits).
 - Worker, Class I: end of abusive probation. Reinstatement on June 20, 2023, with retroactive employment status to January 25, 2023 (retroactive salary and premiums, and other contract benefits).
 - Caretaker, class II (KSB): Termination in mid-December under the pretext of sanitary measures being reduced. No special temporary positions were created during the pandemic, so there was no right to terminate the contract under these grounds. Attempt to pass this off as a job abolition, but the process was not respected under the collective agreement. Finally, reinstatement of all his rights and privileges at the end of April.
 - KI proposal to consult on school principals' training content in autumn.
 - Claudia Napoli, KSB HR, has to put together the management training course to be offered in the fall and asked if we would be willing to comment on the document. However, we know she is going on sick leave next week. More to come.
 - File in progress: compensation to accompanying adults on student trips when this entails weekends, linked to the policy on excursions (many cases in several schools, Émile Tremblay and Catherine Huart working in parallel).
- Multiple complaints against different administrations, with external investigation:
 - Uquutaq School in Inukjuak (KI) (Catherine Huart, 3 complaints upheld and 2 complaints from former employees).
 - Sautjuit School in Kangirsuk (KI) (Nadim Fares).
- Non renewal of NLQs contracts:
 - KI has agreed to reinstate the majority of NLQs who have contacted us.
 - Cases were often linked to allegations of mismanagement and/or erroneous or poorly conducted assessments. There is a desire to better take care of NLQs at KI. Few requests to this effect at the CSB. This summer's objective: further research on how to better protect NLQs.
- Shortened calendars (GAE, E3 CSB and E4 KI):
 - In recent years (except in 2021), the calendar has been shorter than 200 days for GAE at CSB, whereas the reference (as a basis for calculating the equivalent of a full-time year) is found in two places in Chapter 11 (GAE and VT).
 - Teachers work their 1,280 hours (full-time) in fewer days. Consequently, there is an accumulation of extra time for each day worked.

- The shortened calendars generate or may generate several impacts for contract teachers in link with the provisions of the collective agreement and social security programs:
 - Seniority on the recall list;
 - Disability insurance and maternity/paternity leave;
 - SSQ group insurance plan;
 - Employment insurance;
 - RREGOP (the calculation of each contributory year is done in days, and regulation #2 of the RREGOP Act stipulates that a full year in the education sector is equivalent to 200 days worked).
- Stages of intervention with HR:
 1. Agree on the adjustments to be made concerning these impacts, since both management and teachers are in favour of the shortened calendar (162 days). The best option is that the remaining 38 days be compensatory (considering the extra 162 days worked).
 2. Set up files on RREGOP impacts for all contractual teachers and ask CSB to amend past declarations.
- In addition:
 - The final application guide drawn up between the CPNCF and the FSE-CSQ in 2017 as part of a pilot project for shortened calendars proposed the same thing (compensatory days).
 - The FSE confirms that several SSCs have shortened calendars for VT (not GAE), with only a few unions having entered into agreements. Nevertheless, all SSCs declare 200 days to the RREGOP.
 - However, the advantage of an agreement may lie in the fact that the issues at stake go beyond simply declaring to the RREGOP (not necessarily saying it outright).
 - The case of the CSB VT needs to be documented. A special agreement with CSB. See if the application is compliant (discussions with HR).
 - For KI, it is the same situation basically, the search is less developed. Awaiting feedback and information from VT and GAE delegates.
 - At KI and CSB, awaiting VT and GAE recall lists which have not yet been sent as of June 30, 2022.

11.2 Request under the Members' Defence Policy

Because of Michelle Th  berge's absence, Larry Imbeault will hold a consultation online upon her return.

12. Sector Life

12.1 KSB Support Staff

Tuniq Makiuk introduced the item.

Attempts to communicate with delegates, but communications are difficult despite various means.

12.2 KSB Teachers

Daniel Charest introduced the item.

Issues in Communities

Shortage of teachers and principals persists in some communities, issues with principals' attitude towards members, harassment complaint from one member against another, reimbursement for participation in union activities, availability of trucks for teachers, school rules decided unilaterally by administration, music teacher position (seniority), consultation on 2023-2024 school calendar, non-renewal of contracts, teachers from other provinces, positions to be filled as representatives on school health and safety committee, use of moving day, RREGOP for tenured teachers (cultural calendar).

Improvements

Exam evaluation guide, updated list of principals, participation in the perseverance and success scholarship, KSB organization chart, compensation day for conference participation (spring break), CCCS Handbook.

Joint Committees

Board Committee, Montreal, April 11-12

AENQ-KSB Action Plan (consultation on priorities with Special Ed Committee)

Follow-up on minutes and translations of 2022-2023 joint committees

Next meeting: Montreal, October 19-20

Special Ed Committee, Montreal, April 13-14

Next meeting, Montreal, October 17-18

GAE Working Committee

- Meeting with a career teacher, Tuniq Makiuk and Catherine Huart during the consolidation tour.
- Follow-up meeting with the teacher on May 8: Catherine Huart and Daniel Charest.
- Follow-up meeting with the teacher on May 15: Daniel Charest.
- Motion 1: Set up an AENQ Pedagogy Committee for GAE and VT, including a review of the operation of the two sectors and communications leading up to AEAC meetings. Portrait of the GAE situation at KSB. The subcommittee is made up of Guillaume Lajeunesse, Catherine Huart and Daniel Charest.
- Motion 2: Set up a face-to-face meeting of GAE and VT teachers in Montreal (suggestion: fall 2023).

Training and Symposium

- CTREQ (Quebec Transfer Center for Educational Success): Quebec City, April 19;
- FSE-FC: Laval, May 11-12.

Sector Council and annual training sessions – 2023 Fall in Kuujuaq

- Training on the new agreement: October 27;
- Occupational health and safety training: October 28;
- Sector council: October 29.

12.3 CSB Teachers

Marie-Julie Laniel-Corriveau introduced the item.

- I was elected to the CSQ Women's Committee. Thanks to Catherine Huart and the team for your patience and your support!
- GAE Campfire – Absenteeism and Attendance: This meeting was less popular than previous ones, with only Guylaine Richer and myself in attendance. This was probably because we also had a meeting on the GAE calendar later on that day.
- GAE meeting on the 2023-2024 Calendar: Presentation by Catherine Huart on the impact of a shortened calendar. Survey Monkey on teachers' preferences. The work of the GAE delegate also led to several questions about maternity leave, employment insurance and the actual salaries paid to GAE teachers and, by extension, to VT teachers.
- Retro at the Cree School Board: Verifications of retroactive payments for some teachers who had asked. They confirmed that the calculations were correct, except for rents, but our union advisors are taking care of it and a group grievance has been filed.
- Emerging union leaders' camp: Communication, new ideas for the new generation of activists, workshop on 'Being an EC member'.
- Harassment case at Waswanipi: Intervention by union advisors and HR, any news?
- ACTES: 'Mothers Step In', humour, the unveiling of the artwork 'A PROTECTION FOR THE FUTURE'. I have not seen the pictures I sent, but it is a powerful piece! Fully committed youth: Over 80 young people from Quebec high schools joined us at the University of Sherbrooke.
- Teachers are concerned about 2023-2024 assignments, especially NLQs. Our principals' management rights are a cause for concern, and teachers regret that seniority is not automatically considered.
- Special Ed Committee: 5 years have gone by and no meetings, the only proposal, following several requests for in-person meetings on our part, was in the evening, after working hours. Shannon Henry, a teaching member, responded with a request to hold at least a one-day-long in-person meeting. She has not received a response from Mrs. Rutherford.
- Meeting of the CSQ Status of Women Committee and preparation of the November 2023 network (economy, outsourcing of women, wage disparities)

and the 50th anniversary on March 21-22, 2024, under the following theme: “All of us in action for a feminist future”.

- Policy on Outings: Applied differently from one community to the next and now enforced more severely. Teachers must adapt, and our hands are tied on our side since the new guidelines are in line with the policy.
- FSE-CF / FSE Symposium: Bill #23, Negotiations: class composition, unionization of trainees (The CSB is participating in the exploitation of trainees and threatens to bring down the Common Front). Presentation of the consultation results (2 phases).
- NLQs: No assignment information meeting as they hold in the South; how to have an idea on available positions without going through Éline Drouin. Some teachers fear they will not have a realistic picture of the situation.
- Work on the Special Education survey with Shannon Henry to bring out the highlights. Several points related to the workload and the class composition. Links with negotiations, but unfortunately, at the CSB, special needs/codes do not account for much.
- Forest fires: RoR, air quality, evacuation, return to work, etc. I would like to commend the advisors for their availability and excellent response time! Thank you!

12.4 CSB Support Staff

Paul Washipabano introduced the item.

- Congress + Demonstration = Signatures.
- Participated in the CSQ emerging union leaders' camp.
- Attended the April 27-28 GNC in Laval.
- Preparatory meeting with LRC members and Catherine Huart.
- First in-person LRC meeting in years, in Gatineau.
- Proposal to obtain a 20% release for the 2023-2024 year, starting on the week of August 21, and valid until June 30, 2024.

12.5 Childcare Centers

Larry Imbeault introduced the item.

- We had been approached by a worker from another childcare center who wanted to unionize the childcare center workers in her community. The president wrote to her but received no reply.
- Some of the appendices to the new agreements are still incomplete, despite several reminders.
- The Oujé-Bougoumou delegate is now the childcare center director. We need to find a new delegate. (We could go in the fall and hold a general meeting?)

12.6 Band Council Schools

Larry Imbeault introduced the item.

We were faced with a problem in Wemotaci in connection with the new agreement. Management deemed that there was a typo in the agreement and that teaching staff should only have a minimum of 6 consecutive weeks of summer vacation, and not seven as written. According to management, this creates a major problem in connection with the organization of the school calendar (workload, teaching days, etc.). The members who contacted us are adamant about what is written in the agreement, i.e. a minimum of 7 consecutive weeks of summer vacation. The members were consulted at a general meeting. We informed management of the outcome of the meeting: a unanimous vote in favour of a minimum of 7 consecutive weeks of summer vacation, regardless of the consequences (more teaching minutes per day, fewer pedagogical days, etc.).

13. CE Members' Activity Report

President's Report

INC – March 23, 2023

- Negotiations of intersectoral matters:
 - Coordination report: we will receive the global offer on Monday, March 27, and we will soon receive more precise employer proposals at the sectoral tables to accelerate the pace, as the government still wants to settle by the end of June;
 - Release protocol: status quo on quantum proposed by management. The end date remains problematic;
- Negotiations of sectoral matters:
 - Coordination report: details to come on salary insurance (employer's share), as one of the employers at one table is more talkative than the others;
 - The possibility of legal action (where matters are negotiated): little interest now, given the situation;
- Adoption of the next GNC agenda.

INC extraordinary virtual meeting – March 27, 2023

GC – March 29, 2023 (Quebec City)

- Elections on the Status of Women Committee (MJLC elected) and the Standing Conciliation Committee;
- Progress report from the Advisory Committee on (GC) Committees and Networks:
 - Analyze the mandates of committees and update them if necessary;
 - Review funding method;

- Appointments and replacements;
- Prepare a survey for affiliates: what should their role be?
 - An advisory role to the Centrale and the GC;
 - Develop expertise;
 - Report relevant information;
 - The organization and the promotion of the affiliates' network are also important;
- Committee members hardly ever intervene in the proceedings;
- Second phase of analysis leading to recommendations to come;
- Analysis of the economic situation:
 - Tax cuts cost more than the anticipated 2023-2024 deficit, but will not affect public services;
 - Continuation of debt reduction policy, with a new target of 30% net debt within 15 years;
 - Increased spending in 2023-2024:
 - SSS: 7.7%,
 - Education: 6%
 - More worrisome for the following year:
 - Under 3%;
 - Working committee on the use of virtual or hybrid proceedings at the Centrale: presentation of consultation results;
- Draft legislation governing child labour:
 - Presentation of the bill's content (minimum age 14 with exceptions, maximum of 17 hours/week, transitory provisions, etc.);
 - The CSQ intends to file a brief: Add the issuance of a certificate of employability for workers under 16. Add the physical and psychological integrity of workers, 16 years old and under;
- Steering committee on internal cohesion:
 - The committee decided to hold three consultations to find out the reasons for mobilization challenges:
 - With all CSQ-affiliated unions;
 - With regional coordinators;
 - With local union mobilization organizers;
 - Reasons for consultation: low participation in group actions of a social nature; the government is aware of this and members end up believing that things cannot be changed;
 - Results of consultations on our group actions;
 - Discussions following the presentation of this report to the March 2023 General Council will enable the Steering Committee to prepare recommendations for its final report.

Virtual CNG – March 31, 2023

- Negotiations of intersectoral matters:
 - Coordination report:

- Enhanced employers' proposals of March 27, 2023: nothing new on wages, attacks on RREGOP, replace maternity leave allowance formula, government priorities;
- Negotiations of sectoral matters:
 - Coordination report;
- Communication and mobilization actions:
 - Update of the Common Front action plan: intensification of pressure tactics, strike action when the time is right.

Virtual INC – April 14, 2023

- Negotiations of intersectoral matters:
 - Coordination report: moving forward on what the government wants for the pension plan is out of the question, no response to our demands, management wants us to elaborate on our demands, and no moving forward on government priorities if we do not discuss union demands;
- Negotiations of sectoral matters:
 - Coordination report: almost all the clarified employer deposits have been received, the employer side is asking us to prioritize and streamline our requests;

Virtual CCSNN – April 17, 2023

- Roundtable discussion;
- Release protocol;
- Coordinated management requests (I asked for a correction).

Virtual FPSS-FNC – April 17, 2023

- Sectoral tables:
 - Employers' deposits and feedback on negotiation sessions (S3, S8, S9, S12 and S13):
 - At the S3 table, the employers' demands are similar to those of the CSN/FTQ, almost word for word.

Virtual FPSS-FNC – April 25, 2023

- Return on S3 management proposals: management wants us to prioritize even if we have not finished presenting our demands;
- Alignment exercise of union and management demands: put union and management demands that address the same subjects into blocks;
- Action and mobilization plan: communication and mobilization objectives, measures up to June and from September onwards.

GNC – April 27 & 28, 2023 in Laval (AENQ participant: PW)

- Employers' proposals (intersectoral) rejected;
- Adoption of 3 new demands on parental rights.

Virtual meeting on regional disparities with CSQ representatives at the central table (FB, LI and PW) – April 28, 2023

- Discussion on why Chisasibi should change sector.

Virtual INC – May 3, 2023

- Return on the GNC meeting of April 27-28, 2023: INC's decision to reject management proposals and adopt 3 new demands on parental rights;
- Negotiations of intersectoral matters:
 - Coordination report: discussion on the end date of the protocol which remains an issue, there will be a management presentation on pension and retirement tomorrow. The union side will present its three additional demands on parental rights, Common Front discussion on mediation; demands would be made between May 15 and early June, but all FC representatives will make them on the same day;
 - Release protocol;
- Negotiations of sectoral matters:
 - Coordination report: mediation requests are ready, 5 of the 6 northern tables have received the clarified management requests, and the unions are not in prioritization mode although management considers that several union requests are Central Table matters;
- Mobilization and communication actions: leaflets on wages and pensions are ready, and demonstrations are planned in the fall;
- Changes to INC and GNC meeting schedule for 2023-2024.

Virtual INC – May 10, 2023

- Follow-up on meeting with Treasury Board's chief negotiator: the 3 teams (classroom, care, mental health) should meet with the sectoral tables; Treasury Board considers that sectoral negotiations are not progressing fast enough;
- Requests for mediation to be filed on May 18, 2023.

Virtual FPSS-FNC – May 11, 2023

- Roundtable on S3, S8, S9, S12 et S13 negotiations;
- Table reserved to statutes;
- Negotiation on management mechanism for the list of arbitrators;
- Personnel movement and job security (arbitration award);
- Mediation process;
- Plenary session on prioritizing our S3 demands.

FPSS-FC – May 16 to 18, 2023 (Saint-Felicien)

- Situation at the Syndicat du pays des bleuets;
- World Education Support Personnel Day;
- Unionization of trainees;
- Filing of complaints with the CNESST;

- Research on telework;
- Financial update;
- Documentation: access and storage;
- Bill #23 - An Act to amend mainly the Education Act and to enact the Act respecting the *Institut national d'excellence en éducation*;
- Feedback on SET and SWT survey;
- Classroom assistance;
- Maintaining pay equity;
- Citizen forums;
- National Student Ombudsman;
- JNPSS.

Committee on remote, isolated and devitalized Regions on May 24, 2023

- Survey on realities in regions coming soon.

GC – May 24 to 26, 2023 (Rivière-du-Loup)

- GC committees (elections to the Sexual Diversity and Gender Identity Committee and the ACTES Committee);
- Analysis of the economic situation: state of the economy, labour scarcity, immigration;
- Internal Cohesion Steering Committee: report and recommendations (Part 1);
- 2024 renewal conditions for group life and health insurance: premium increases of 15% for health insurance, between 10% and 15% for dental care, between 5.5% and 10% for long-term disability insurance, zero for life insurance;
- Report from the Group Insurance Advisory Committee: presentation of the progress report: encourage members to purchase a 3-month supply of maintenance medication, shop around for medication, no question of introducing a deductible on purchase;
- Launch of "My CSQ, This Week": a new information platform that complements the CSQ website and replaces the CSQ Magazine;
- Launch of the virtual library:
 - Documentation and archive center in existence for more than 50 years; 15,000 digital documents, 35,000 digital case documents, 80,000 digital photos, 16,000 digital audio-video excerpts, 85 media watches, 110 subscriptions: annual increase of 6 to 10%;
 - Allows you to consult Centrale documents, access documents on demand, access the CSQ's collection of published journals and articles, view archive photos and videos, generate permalinks for online distribution or social media;
 - User-friendly interface @ documentation.lacsq.org;
- Pay equity: the General Council adopted the proposed action plan to relaunch the pay equity file;

- Guide to good practice – disconnecting from work is a necessity that we are entitled to! Collectively and individually, it is up to us to exercise it. Of course, this will not solve all work overload issues, but adopting practices along these lines should contribute to a better work / personal and family life balance;
- 2024 Congress – Thoughts on the theme:
 - Main theme: trust in our institutions unfolding along 5 axes: the feeling of security (a fundamental need), representation, social dialogue, education and internal cohesion;
- Demonstration on the environment organized by the Inter-Union Network on Climate (RIC) on September 29, 2023, with 2 major demonstrations in Montreal and Quebec City;
- Bill #15 - An Act to make the health and social services system more effective:
 - The Dubé plan;
 - Proposed health legislation;
- Salary policy for members of the CSQ Executive Council: an increase that does not represent a major additional financial burden for the Centrale, but that is aimed at making the maximum remuneration eligible for the RREGOP;
- Working committee on the use of virtual or hybrid proceedings at the Centrale: presentation of findings;
- Bill #23 - Act on school governance:
 - Highlights:
 - Reinforce the Minister of Education's powers;
 - Implement a data-based steering system;
 - Strengthen accountability;
 - Establish a national institute for excellence in education – promote excellence in preschool, primary and secondary education services;
 - Parliamentary Committees in June 2023, the CSQ will be granted a hearing.

Meeting with the employer spokesperson and the principal of Nikanik High School in Wemotaci on May 25, 2023

- Discussion on consecutive weeks of summer vacation.

Virtual INC – May 29, 2023

- Negotiations of intersectoral matters:
 - Coordination report: ask the government to withdraw its demands on the RREGOP before we continue discussions, and find a subject on which the parties are in line to relaunch discussions. End of presentation of union demands. There are 3 meetings left between now and the summer;

- Parental rights – feedback from the Treasury Board: it reiterates what it said in inter-round committee meetings and shows no openness to union demands;
- Negotiations of sectoral matters:
 - Coordination report: the employers’ side wants a real mediation, compliance with summer vacations, no intensification (except in the North?), issues that should be discussed at the Central Table, but there is no consistency between the employers;
- Mobilization and communication actions:
 - National demonstration: modalities and work in progress;
 - “Québec can afford it” campaign: initiated by the CSQ, and carried on by the Common Front;
 - Bursts of information: first nego newsletter, information on pension and retirement, guide on negotiations translated into English;
- Adoption of the draft agenda for the GNC meeting of May 29, 2023.

Virtual GNC – May 29, 2023

- Negotiations of intersectoral matters:
 - Coordination report;
 - Management proposal on pension and retirement
 - Parental rights – response from the Treasury Board;
- Negotiations of sectoral matters:
 - Coordination report;
 - Requests for mediation;
- Planning of strike action;
- Mobilization and communication actions:
 - National demonstration: modalities and progress of work;
 - Bursts of information.

Virtual meeting with FPSS-FSE vice-presidents and CSQ sectoral negotiations coordinator – May 31, 2023

- What happens next given François Beauchemin’s passing?

Virtual INC – June 1, 2023

- Negotiations of intersectoral matters:
 - Coordination report: meeting to determine the turn of events for the next meeting, responses expected, timetable to June 21, and employers’ demands on RREGOP are a dealbreaker;
- Negotiations of sectoral matters:
 - Coordination report: almost all representatives at the tables had a call from the mediator;
- Mobilization and communication actions:
 - Bursts of information: newsletter on the September 23 national demonstration;
- Adoption of the draft agenda for the May 29, 2023, CNG meeting.

Virtual CCSNN – June 5, 2023

- Roundtable, discussion on strike action;
- Coordinated matters: NNCC cancelled;
- Classroom assistance.

General meeting at Nikanik High School in Wemotaci on June 6, 2023

- Vote on consecutive summer vacation weeks.

FPSS-FNC – June 7 & 8, 2023 (Quebec City)

- Roundtable on S3, S8, S9, S12 and S13 negotiations;
- Prioritization of S3 union demands;
- Mobilization action plan for September and October 2023;
- Reflection on strike action.

14. Next Meeting

Motion 9

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

THAT the next EC meeting be held in person on September 11 and 12, 2023.

UNANIMOUSLY ADOPTED

15. Meeting Adjournment

Motion 10

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

Sujets / Subjects	
1.	Présentation et adoption de l'ordre du jour / Presentation and Adoption of the Agenda
2.	Adoption des procès-verbaux précédents / Adoption of Previous Minutes
3.	Suivi / Follow-up
4.	Négociations 2020 Negotiations 4.1 Transport de nourriture / Food Transportation
5.	Mouvement ACTES
6.	Congrès AENQ – Suivi / AENQ Congress – Follow-up
7.	Langue & culture à l'AENQ / Language and Culture at the AENQ
8.	Gestion interne / Internal Management 8.1 Tournée de consolidation / Consolidation Tour 8.2 Gestion du personnel / Personnel Management 8.3 Politique de participation / Participation Policy 8.4 Dons / Donations 8.5 Formations syndicales / Union Training 8.6 Délégations aux instances et de mandats / Delegation to Decision-Making Bodies 8.7 Achat ordinateur / Purchase of a computer 8.8 Auto-évaluation des membres du CE / EC Members Self-evaluation 8.9 Lac-à-l'épaule – Suivi / Lac-à-l'épaule – Follow-up 8.10. Projet « Reconnaissance » / “Acknowledgement” Project 8.11 Demande de compensation / Compensation Request 8.12 Capsules vidéo / Videoclips
9.	Négociations 2023 Negotiations 9.1 Sectorielles AENQ Sectoral 9.2 Protocoles de libération / Union Release Protocols 9.3 Intersectorielle / Intersectoral 9.4 Action-mobilisation 9.5 Grève / Strike 9.6. Porte-parole / Spokespersons
10.	Varia 10.1 Réseaux FGA et FP / GAE and VT Networks 10.2 Camp de la relève syndicale / Emerging Union Leaders Camp 10.3 Projet « Le Pont » / “Build the Bridge” Project 10.4 Murales / Murals
11.	Relations de travail / Labour Relations 11.1 Rapport / Report 11.2 Demande en vertu de la politique de défense / Request under the Members’ Defence Policy
12.	Vie de secteur / Sector Life 12.1 Soutien KSB / KSB Support Staff 12.2 Enseignants KSB / KSB Teachers

12.3 Enseignants CSB / CSB Teachers
12.4 Soutien CSB / CSB Support Staff
12.5 CPE / Childcare Centers
12.6 Écoles de conseil de bande / Band Council Schools
13. Rapport d'activités des membres du CE / EC Members Activity Report
14. Prochaine réunion / Next Meeting
15. Levée de l'assemblée / Adjournment