



Executive Committee Minutes

2324CEPV-10-E

Meeting of January 8 to 10, 2024

Present:

Larry Imbeault	President – Secretary of the Meeting
Tarek Khazen	Vice-President – Chairman of the Meeting
Guillaume Lajeunesse	Sector Director – KSB Teachers
Marie-Julie Laniel-Corriveau	Sector Director – CSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff
Tuniq Makiuk	Sector Director – KSB Support Staff

Resource Persons:

Michelle Thérberge	Union Advisor
Catherine Huart	Union Advisor
Émile Tremblay	Union Advisor
Nadim Fares	Union Advisor
Eric Demers	Union Advisor

1. Presentation and Adoption of the Agenda

Larry Imbeault presented the agenda. (Appendix 1).

Motion 1

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

THAT the Executive Committee adopt the agenda as presented.

UNANIMOUSLY ADOPTED

2. Lac-à-l'épaule

Larry Imbeault introduced the item.

The Lac-à-l'épaule meeting scheduled in the next few days has been postponed and will take place from March 13 to 15, 2024 at the same location as planned so as not to lose the \$1,000 deposit.

Motion 2

It was moved by Tarek Khazen and seconded by Larry Imbeault

THAT the Executive Committee create a Lac-à-l'épaule planning committee comprised of Tarek Khazen, Marie-Julie Laniel-Corriveau and Éric Demers.

UNANIMOUSLY ADOPTED

3. 2023 Negotiations

3.1. AENQ Sectoral

Catherine Huart, Émile Tremblay and Larry Imbeault introduced the item.

Since December 1, 2023, there have been 2 meetings at table E4 and 2 at E3. All the union's priority and the less important demands were presented. Coordination was made with the PNEs. There was a meeting with Denis Curotte and Éric Gingras (CSQ) to discuss our options. The MNCs don't have much in the way of openness, but unlike the E3 table, the E4 table has never formally spoken of an official closure. Still no agreement on any demands, either at E3 or E4 tables. Catherine Huart will begin work on adapting the E1 agreement, the details of which she explained. No further meetings scheduled yet at tables E3 and E4.

Motion 3

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the Executive Committee accept the E3-E4 negotiating team's recommendation that conciliation be requested for table E3 only, and that the request for conciliation be made after next Thursday's meeting of the coordinating group.

UNANIMOUSLY ADOPTED

Motion 4

It was moved by Larry Imbeault and seconded by Tuniq Makiuk

THAT the Executive Committee terminate Daniel Charest's mandate at the E3 and E4 negotiating tables, effective Friday, January 12, 2024.

UNANIMOUSLY ADOPTED

No negotiation meetings are scheduled to date at tables S8 and S9. The FPSS has tentative deals at all other tables. Coordinated union demands: Use S3 and S12 texts and present them at our tables, however, many of the issues at stake in the South are not the same as ours. Some issues were settled at the Central Table (gain of a 5th week of vacation and increase in the employer's portion of health insurance premiums). We need to calculate the cost of some of our demands. The employer sides have not provided much information on theirs. We're asking for more detailed texts. The employer parties are closed to most of our demands. The President had questioned his presence at the S8 table, but because he began this mandate at François Beauchemin's request, he will complete the mandate entrusted to him.

Motion 5

It was moved by Tarek Khazen and seconded by Paul Washipabano

THAT the Executive Committee accept the recommendation of the S8-S9 negotiating team, which is that conciliation be requested for table S8 only, at a time deemed appropriate.

UNANIMOUSLY ADOPTED

3.2. Intersectoral

Larry Imbeault introduced the item.

A tentative deal was reached on December 28, 2023. It was decided at the General Negotiations Council that it should be presented to the members so they decide whether or not to accept it. General meetings will be held between January 15 and February 19, 2024.

Joint sector councils will be convened on February 5 in English and on February 6 in French, from 6:30 to 8:30 p.m. We will then present the proposed tentative settlement to the delegates, and provide information on the general meetings they will need to call in order to have the members of their school or centre vote on the deal.

Motion 6

It was moved by Larry Imbeault and seconded by Guillaume Lajeunesse

THAT the general meetings be held in all workplaces between February 12 and 14, 2024.

UNANIMOUSLY ADOPTED

3.3. Action-Mobilization

Tarek Khazen introduced the item.

We had an exceptional mobilization in November and December. The mobilization must continue with all the "We're here" materials (armbands, posters, etc.). An e-mail will be sent to delegates to inform them of mobilization actions to be pursued.

3.4. Strike Fund

Larry Imbeault introduced the item.

More than 3,600 cheques were issued and bank transfers were made for an amount of more than (confidential information).

Motion 7

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the present decision not be made public.

UNANIMOUSLY ADOPTED

Motion 8

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the AENQ inject into its strike fund 100% of its surpluses, rather than 50%, as of the fiscal year 2022-2023.

UNANIMOUSLY ADOPTED

4. Sector Life

4.1. KSB Support Staff

Tuniq Makiuk introduced the item.

Motion 9

It was moved by Tuniq Makiuk and seconded by Guillaume Lajeunesse

THAT Sylvie Turcotte be named union delegate for support staff at Arsaniq School in Kangiqsujaq.

UNANIMOUSLY ADOPTED

4.2. KSB Teachers

Guillaume Lajeunesse introduced the item.

- The months of November and December were mainly devoted to organizing demonstrations during strike sequences. All went well in general. Between strike actions, the delegates discussed various issues related to school life.
- Possible case of harassment by the administration at Puvirnituq high school. Past cases have already been discussed with Nadim Fares and Éric Demers on a few occasions. New cases appeared before the holidays. Follow-up with union advisors.
- The E4 sector remains without a Vocational Training delegate. To meet the needs of the Youth Sector as quickly as possible, a meeting with Adult General Education will be set with the regional delegate, Zénaïda Vrabie. In the meantime, efforts to recruit a VT regional delegate will continue.
- The E4 delegate in Kangirsuk, Joseph Vetickal, will be on sick leave for at least two months. In the meantime, substitute delegate Christopher Duffin will take over his duties.
- Special Needs Committee on October 18: Good preparation with Aftab Khan and Katelyn Ramsay. Discussions on the policy for working with young people engaging in violent behaviour.
- Board Committee (com-com): Good preparation, but one of the E4 delegates strayed from the plan agreed on before the meeting. Follow-up on his performance and cooperation.
- Special Needs and Board committees are to be held on February 21 and 23 in Kuujuaq.
- Verification of E4 attendance lists at Inukjuak high school.

Motion 10

It was moved by Guillaume Lajeunesse and seconded by Larry Imbeault

THAT the AENQ terminate Daniel Charest's 20% release, or its equivalent, which was dedicated to mentoring E4 Sector Direction, effective January 12, 2024.

UNANIMOUSLY ADOPTED

4.3. CSB Teachers

Marie-Julie Laniel-Corriveau introduced the item.

- Housings: Delegates have intervened on numerous occasions regarding high rents that were charged. It should be added in the training session at the beginning of the year so that teachers are informed of the amounts and allocation procedures.
- Sector Council and Training session in Val-d'Or: The delegates mentioned their wish to have a committee on vandalism, as well as an NLQ committee. They very much appreciated the time they were granted to share their reality. They also requested training on the Sector Council. This training took place in December during the strike and was attended by just over 25 members.
- Strike vote: The results were resounding. Delegates commented that they felt members were really mobilized.
- Violent students in certain communities (Chisasibi, Waswanipi): The advisors and I have recapped the CNESST recommendations and shared information on the right of refusal.
- Intercom systems are problematic in Eastmain, Waskaganish. Fallback solutions: Walkie-talkies and the reference to the right of refusal got things moving.
- Bonuses and Administrative Measures: Even for recurring payouts, the payroll department is unable to make payments on time: Teachers' trust in the employer is undermined, yet again. Especially when we remember the perseverance premium blunder.
- CSC symposium: Interesting speech by Sarah Pash, who spoke of the autonomy of the SB, with many of her talks focusing on the "indigenization of the curriculum". Even more interesting, she mentioned problematic absenteeism, putting forward a rate of 30% for many of the students: The equivalent, when put into perspective over the duration of elementary school, of almost 2 years of absence out of 6.
- Board Committee (com-com): The subject of translation is back on the agenda. Mentoring: The SB does not seem to have any initiatives underway. Recall list for the GAE and the youth sector assignment plan. Forces majeures: Request that vandalism be considered in the use of force majeure days. EHDA regional committee: meeting with C. Rutherford and M-P Germain in January. Appendix 16: Surveillance seems new at the SB. Mentor/Ambassador program: Confusion on roles at the start of discussions, ending in possible openness; we'll come back to the subject at the next Board Committee meeting.
- MRS and Adult Ed. absent: Special Board Committee in December: Funny moments with MRS, follow-up e-mail, I can't wait to see repercussions at the next Board Committee on February 8. Inspections, housing uniformity (VT-GAE moving around, retention), investment protection with proactive maintenance and alarm systems in Board housings. He, personally, suggested it was important. Vandalism Committee: An overture from the MRS Director. Housings allotment: Issues raised concerning the order of criteria in the policy. Minutes were shared with delegates, but I received no questions.

- GAE: Grievance filed in July, very broad. Multiple meetings with GAE teachers and Catherine. Requests to the Board Committee to find out the extent of damage, reimbursement of sums due, and payment before the end of the fiscal year. Non-openness from the SB. Position of the SB which was magnanimous with the offer of one year vs. that of 6 months. We made it clear that it will definitely take an agreement for the 2024-2025 calendar. The policy refers to February 15 for the administration to send calendars to School Operations. Extraordinary Board Committee due to absentees in October. A reminder of the need to reach agreements at GAE, not just in the youth sector. Adjustments were made for students, but no sense of immediacy for teachers. The effect on the RREGOP will also be calculated once the adjustments have been made.
- Strikes: Continuous improvement of the signature form. Lots of questions about what's next, both on the Messenger group and in direct messages. Great participation in the sequences, but without a strike fund, would participation be as great?
- Sector Council Training: Nadim Fares and Catherine Huart were also present. Presentation of topics for consultation and a calendar. Very positive feedback from members who attended; it was suggested by advisors and participants to hold these meetings a few times a year, sharing environments.

4.4. CSB Support Staff

Paul Washipabano introduced the item.

- National School Support Staff Day on September 28. Several delegates responded, and it was a great success.
- Preparation of the sector council meeting on strike vote.
- Training and sector council in Val d'Or.
- Coordination of all strike proceedings, communications and attendance for reimbursements.

Motion 11

It was moved by Paul Washipabano and seconded by Larry Imbeault

THAT in accordance with clause 16.03 of the bylaws, Destiny Petawabano be named union delegate for the support staff of the Mistissini Adult Education Centre.

UNANIMOUSLY ADOPTED

4.5. Childcare Centers

Michelle Théberge and Larry Imbeault introduced the item.

We met with members this fall, both in Nemaska, but only Michelle Théberge in Oujé-Bougoumou. Numerous questions were asked in Oujé-Bougoumou.

4.6. Band Council Schools

Michelle Théberge and Larry Imbeault introduced the item.

Wemotaci: We have finally received details on the 2.5% due and paid to members. We are currently validating this.

5. 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, besides:

- Several cases settled;
- Cases in progress;
- Upcoming hearings;
- A delegate has received a formal notice in connection with the November 6 strike. In our opinion, this is a communication problem;
- Elephant Thoughts: TAT complaint?
- Upcoming agreements with school boards on OHS;
- Housing problems.

6. Adoption of Previous Meetings

Larry Imbeault introduced the item.

Motion 12

It was moved by Larry Imbeault and seconded by Guillaume Lajeunesse

THAT the Executive Committee adopt the minutes of 2223CEPV-18 and 2324CEPV01 to 2324CEPV09 as amended.

UNANIMOUSLY ADOPTED

7. Follow-up

Larry Imbeault introduced the item.

- Zéni Andrade was informed that the Executive Committee has accepted his request for a one-year extension to his unpaid leave. He wishes to thank the members of the Executive Committee.
- Carla Paciucci began working for the AENQ on November 13, 2023. Her 20-working day trial period is complete; she is doing an excellent job.
- As agreed by the Executive Committee, Linda Lépine will continue to work for us until January 26, 2024.
- The organization of the website remains problematic. Documents are not up to date, nor is the list of the EC members and the staff. The President will entrust the management secretary with the task of updating the site, and she will have to make it one of her priorities.
- The fleet of iPhones has been renewed. Since the iPhone 12 was no longer in stock with the CSQ supplier, we opted for iPhone 13s.

8. EC Members' Activity Reports

Larry Imbeault– President

1. INC of September 25, 2023 – President
2. NNCC of September 25, 2023 – President, Vice-President and the spokesperson at the AENQ tables
3. FSE-FC on September 28 and 29, 2023 – President, Vice-President, the spokesperson and negotiator at the E3-E4 tables
4. INC of October 5, 2023 – President
5. FPSS-FCN of October 11, 2023 – President and Vice-President
6. CCSNN of October 16, 2023 – President
7. INC of October 16, 2023 – President
8. GNC of October 16, 2023 – President, Vice-President, S8 and E4 Sector Directors and the spokesperson at the AENQ tables
9. NNCC of October 23, 2023 – President, Vice-President and the spokesperson at the AENQ tables
10. FSE-FC of October 24 to 26, 2023 – President, Vice-President, the spokesperson and negotiator at the E3-E4 tables
11. INC of October 26, 2023 – President
12. GNC of October 30, 2023 – President, Vice-President, S8 & E4 Sector Directors and the spokesperson at the AENQ tables
13. INC of November 3, 2023 – President
14. INC of November 9, 2023 – President
15. CSQ Advisory Committee on Regional Disparities – President and Vice-President
16. FPSS-FCN of November 10, 2023 – President
17. NNCC of November 13, 2023 – President, Vice-President and the spokesperson at the AENQ tables
18. GNC of November 15 to 16, 2023 – President, Vice-President and the spokesperson at the AENQ tables

19. INC of November 21, 2023 – President
20. INC of November 23, 2023 – President
21. GNC of November 24, 2023 – President, Vice-President and the spokesperson at the AENQ tables
22. CCSNN of November 27, 2023 – President
23. INC of November 27, 2023 – President
24. GNC of November 27, 2023 – President, Vice-President, S8 & E4 Sector Directors and the spokesperson at the AENQ tables
25. Information meeting on the CSQ financial assistance program of November 30, 2023 – President
26. INC of December 1, 2023 – President
27. CCSNN of December 4, 2023 – President
28. NNCC of December 4, 2023 – President, Vice-President and the spokesperson at the AENQ tables
29. INC of December 7, 2023 – President
30. GNC of December 7, 2023 – President, Vice-President, S8 & E4 Sector Directors and the spokesperson at the AENQ tables
31. INC of December 11, 2023 – President
32. Meeting of December 7, 2023, with the CSQ President and the CSQ Chief Negotiator– President and the spokesperson at the AENQ tables
33. CCSNN of December 11, 2023 – President
34. CCSNN of December 14, 2023 – President
35. GNC of December 14, 2023 – President, Vice-President, S8 & E4 Sector Directors and the spokesperson at the AENQ tables
36. INC of December 18, 2023 – President
37. CCSNN of December 18, 2023 – President
38. GNC of December 19, 2023 – President, Vice-President, S8 & E4 Sector Directors and the spokesperson at the AENQ tables
39. CCSNN of December 21, 2023 – President
40. CCSNN of December 22, 2023 – President
41. INC of December 23, 2023 – President
42. CCSNN of December 28, 2023 – President
43. INC of December 28, 2023 – President
44. FPSS-FCN of December 28, 2023 – President and Vice-President
45. GNC of January 4, 2024 – President, Vice-President, E4 Sector Director and the spokesperson at the AENQ tables

The vast majority of these meetings concerned sectoral and intersectoral negotiations.

Tarek Khazen – Vice-President

FSE-FC on September 28 and 29, 2023 (Sheraton Hotel, Saint-Hyacinthe)

- Enhancement in Education plan: The Federal Council mandates the FSE to implement the enhancement in education plan as presented;

- 2023-2024 Agreement to mitigate the teacher shortage – Premises and guidelines: June 2, 2023, employer proposal affecting all teachers in Quebec; management put \$100 million on the table to hire experienced teaching staff to alleviate the shortage of teachers in classrooms, which is affecting the quality of education provided to students. This agreement applies to the Cree and Kativik school Boards.
- Sectoral negotiations: Report on bargaining meetings
- Report on the national consultation committee meetings of June 12 and August 28, 2023
- Education qualification – How to promote new teachers' training: These licensing regulations do not apply to the Cree and Kativik School Boards. We plan to work with the FSE to update these regulations.

FPSS-FCN on October 11, 2023 (Hôtel l'Énergie, Shawinigan)

Overview of S3, S8, S9, S12 and S13 tables

S3 negotiations: The FPSS-FCN has mandated the negotiating committee to reach an agreement with management on various management and union proposals.

FSE-FC on October 13, 2023 (virtual)

2023 sectoral negotiations: On October 11, 2023, the FSE negotiating committee received a prioritized deposit of employer demands. We're starting to see some movement at the bargaining tables. Management has begun pruning its demands, without in any way addressing the union's demands.

Wages: Work is continuing, and the employers want to simplify and improve the way substitutes are remunerated, while encouraging them to take on contracts and thus perform other tasks inherent to the profession, particularly the educational workload.

CSQ-GC on October 18, 19 and 20, 2023 (Mortagne Hotel, Boucherville)

Advisory Committee on Committees and Networks: A second set of observations
Economic and socio-political analysis

Fiftieth anniversary of the Committee on the Status of Women: History and proposal to change the Committee's name

44th CSQ Congress: 2024 pre-Congress themes and timetable

Report of the advisory committee on group insurance

Guidance on artificial intelligence

44th CSQ Congress: Education component

Steering committee on internal cohesion: Report and recommendations – Second and final part

Working committee on the use of virtual or hybrid bodies at the Centrale: Recommendations

FSE-FC on October 24, 25 and 26, 2023 (Holiday Inn Hotel, Laval)

FSE-CSQ Symposium – Evaluation and outlook

Priorities for the 2023-2026 triennium: The Federal Council adopted the priorities for the 2023-2026 triennium as presented.

Budget estimates 2023-2024: The Federal Council adopted the 2023-2024 budget estimates as presented.

2023 sectoral negotiations:

Review of bargaining meetings

Sectoral table

Priority table

Refocused union demands

Pay equity – Maintaining individual complaints: The Federal Council mandated the FSE-CSQ to follow up with the CNESST in order to remove Section 101 – Settlement of individual claims; these would then focus exclusively on Section 100 component, i.e. the non-compliance with maintaining the 2015 pay equity.

Report of the National Consultation Committee of October 10, 2023

Legal concertation themes for 2023-2024

CSQ-GNC on October 30, 2023 (Hilton Hotel, Quebec City)

Negotiation of intersectoral matters: Coordination Committee report

Negotiation of sectoral matters: Coordination Committee report

Discussion on the essentials of negotiations

Wages

Pension

Parental rights

Others

Mobilization and communication actions

Intensification of mobilization in the Front commun – Continuation of the discussion

GAE Network on November 2 and 3, 2023 (Royal Palace Hotel, Quebec City)

FSE-FC on November 10, 2023 (virtual)

Report on bargaining meetings (sectoral and priority tables)

Wages – Refocusing of salary demand

GNC on November 15 and 16, 2023 (Delta Hotel, Mont Ste-Anne)

Economic and socio-political analysis

Coordination with the RRQ+

Negotiation of intersectoral matters: Coordination Committee report

Negotiation of sectoral matters: Coordination Committee report

Negotiation strategies

Presentation of the letter of agreement on parental rights

Financial assistance to members during the strike

Communication and mobilization actions

CSQ-GNC on November 24, 2023 (Mortagne Hotel, Boucherville)

Negotiation of intersectoral and sectoral matters: Coordination committee report

Next strike sequence

Negotiation strategies

AENQ-LRC on November 27, 2023 (virtual)

CSQ-SPAN (CSQ Socio-political Action Network) on November 29 and 30, 2023
(Concorde Hotel, Quebec City)

FSE-FC on December 4, 5 and 6, 2023 (Convention Centre, Lévis)
2023 sectoral negotiations
Review of bargaining meetings
Review of work on wages
Discussions on management demands – Local provisions
Presentation of the employer's December 5, 2023, filing
Negotiation strategies

GNC on December 7, 2023

Proposals:

That the General Negotiating Council mandates the Centrale des syndicats du Québec (CSQ) to ask the Front commun to demand that the amounts saved by institutions during the strikes, which cannot be reallocated or accumulated into services, be paid to local food banks.

Unanimously adopted

That the General Negotiating Council rejects the Proposal for a Global Settlement tabled by the government to the representatives of the Front commun on December 6, 2023.

FSE-FC on December 7, 2023 (virtual)

2023 sectoral negotiations – Exploratory global union counter-motion

GNC on December 14, 2023 (virtual)

Negotiations of intersectoral matters: Coordination Committee report

FSE-FC on December 18, 2023 (Hilton Hotel, Quebec City)

The FSE negotiating committee presented the FC with an outline of a global settlement to be proposed to management.

GNC on December 19, 2023 (Hilton Hotel, Quebec City)

The GNC voted unanimously to go on an unlimited general strike in early 2024 if intersectoral negotiations were not settled before Christmas.

FSE-FC on December 20, 2023 (Convention Centre, Quebec City)

2023 sectoral negotiations – Negotiations to resume on December 20, 2023

FSE-FC on December 21, 2023 (Delta Hotel, Quebec City)

Sectoral negotiations: State of affairs as of December 21, 2023

FSE-FC on December 22, 2023 (Delta Hotel, Quebec City)

Sectoral negotiations: Proposal for a sectoral settlement to be reached with the government. The FC unanimously adopted the E1 tentative deal agreed between management and the FSE.

FPSS-FCN on December 28, 2023 (virtual)

S3, S12 and S13 negotiations: Presentation of Global Settlement Proposals (subject to approval by the governing bodies).

The FCN adopted by a majority the Global S3 Settlement Proposal of December 23, 2024.

CSQ-GNC on January 4, 2024 (Delta Hotel, Quebec City)

Negotiations of intersectoral matters: Coordination Committee report

Negotiations of sectoral matters: Proposal for an agreement-in-principle

Planning of future steps

9. Follow-up on the Congress

Larry Imbeault introduced the item.

9.1 2023 By-Laws

The French-language version of the by-laws has been completed. The English version still needs to be completed and translated into the other languages.

9.2 Recognition of Union Members' Work

A brainstorming session 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.

Decision on the item:

Moved by Daniel Charest and seconded by Tarek Khazen

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

UNANIMOUSLY ADOPTED

Members of the Executive Committee must provide us with the names of delegates or other persons to whom a gift should be offered in recognition of their contribution, and we must find Aboriginal artists to make silkscreen prints.

9.3 Minutes of Meetings

The minutes of the 2019, 2022 and 2023 Congresses must be finalized, translated and posted on our website.

10. Internal Affairs

10.1. Financial Statements

Larry Imbeault and Danielle Joly introduced the item.

We must accept the audited Financial Statements as at August 31, 2023. For the year 2022-2023, we have a surplus of \$142,549. Since we have decided that 100% of the surplus should go into the Strike Fund, the Financial Statements need to be corrected and cannot be adopted today.

10.2. 2024-2025 Budget

Larry Imbeault and Danielle Joly introduced the item.

Motion 13

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the Executive Committee adopt the 2024-2025 budget.

UNANIMOUSLY ADOPTED

10.3. Consolidation Tour

Larry Imbeault introduced the item.

We must complete the tour before the end of the current school year.

10.4. Personnel Management

Larry Imbeault introduced the item.

We held a virtual LRC on November 27 to discuss the duties of the office staff, the time-management system and internal communications at the AENQ. Linda

Lépine's contract extension was signed. She is in charge of membership management. Carla Paciucci successfully completed her trial period. The management secretary has been back full-time since mid-December.

10.5. Union Training

Larry Imbeault introduced the item.

Motion 14

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the annual training and sector council meeting for CSB union delegates be held in Val d'Or on September 7 and 8, 2024, and for KSB union delegates, in Kuujuaq on September 21 and 22, 2024.

UNANIMOUSLY ADOPTED

10.6. Membership

Larry Imbeault introduced the item.

Motion 15

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the Executive Committee accept as members of the AENQ the persons registered on the list dated January 9, 2024.

UNANIMOUSLY ADOPTED

The President met with a member of the CSQ's Union Organization Services, who offered the help of her team for the management of our membership.

10.7. AENQ Committees

Larry Imbeault introduced the item.

Postings for the Aboriginal Committee and the Youth Committee have almost all been translated into our 5 languages and will soon be displayed in workplaces.

Motion 16

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

- THAT the Executive Committee appoint the following persons as members of the Status of Women Committee:
- Camille Micheneau, Kativik non-Native person;
- Karen Gilpin, Cree Native person;
- Julienne Mbungu, Eeyou Istchee non-Native person.

UNANIMOUSLY ADOPTED

10.8. 2026 Congress

Larry Imbeault introduced the item.

Motion 17

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

THAT the AENQ 2026 Congress be held from February 20 to 23, 2026, and that the President be mandated to obtain quotes from three hotels.

UNANIMOUSLY ADOPTED

10.9. Delegations to Decision-Making Bodies

Larry Imbeault and Marie-Julie Laniel-Corriveau introduced the item.

Motion 18

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT, at FPSS-FCN meetings, when there is only one person in the AENQ delegation, mandates be passed on from one unit to the other.

UNANIMOUSLY ADOPTED

Motion 19

It was moved by Guillaume Lajeunesse and seconded by Paul Washipabano

THAT Marie-Julie Laniel Corriveau be named as member of the AENQ delegation to meetings of the CSQ General Council for the 2023-2024 school year.

UNANIMOUSLY ADOPTED

11. ACTES Movement

Marie-Julie Laniel-Corriveau and Guillaume Lajeunesse introduced the item.

She has begun work on the newsletters for members. The next ACTES National Session will take place on April 10 and 11, 2024.

12. Miscellaneous

12.1. AENQ-FSE Work Group

Tarek Khazen introduced the item.

The workgroup as such will no longer exist, but collaboration between the FSE and the AENQ will continue on a more informal basis.

12.2. “No Show”

Larry Imbeault introduced the item.

Due to extraordinary circumstances, the President missed his plane during a planned trip to the North to meet, with Michelle Théberge, the members of the childcare centers in Nemaska and Oujé-Bougoumou. The plane tickets could be used subsequently, but the AENQ was billed for one night's hotel accommodation (2 rooms) in Nemaska.

The President left the room for the remainder of the discussions. On his return, Executive Committee members informed him that he did not have to pay for the Nemaska no-show. Tarek Khazen will follow up with the Administration Agent.

13. 2023-2026 Action Plan

Tarek Khazen introduced the item.

He presented an in-depth outline of an action plan, taking into account the priorities voted at our March 2023 Congress.

Motion 20

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

THAT the Executive Committee adopt the 2023-2026 Action Plan as amended.

UNANIMOUSLY ADOPTED

14. Next Meeting

Motion 21

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

THAT the next in-person meeting of the Executive Committee be held on March 11 and 12, 2024, at the same location as the Lac-à-l'épaule event.

UNANIMOUSLY ADOPTED

15. Meeting Adjournment

Motion 22

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

THAT the Executive Committee meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Tarek Khazen
Vice-President

Appendix 1

Sujet / Subject	I-E-D	Qui / Who
1. Présentation et adoption de l'ordre du jour / Presentation and Adoption of the Agenda	I-E-D	Larry Imbeault
2. Lac-à-l'épaule	I-E-D	Larry Imbeault
3. Négociations 2023 Negotiations	I-E-D	Catherine Huart Émile Tremblay Larry Imbeault
3.1 Sectorielles AENQ Sectoral	I-E-D	Larry Imbeault
3.2 Intersectorielle / Intersectoral	I-E-D	Larry Imbeault
3.3 Action-mobilisation	I-E	Tarek Khazen
3.4 Fonds de grève / Strike Fund	I-E-D	Larry Imbeault
4. Vie de secteur / Sector Life	I-E-D	Tuniq Makiuk Guillaume Lajeunesse M-J Laniel-Corriveau Paul Washipabano Michelle Théberge Larry Imbeault Michelle Théberge Larry Imbeault
4.1 Soutien CSK / KSB Support Staff		
4.2 Enseignants CSK / KSB Teachers		
4.3 Enseignants CSC / CSB Teachers		
4.4 Soutien CSC / CSB Support Staff		
4.5 CPE / Childcare Centers		
4.6 Écoles de conseil de bande / Band Council Schools		
5. Relations de travail / Labour Relations	I-E	Personnel conseil / Union Advisors
6. Adoption des procès-verbaux précédents / Adoption of Previous Minutes	D	Larry Imbeault
7. Suivi / Follow-up	I-E	Larry Imbeault
8. Rapport d'activités des membres du CE / EC Members' Activity Reports	I-E	Larry Imbeault Tarek Khazen
9. Suivi du Congrès / Follow-up on the Congress		
9.1 Statuts 2023 By-Laws	I-E	Larry Imbeault
9.2 Enjeu de la « reconnaissance » / "Acknowledgement/Recognition"	I-E	Larry Imbeault
9.3 Procès-verbaux / Minutes	I-E	Larry Imbeault
10. Affaires internes / Internal Affairs		
10.1 États des résultats 2022-2023 Financial Statements	I-E-D	Larry Imbeault Danielle Joly
10.2 Budget 2023-2024	I-E-D	Larry Imbeault
10.3 Tournée de consolidation / Consolidation Tour	I-E	Larry Imbeault
10.4 Gestion du personnel / Personnel Management	I-E	Larry Imbeault

10.5 Formations syndicales / Union Training	I-E-D	Larry Imbeault
10.6 Membership	I-E-D	Larry Imbeault
10.7 Comités AENQ Committees	I-E-D	Larry Imbeault
10.8 Congrès 2026 Congress	I-E-D	Larry Imbeault
10.9 Délégations aux instances / Delegation to Decision-Making Bodies	I-E-D	Larry Imbeault M-J Laniel-Corriveau
11. Mouvement ACTES	I-E-D	M-J Laniel-Corriveau Guillaume Lajeunesse
12. Varia / Miscellaneous		
12.1 Groupe de travail AENQ-FSE Work Group	I-E-D	Tarek Khazen
12.2 « No-Show »	I-E	Larry Imbeault
13. Plan d'action 2023-2026 Action Plan	I-E-D	Tarek Khazen
14. Prochaine réunion / Next Meeting	D	
15. Levée de l'assemblée / Adjournment	D	