



THAT the Executive Committee agree to adopt the agenda as presented.

**UNANIMOUSLY ADOPTED**

## **2. Adoption of Previous Minutes**

This item is postponed to the next in-person EC meeting.

## **3. Follow-up**

Larry Imbeault introduced the item.

- A legal opinion on whether or not the LIP applies to our school boards has not yet been requested.
- The President met with a CSQ employee to obtain advice on our document management (SharePoint). This employee will be available to help the person who will take care of cleaning our files.
- Not all donations were made for 2022-2023.
- Update of the website: a date remains to be agreed for the President and the management secretary to receive training from Louis Aubin. To be done when the management secretary returns.
- The iPhones were due to be renewed at the start of the school year, but as the last free model is the iPhone 12, we will find out about other possibilities.
- Following our discussion last June, the President received his new computer.
- Éric Demers took up his duties yesterday as a supernumerary consulting employee.

## **4. Labour Relations**

Members of the advisory staff introduced the item.

Due to the confidential nature of the items presented, no details are written in the present minutes.

## **5. Sector Life**

### **5.1 KSB Support Staff**

Tuniq Makiuk introduced the item.

Sent out an email for the delegates, no one responded, there doesn't seem to be any interest.

## **Motion 2**

Tuniq Makiuk moved, Larry Imbeault seconded

THAT in accordance with clause 16.03 of the By-laws, Silas Comtois be nominated Union Delegate for the Asimauttaq School support staff members of Kuujjuaraapik.

**UNANIMOUSLY ADOPTED**

## **5.2 KSB Teachers**

Guillaume Lajeunesse introduced the item.

Elections - Elections were held in every school for new E4 delegates for 2023/2024. Youth sector has a team of delegate in every school and Adult General Education (AGE) has a representative (Zenaida Vrabie elected again). Only Vocational Training (VT) remains. The previous representative has no intention on running and no other candidate has come forward has of yet.

Many delegate are new to their roles. I had many new delegates contact me or requesting to speak to me regarding different situation and questions, especially regarding forms and documents to fill and scan. Some of them also wants to help their colleagues from s9 as there are communities without a union delegate at S9 or elections have not been held.

Elections for new members for Board Committee (com com): Voting to end today September 25<sup>th</sup> at noon. Nicholas Gauthier (Delegate Jaanimmarik, Kuujjuaq) is to join the Board Committee again this week. Two more candidates remain for the final seat.

Special Needs Committee: Elections to come following Board Committee formation. No answer from previous S9 member, Aftab Khan.

TEAMS meeting for the first time with Stéphane Boulanger, Director at HR. Confirmation for the Special Needs Committee and Board Committee to be held in Montreal on October 18 and 20 respectively.

Beginning of year – Beginning of year had its share of problems: Many teachers are confused by their work task. Many have complained about being given an overload regarding of their teaching task. Others have been given schedule by their administration where teaching periods conflict with others (teachers and students having 2 classes at the same time. Problems like these have come up in Kangiqsujaq, Kangirsuk and Kuujjuaraapik. The KSB blames the conflicting

schedule on the DASH system which has done them randomly and nobody seems to have double checked them. Teachers and students have been working for a month with temporary schedule. Clayton Correa has been dispatched by KSB to different communities to assist the principals in modifying those schedules.

Problems linked to water and sewage remains in certain communities. Puvirnitug notably: Dillon Collett (Delegate Ikaarvik) report as of yesterday evening that some teachers have been out of water for almost a week. NV is not picking up calls and seems closed. Right of refusal for certain teachers seems to be their only option at the moment.

October – The following weeks will be dedicated to help the delegates in preparation of the coming general assemblies and also to prepare for the coming committee meetings and the E4 sector council meeting in person in Kuujuaq.

### **5.3 CSB Teachers**

Marie-Julie Laniel-Corriveau introduced the item.

The beginning of the year was on fire (literally). Many communities started later than others. There was a lack of communication from the board and any responses were putting the responsibility onto the employees. There were many teachers that came up in distress fearing their job security.

Elections are complete in all communities, and positions are all filled. There is an assistance delegate that would like to join in Mistissini. There is an assistant missing in Mistissini high school but with the change of administration the hope is to have one step-up.

The vocational and adult ed positions are filled but their representation at the meetings is concerning as they have issues in their personal life. One plan could be to switch up which one comes to which meeting in order to better suit their situations.

There are 4 NLQ delegates this year who will be attending the training and sector council meeting. It is recommended that there be a component of the training for the benefits of the NLQ employees in regards to union activities. Many don't believe that there is a benefit for them to belong to a union.

There is a problem with missing admin in various communities. Short-term solution is that other principals are covering in different communities. Since this "solution" has been put in place there have been 2 more admins in Mistissini and Waswanipi that have left.

Violence is still an issue in schools especially Mistissini and Waswanipi. The policy for suspensions is not being followed and as such many teachers are considering talking to police for issues that might not actually be police issues.

Some people are paying more rent than they should be. They are paying for housing that they are placed into, not what they need (i.e. they are placed in a 3 bedroom but only need a 1 bedroom).

Housing issues are abundant at this point, some teachers have quit after a few days when they came up and was told they had to share units without warning ahead of time. Maintenance is not keeping up with cleaning between tenants and maintaining repairs in houses.

There is a lot of harassment complaints.

The EDHAA person in charge is hard to reach, she is now in charge of the symposium. This is the 6<sup>th</sup> year that the committee has not met. There are students who are not in their age-group peers due to lack of accessibility (for example a high school aged student may be housed in an elementary location due to inaccessibility of the high school). Also, some students are sitting in soiled diapers for hours awaiting parents as no one is changing them. When Marie-Julie Laniel-Corriveau attempts to bring up issues at the Board Committee Meetings, she is shut down and told that it is not the place for these discussions as there is a separate committee for Special Needs.

The symposium is causing chaos for the planning of the Sector Council and Training as it is not mandatory but at the same time the travel is restricted to charters only. The training and Sector Council meeting was strategically placed to assist with travel so the delegates wouldn't have to go back to their communities and then leave again so soon, but the Board has made it mandatory to fly on the charters and is not covering staff who would like to drive.

The current shortfall of teachers has led to many teachers being transferred and covering missing positions.

Extracurricular activities are mandatory according to admin but these are take place after school hours. There needs to be clarification done with admin to differentiate between after school hours clubs and working hours.

Board Committee Meeting sought earlier to discuss fire issues but not all members were available.

Tarek Khazen- the special need committee is not functional at all, we have to find a way to meet with everyone. Marie-Julie Laniel-Corriveau said that its not the professional and support staff that are a challenge but not being given opportunities to discuss from the board level.

### **Motion 3**

Marie-Julie Laniel-Corriveau moved, Tarek Khazen seconded

THAT in accordance with clause 16.03 of the By-laws, Dominique Roy be nominated Assistant Union Delegate for the Voyageur Memorial Pre-K and Elementary School teaching staff members of Mistissini.

**UNANIMOUSLY ADOPTED**

### **5.4 CSB Support Staff**

Paul Washipabano introduced the item.

They are having an issue finding delegates in some areas but the previous delegate is willing to cover in the meantime.

The surveys on remote regions were distributed to everyone. However, they can be re-sent to members if not enough responses were received.

Worked with Tarek Khazen on the plan for National Support Staff Day on September 28<sup>th</sup>, 2023. There are 6 projects ready for it. Some pictures from the event will be taken to post after.

There is a discussion to have the next meeting for the LRC in either November or December 2023 as October is quite busy with the Sector Council and Training, as well as the CSB Symposium.

### **Motion 4**

Paul Washipabano moved, Guillaume Lajeunesse seconded

THAT in accordance with clause 16.03 of the By-laws, Pierre Trudel be nominated Union Delegate for the Sabtuan Learning Center support staff members of Mistissini.

**UNANIMOUSLY ADOPTED**

### **Motion 5**

Paul Washipabano moved, Tuniq Makiuk seconded

THAT in accordance with clause 16.03 of the By-laws, Robin Diamond be nominated Union Delegate for the CSB Head Office support staff members of Mistissini.

## **UNANIMOUSLY ADOPTED**

### **5.5 Childcare Centers**

Michelle Théberge introduced the item.

Communication is not easy with the Daycare centers administrations and the CNG that do not answer our emails.

Some appendixes are still filled into the collective agreements that were reached. We tried communicating with them, the CNG and the Government, in the end we did it ourselves and was sent to the government. However, there was a problem with accepting digital signatures.

Nemaska's Daycare administration finally returned communication and we are currently awaiting on the appendix from there.

We are still waiting on Oujé-Bougoumou to find out who is replacing the director. A visit would be beneficial to meet with members and attempt a meeting with the director to explain how the labour relations should go. If there is no solution, there might need to be legal recourse. It seems they don't know what they are doing for this. This group is a priority as they don't have a director and are not easily communicated with electronically.

There is a grievance for disciplinary suspension for a month. The deadline to submit a grievance is tomorrow (September 26<sup>th</sup>, 2023).

### **5.6 Band Council Schools**

Michelle Théberge introduced the item.

There are ongoing communications regarding 2.5% salary increase that needs to be back-paid, they have said that it will be paid. The AENQ gave them information on how to calculate interest, who gets it and how much each member gets. There complaint from the council is that there are not enough people working in the accounting department. If the wait extends too much longer, we will consider recourse.

There is a housing grievance, we wrote an email to band council to sort it out, but this didn't work so now a grievance is being filed.

More follow-ups with band council members are being done.

## **6. 2023 Negotiations**

## 6.1 AENQ Sectoral

Catherine Huart presented the state of the negotiations.

The employers have established priority lists of 4 or 5 demands. The AENQ is expected to create a priority list as well but we are not necessarily limiting it to 4 or 5 demands.

E4 and E3 - There are a decent number of tables occurring. E4 is splitting their meetings to half a day a week. It is moving more quickly with shorter more frequent meetings.

E3 - Positioning from the employer, they took all the demands, went over each of them and were closed on all of them but 3. They made a conscious choice to be open on things that are not a big deal to them.

We gave the board our positioning on a previously determined mandate made at the virtual meeting on September 12<sup>th</sup>, 2023. E4- asked for more clarification.

E3 and E4 - there is questions on how the Global Funds Envelope was used. Marie-Julie Laniel-Corriveau says that the Board Committee was not even consulted, it was supposed to be discussed and decided there but this didn't happen. Guillaume Lajeunesse will check in the last meeting transcript of the Board Committee and will also ask at the next meeting. There is no known way how it was spent but will investigate it and see what can be found. E4-\$14,000 per year (\$28,000 for 2021 and 2022) this had to be decided how it would be spent before March 31<sup>st</sup>, 2023.

E3 - the main thing is that there is some opening to be flexible with arbitration. They are open to receive our proposal for grievances and arbitration. They seem to be aware that we are not backing down on this.

Have asked if the CSB is interested in creating a committee that would discuss grievances. The board has responded not interested in the committee and instead requested a list of grievances to discuss. However, after receiving them the communication back from the board is lacking.

E3 - In regards to housing, we will send a survey to delegates to get more information from them. It was a shock to the Board that the union had the information that was available from the government. The teachers' housing is actually school buildings so there are requirements and checklists that need to be maintained and reported to the government.

E4 - Moving forward on training and support for NLQ teachers. This is one of our demands and they have come back with an unofficial counter proposal.



E4-Moving forward with housing, seeking to know what their priority demands are.

### **Motion 6**

Larry Imbeault moved, Marie-Julie Laniel-Corriveau seconded

THAT the Executive Committee accepts the recommendation of the E3-E4 negotiating team concerning the complementary deposit on class composition to be tabled at E3 and E4 tables as amended.

**UNANIMOUSLY ADOPTED**

There are no delegates for the S9 in many schools and centers, we are looking at the teachers in E4 to take on the role of assisting with S9 members. Guillaume Lajeunesse is concerned that with the delegates being new they may not be comfortable.

There is a proposal to reimburse the E4 teachers \$250.00 for each delegate to host a meeting in combination with S9. They will need to provide information to the members and hold 2 separate votes (one for E4 and one for S9).

### **Motion 7**

Larry Imbeault moved, Guillaume Lajeunesse seconded

THAT the E4 union delegates be paid a compensation of \$200.00 should they agree to undertake and include the S9 members for the general meetings on the possibility of a general unlimited strike mandate.

**UNANIMOUSLY ADOPTED**

## **6.2 Intersectoral**

Larry Imbeault introduced the item.

All they have said is that they are “hearing us” but not budging on our demands. They are not going well. The employer doesn’t want to discuss our demands. They only discuss what their demands are. This is why we are looking for a strike mandate.

## **6.3 Action-Mobilization**

Tarek Khazen introduced the item.

We participated in the large demonstration this past weekend (sept. 23<sup>rd</sup>). We have sent out the mobilization material (Sept 24<sup>th</sup>).

## **6.4 Strike**

Larry Imbeault introduced the item.

### **Motion 8**

Larry Imbeault moved, Paul Washipabano seconded

THAT the general meetings for the strike vote occur by October 10<sup>th</sup>, 2023.

**UNANIMOUSLY ADOPTED**

The strike fund discussion is still going to happen with each sector council. S8 proposed on \$125.00 a day. The CSQ believes that the indefinite strike will occur after Christmas but prior to Christmas there will be the shorter ones.

## **7. EC Members Activities Report**

### **Larry Imbeault- President**

#### June 15, 2023 - Chairman - CIN

- Report on coordination of intersectoral negotiations;
- Sectoral negotiations coordination report.

#### June 26, 2023 - President - CCNRS

- Status of school network negotiations;
- Table discussions more serious;
- Northern coordinated management demands still to be discussed;
- Coordinated demands.

#### July 6, 2023 - President - Meeting with FPSS vice-president

- To work on assessment of previous round of negotiations.

#### August 11, 2023 - President and Management E4 - CSK orientation day

#### August 24, 2023 - President - CIN

- Search for strike mandate.

#### August 25, 2023 - President and Vice-President - CFN-FPSS

- Report on the work of the table dedicated to employment status.

#### August 30, 2023 - Chairman - CIN

- Report on coordination of intersectoral negotiations:
  - Retirement file: employer demands to be withdrawn;
  - Union side: health insurance gains must be part of an agreement in principle.
- Sectoral negotiations coordination report:
  - Negotiations accelerated except in the North;
  - All obligations met to obtain the right to strike;
  - Management confusion over what should be included in sectoral and intersectoral negotiations;
  - Search for strike mandate:
    - No blank cheques;
    - Member consultation from September 18 to October 12;
    - Results of general assemblies on strike vote to be compiled by CSQ on October 13.

August 31, 2023 - President, Vice-President, S8, DC, ET & CH - CGN

- Report on intersectoral negotiations:
  - Expansion of Common Front to include APTS.
- Report on sectoral negotiations.

September 5, 2023 - President & Advisor - KSB meeting

- Discussions on the creation of school-based emergency childcare positions: on job title, number of hours, salary, required qualifications, which clientele, work schedule, etc.

September 6, 2023 - President and negotiating team members - CF-FSE

- Sectoral bargaining: report on bargaining meetings.

September 11, 2023 - President - CCNRS

- Status of school network negotiations:
  - Coordinated matters;
  - Amnesty clause.

September 13 and 14, 2023 - President, Vice-President and Spokesperson S8-S9 - CFN-FPSS

- Status of negotiations at tables S3, S8, S9, S12 and S13;
- Prioritization of S3 demands.

September 15, 2023 - President - CIN

- Review of August 31 CGN;
- Report from the coordination of intersectoral negotiations:
  - Not much movement, management has no mandate;
  - Management does not want to discuss parental rights;
  - Management expects union demands to be prioritized;
  - No elaborate employer feedback on regional disparities, these issues should be to compensate for remoteness and isolation, not

- issues that should not be used for recruitment issues, which are negotiated at the sectoral level, the plan is adequate according to the employer side;
  - Specialized workers: no willingness to extend premiums beyond September 30, despite the fact that the parties agree on the need to maintain them;
  - Insurance - employer's share: message sent that it takes a gain on this side to reach an agreement;
- Sectoral negotiations coordination report:
  - Some tables are in transactional mode, while others are making slow progress.

#### September 19, 2023 - Chairman - Discussion group: role of CG committees

- Roles and mandates of the CSQ committees (in progress);
- Composition of CSQ committees (feminine precedence and access to rank-and-file members).

#### September 21 - President and Vice-President - CF-FSE

- Received management submission to priority table that does not respect Bill 37 (local issues).

#### September 22 - President - CCNRS

- Where general assemblies have been held, support for an unlimited general strike ranges from 89% to 100%;
- Vacations: a Common Front issue, not just in the CSQ.

#### September 25, 2023 - President - CIN

### **Tarek Khazan- Vice-President**

#### CFN-FPSS Virtuel (Zoom) 25 août 2023

- Status table (S3): management presented a working document outlining avenues for discussion in exploratory mode on the revision of support staff job statuses and the advantages and benefits associated with each.
- There are advantages and disadvantages to this proposal, depending on the resources involved.
- Chapter 10 has been abolished, which is a gain in itself.
- In return, PP is asking for concessions on sectoral union demands. Without these concessions, there will be no agreement on the bylaws.
- The CFN will have to respond to PP's demands at the next CFN-FPSS on September 13 and 14.

#### Virtual RAM-FSE Network August 28, 2023

##### -Presentation of a draft action plan - mobilization:

- Action 1: Operation Disruption of workforce declaration (September 29);

- Action 2: Operation Where, when, what, how much ? To carry out this action, we would invite teachers to respect the compulsory attendance time, but to leave the school or center when they are not on the time assigned by the management. The collective agreement stipulates that staff must be present at the school or center for an average of 30 hours a week. This action is divided into three phases:
  - First phase: Teachers leave the school or center when they are not on time assigned by management, but may still accept to do voluntary substitute teaching (SDV). They also accept requests for compulsory substitution (SDO).
  - Second phase: Teachers leave the school or center when they are not on time assigned by the management, and systematically refuse to do VDS. They continue to submit to ODS requests.
  - Third phase: Teachers leave the school when they are not on time assigned by the management, and systematically refuse to perform VOS and ROS.

#### CF-FSE Virtual August 30, 2023

Action mobilisation: this is a follow-up to the Ram network which took place on August 28, 2023. After discussions at the FC, the resource proposes to postpone all the proposals put forward by the CE-FSE to a fixed date.

#### CGN August 31, 2023 Delta Hotel, Trois-Rivières

Report from the coordination of intersectoral matters:

- Overall feedback from the Secrétariat du Conseil du trésor on the Common Front submission.
- Very few elements of convergence identified.
- The positions of the two parties are still far apart, and several union demands are being ignored by management.
- No feedback on regional disparities.

Strike in the health and social services sector.

Economic context of the negotiations.

Negotiation of sectoral issues.

Legal background on strikes and special legislation.

Strike mandate research: Strike planning: all affiliates must hold general assemblies by October 13, 2023. There will be a CGN on October 16 to ratify the results of strike votes, and a first strike notice will be sent out depending on the state of negotiations.

Communication and mobilization actions: discussion and exchanges about the September 23, 2023 demonstration in Montreal.

Visit to Waswanipi vocational center.

#### CFN-FPSS September 13 and 14, 2023 Hôtel le Classique (Québec)

Tour of bargaining tables S3, S12, S13, S8 and S9:

Comparative exercise of the S3, S12 statutes and those presented in the working document of July 5, 2023, by the management party (CPNCF and CPNCA) - S3 and S12 committee.

Employer request (3.1.3): Provide for the possibility of suspending an employee without pay in the event of a criminal charge until the outcome of the trial - case law review.

Action to prioritize union requests S3.

Update action and mobilization plan and communication plan.

## **8. Internal Affairs**

### **8.1 Consolidation Tour**

Larry Imbeault introduced the item.

On the KSB side, the Ungava coast remains to meet members, as does the warehouse in Dorval and the post-secondary department in Sainte-Anne-de-Bellevue. The President will ask Linda Lépine to find routes when she returns to work for AENQ, if necessary.

On the CSC side, there are still the postsecondary members to meet. There are also CPE and band council school members to meet as part of the consolidation process.

Still need to visit Oujé-Bougoumou, the Daycare Centers and the two Band Council Schools.

### **8.2 Personnel Management**

Larry Imbeault introduced the item.

We had selected the legal secretary. She had found a job elsewhere, so she declined. We are starting the process to find another one.

### **Motion 9**

Larry Imbeault moved, Tarek Khazen seconded

THAT the Executive Committee agree to hire Linda Lepine in a replacement contract for the position of management secretary for an undetermined amount of time.

**UNANIMOUSLY ADOPTED**

### **8.3 Union Training**

Larry Imbeault introduced the item.

Nadim Fares will be the union advisor during the training in Val Dor.

Emile will be the union advisor during training in in Kuujjuaq.

For the training in Val' Dor, the Support Staff delegates will start with the training on Day 1 and have the Sector Council Day 2. The Teachers delegates will start with the Sector Council Meetings on Day 1 and have the training on Day 2.

#### **8.4 EC Members Self-Evaluation**

Larry Imbeault introduced the item.

Missing some from the previous year. Request that they get submitted as soon as possible.

#### **Motion 10**

Tarek Khazen moved, Marie-Julie Laniel-Corriveau seconded

THAT the self-evaluation document is no longer mandatory but shall remain available for those who choose to use it.

**UNANIMOUSLY ADOPTED**

#### **8.5 Lac à l'épaule - Follow-up**

Larry Imbeault introduced the item.

There was supposed to be a communication plan but ran out of time. It is hoping to be done by December.

Marie-Julie Laniel-Corriveau- from the congress there are things that haven't come up, specifically the communication issue.

A teambuilding meeting is being discussed that would last 3 days and include all of the EC members.

Tentative dates are November 17, 18, 19 with travel days being November 15,16, 20, 21.

#### **8.6 Z77 E-mail Addresses**

Larry Imbeault introduced the item.

Everyone should be using the z77 email addresses for EC communication.

### **8.7 Financial Statements**

This item is postponed to the next meeting.

### **8.8 Budget 2023-2024**

This item is postponed to the next meeting.

### **8.9 Membership**

This item is postponed to the next meeting.

### **8.10 Participation Policy**

Tarek Khazen introduced the item.

Our reimbursement of money spent is taking too long. There have been multiple times where reimbursement is less than what has been submitted. Some instances have been in multiple hundreds of dollars. There is nothing in the AENQ policy that talks about a timeline for reimbursements.

### **Motion 11**

Tarek Khazen moved, Marie-Julie Laniel-Corriveau seconded

THAT the Executive Committee agree to institute a policy on limiting the maximum amount of time to wait for a reimbursement for activities approved of in the bylaw to 3 weeks (excluding vacations and holidays). Furthermore, in the event of modifications, the administrative officer must provide a detailed written explanation of the discrepancy between amount submitted and amount reimbursed. In the event of a dispute in regard to this discrepancy, the Executive Committee will make a ruling at the next meeting.

**UNANIMOUSLY ADOPTED**

### **8.11 Women's Committee**

Marie-Julie Laniel-Corriveau introduced the item.

Met with Julie Pinel and discussed the local AENQ women's condition committee. The committee should have 6 women plus 1 from the Executive Committee.



Wondering what we think about the starting of this committee. Should it be an in-person meeting. Julie Pinel suggested that a teambuilding meeting would be beneficial as there are a variety of women involved.

Seeking some funds for the committee to happen. This would be for a teamworking in-person meeting, as well as to join the 50<sup>th</sup> anniversary event in February 2024. If the first in-person meeting is placed alongside the anniversary event it would only be one trip out and can limit costs.

The teambuilding/anniversary meeting (extended number of days) will be this year's in-person meeting. After this it will be 1 in-person meeting per year (shorter number of days).

Some subjects to address would be the myth of equity, micro-aggressions, women's empowerment, and over-representation in violent acts. Julie Pinel can also come to northern communities to discuss domestic violence and link it to employer's responsibility and the CNESST.

Some activities Marie-Julie Laniel-Corriveau is looking to get started with the committee are:

- Clothing gathering for women's and children's centers;
- Cultural sewing nights;
- Break isolation for women separated by the distance up north to participate in cultural activities;
- Empowerment activities training (i.e. change a tire, household maintenance, etc.) to improve the situations of women safety in various situations.

## **Motion 12**

Marie-Julie Laniel-Corriveau moved, Tarek Khazen seconded

THAT the Executive Committee agree to financially support the initial composition and meeting of the Woman's Committee for a Teambuilding/Networking meeting in correlation with the 50<sup>th</sup> anniversary of the Women's Status Committee of the CSQ.

**UNANIMOUSLY ADOPTED**

## **8.12 Recuperation Days**

Marie-Julie Laniel-Corriveau introduced the item.

Marie-Julie Laniel-Corriveau avoided taking her release time in the 2022-2023 year due to the amount required for congress. Due to this she never took a total of 30 days. She is not seeking compensation for all 30 days but instead 10 days only.

The days would be taken during union liberation to avoid using any release time bank days. On these days she would simply not be working and already on union release days.

Tarek Khazen questioned why it was left until now. Marie-Julie Laniel-Corriveau confirmed that she did discuss with Larry Imbeault last year but was told to bring it up at the next EC meeting. Furthermore, these are times that were done after hours and on weekends instead of taking the union leave given to her.

### **Motion 13**

Marie-Julie Laniel-Corriveau proposed, Angela Tripp seconded

THAT the AENQ compensate Marie-Julie Laniel-Corriveau for working after hours instead of taking the union leave she was already entitled to from the maxed out bank in the 2022-2023 year in the form of 10 days to be taken during already scheduled union leave during the 2023-2024 year.

### **UNANIMOUSLY ADOPTED (1 Abstention)**

Guillaume Lajeunesse suggests that there needs to be clear guidelines regarding recuperation policies. Marie-Julie Laniel-Corriveau pointed out that there is already something in the By-laws that cover taking 1-day recuperation for working on Sundays but that there should be something clear regarding working on breaks and holidays.

### **8.13 S9 Situation**

Tarek Khazen introduced the item.

Sector Director has a union leave of 20% taken on Friday. Larry Imbeault suggests a meeting happen every Friday.

At the sector council meeting for the E4 tonight (September 25) it will be discussed to seek their assistance in finding delegates for the support staff.

It seems that there was a lot of involvement in the previous year simply because it was a congress year and now that there isn't a trip to Montreal no one seems interested.

Guillaume Lajeunesse suggests that Tuniq Makiuk contact schools individually-even the principals (via phone calls). He will also contact Tuniq Makiuk in variety of manners.

## **9. Follow-up on the Congress**

## 9.1 2023 By-Laws

Larry Imbeault introduced the item.

The by-laws are finished in French. There is an issue with the inclusive writing. Danielle will send the by-laws to the CSQ for completion. When it is done Larry Imbeault will work on the English version.

## 9.2 Action Plan

The item is postponed to the next in-person meeting.

## 9.3 “Acknowledgement/Recognition” Issue

Larry Imbeault introduced the item.

Brainstorming or during which the following consensus emerges:

- For people involved since 2013 or earlier, consecutive years or not.
- For union involvement of delegates, substitutes or assistants, joint committee members, works council members, staff members.
- For 10 years, 20 years and every 5 years.
- 10th anniversary gift: framed silkscreen print by an Aboriginal artist representing union values (mutual aid, sharing, solidarity, etc.);
- 20th anniversary gift: larger framed silkscreen by a native artist.
- 5th anniversary gift, then every 5 years: personalized gift
- Gift presented locally, with a photo taken at a ceremony for which a sum could be allocated for a tea party.

The comments received at the congress created doubts. The previous proposal done for the recognition just needs clarified.

Marie-Julie Laniel-Corriveau sought clarification for what was being asked. Agrees that the original plan remain.

Guillaume Lajeunesse points out that while some people were vocal about what was received and complained about what was “offered” to the delegates. However, there were a few people who afterwards were in favour of compensation. The original plan seems to be the right one.

Angela Tripp suggested a similar position to what the board gives teachers, a returning bonus after a certain point the next year if they come back.

Larry Imbeault pointed out that one of the negotiation points is to put some time into the workload in which case the yearly recognition wouldn't be needed but the

5, 10, 20, etc. recognition would still apply. There also is a concern for the money and cost this would be on the AENQ budget.

*Previous proposal being discussed:*

*Moved by Daniel Charest and seconded by Tarek Khazen*

*THAT the present proposals for member recognition be adopted.*

**UNANIMOUSLY ADOPTED**

EC members should give us the names of delegates or others for whom a gift is to be presented in recognition of their contribution.

#### **9.4 Translation Policy**

Larry Imbeault introduced the item.

Sent a new version of the translation policy in French. There is 5 languages now that documents need to be translated into. They concerned the following topics:

- Negotiations
- Consultations
- Strike vote documents
- Agreement in principle
- Negotiation Newsletter

Emergency communication can be sent in English and French. When approval is needed for translation the President of the AENQ can sign in place of the Secretary-Treasurer.

The policy comes into effect September 26<sup>th</sup>, 2023.

#### **Motion 14**

Larry Imbeault moved, Tarek Khazen seconded

THAT the Executive Committee approve and implement the updated Translation Policy.

**UNANIMOUSLY ADOPTED**

#### **9.5 Murals**

Larry Imbeault introduced the item.

Follow-up has to be done.

## **10. ACTES Movement**

Marie-Julie Laniel-Corriveau introduced the item.

Upcoming session but the committee is down 50% with people on leave. Usually there are more workshop options to choose but this session there are no workshops and instead there are kiosks to visit.

Last time there was one it was difficult to register for Cree Schools. There is a teacher that wants to be registered as she is re-planting trees that were destroyed into the fire as well as seeking seeds from across Canada to plant.

Unsure who will be attending with Marie-Julie Laniel-Corriveau. It may be too late to register and book necessities for Guillaume Lajeunesse to join.

Daniel is not representing the AENQ anymore he is a member of the CSQ representative. Today there is a decision to replace his position from Kativik School Board. Guillaume Lajeunesse is interested in taking the vacant position.

### **Motion 15**

Tarek Khazen moved, Paul Washipabano seconded

THAT the Executive Committee nominates Guillaume Lajeunesse be to represent the KSB members on the AENQ ACTES committee.

**UNANIMOUSLY ADOPTED**

## **11. Varia**

### **11.1 AENQ-FSE Work Group**

Tarek Khazen introduced the item.

There was a survey done last year on the Integration of Special Needs students into the regular classrooms. The results of the survey will be shared with the FSE on October 2<sup>nd</sup>, 2023.

There will be an ending of the collaboration and be able to continue on independently. However, the FSE will still be there for assistance when needed. This was not a collaboration that is done with other unions and it was done with AENQ to inform the FSE of what life is like in the North.

Tarek Khazen proposes that this collaboration group be dismantled after the October 2<sup>nd</sup> meeting.

## **11.2 NSSD**

Tarek Khazen introduced the item.

September 28<sup>th</sup> is National Support Staff Day. The AENQ will participate in this event. The action plan was adopted previously by the Executive Committee. Tuniq Makiuk has nothing ready in Kativik for that day due to personal issues.

Paul Washipabano has 8 delegates that have chosen to do the activities. Most of them are having their activity on the 28<sup>th</sup> but some are having it next week. When the notice was sent it was very short. As such, it was approved to accept projects that are up to 2 weeks after the 28<sup>th</sup>. The delegates that are participating have been there for awhile and this is what will keep them motivated and involved.

Pictures and videos will be taken by the delegates from the events that will be posted on social meetings. Teachers have participated as well by providing videos of thanks. There are 10 so far. On the 28<sup>th</sup> Tarek Khazen will put the items online

## **11.3 Cross the Bridge**

Tarek Khazen introduced the item.

The idea is to make an anthology of testimonies for teachers that have made an impact in student's life. The cost is \$32,500.00 was to be paid equally by the AENQ, the FSE and KSB.

## **Motion 16**

Larry Imbeault moved, Marie-Julie Laniel-Corriveau seconded

THAT AENQ informs the FSE and KSB that we will not support the project "Crossing the Bridge."

**UNANIMOUSLY ADOPTED**

## **12. Next Meeting**

### **Motion 17**

Larry Imbeault moved, Marie-Julie Laniel-Corriveau seconded

THAT the Executive Committee agree to meet in-person on January 8 to 10, 2024.

**UNANIMOUSLY ADOPTED**

**13. Adjournment**

**Motion 18**

Larry Imbeault moved, Marie-Julie Laniel-Corriveau seconded

THAT the Executive Committee meeting be adjourned.

**UNANIMOUSLY ADOPTED**

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Larry Imbeault  
President

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Angela Tripp  
Secretary-treasurer

Appendix 1

| <b>Sujet / Subject</b> |   |
|------------------------|---|
|                        | Mot d'ouverture du Président<br>Opening Remarks from the President                    |
| 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.                     | Relations de travail / Labour Relations   |
| 5.                     | Vie de secteur / Sector Life  |
| 5.1                    | Soutien CSK / KSB Support Staff   |
| 5.2                    | Enseignants CSK / KSB Teachers  |
| 5.3                    | Enseignants CSC / CSB Teachers  |
| 5.4                    | Soutien CSC / CSB Support Staff   |
| 5.5                    | CPE / Childcare Centers   |
| 5.6                    | Écoles de conseil de bande / Band Council Schools                                     |
| 6.                     | Négociations 2023 Negotiations  |
| 6.1                    | Sectorielles AENQ Sectoral (Daniel...)  |
| 6.2                    | Intersectorielle / Intersectoral  |
| 6.3                    | Action-mobilisation   |
| 6.4                    | Grève / Strike  |
| 7.                     | Rapport d'activités des membres du CE / EC Members Activities Report                  |
| 8.                     | Affaires internes / Internal Affairs  |
| 8.1                    | Tournée de consolidation / Consolidation Tour   |
| 8.2                    | Gestion du personnel / Personnel Management   |
| 8.3                    | Formations syndicales / Union Training (boîtes à outils)                              |
| 8.4                    | Auto-évaluation des membres du CE / EC Members Self-evaluation                        |
| 8.5                    | Lac à l'épaule – suivi / Lac à l'épaule – follow-up                                   |
| 8.6                    | Adresses courriel z77 / z77 email Addresses   |
| 8.7                    | États des résultats / Financial Statements  |
| 8.8                    | Budget 2023-2024  |
| 8.9                    | Membership  |
| 8.10                   | Politique de participation / Participation Policy                                     |
| 8.11                   | Comité du statut de la femme / Women Status Committee                                 |
| 8.12                   | Jours de récupération / Recuperation Days   |
| 8.13                   | Secteur S9 Sector   |
| 9.                     | Suivi du Congrès / Follow-up on the Congress  |
| 9.1                    | Statuts 2023 By-Laws  |
| 9.2                    | Plan d'action / Action Plan   |
| 9.3                    | Enjeu de la « reconnaissance » / “Acknowledgement/Recognition” Issue                  |
| 9.4                    | Politique de traduction / Translation Policy  |
| 9.5                    | Murales / Murals  |
| 10.                    | Mouvement ACTES   |
| 11.                    | Varia / Miscellaneous   |
| 11.1                   | Groupe de travail AENQ-FSE Work Group   |



|      |                                      |
|------|--------------------------------------|
| 11.2 | JNPSS / NSSD                         |
| 11.3 | Traverser le pont / Cross the Bridge |
| 12.  | Prochaine réunion / Next Meeting     |
| 13.  | Levée de l'assemblée / Adjournment   |