



2324CEPV-14-E

Meeting of March 11 and 12, 2024

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President – Chairman of the Meeting
Armelle Kodjo-D'Amour	Secretary-Treasurer
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 Th��berge	Union Advisor
Catherine Huart	Union Advisor
��mile Tremblay	Union Advisor
Nadim Fares	Union Advisor
Eric Demers	Union Advisor

1. Presentation and Adoption of the Agenda

Armelle Kodjo-D'Amour presented the agenda. (Appendix 1).

Motion 1

It was moved by Larry Imbeault and seconded by Guillaume Lajeunesse

THAT The Executive Committee adopt the agenda as presented.

UNANIMOUSLY ADOPTED

2. Follow-up

Larry Imbeault introduced the item.

- Website: the management secretary and the President will receive training on the administration of the website from Louis Aubin on March 18, 2024. This training was included in the contract with Mr. Aubin;
- All the other items are on the agenda.

3. Adoption of Previous Minutes

Armelle Kodjo-D'Amour introduced the item.

Motion 2

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Executive Committee adopt the minutes of 2324CEPV-10 to 2324CEPV-13 as amended.

UNANIMOUSLY ADOPTED

4. EC Members' Activity Reports

Larry Imbeault, Tarek Khazen, Paul Washipabano and Marie-Julie Laniel-Corriveau introduced the item.

President – from 11 January 2024:

16 January 2024 – FPSS-FCN (virtual)

- Presentation and rejection of the employer's offer of 23 December 2023 for the S3 table.

16 January 2024 – GC (virtual)

- CSQ building in Quebec City: the cost of repairing the building's exterior envelope is too high. The CSQ will move its Quebec City offices to Grande-Allée Street;
- We are nearing the end of phase 3 of our 2018-2021 CSQ action plan, which calls on us to build a collective project aimed at bringing members out of their isolation and giving them back the power to change their day-to-day work. The upcoming survey on the practice of our members' trades represents a key moment, as it will serve to validate the actions that will form the basis of our collective project. The links for the survey have been circulated;
- Two themes were discussed at the General Council (GC) in October 2023. The December General Council was the opportunity to discuss the third theme: *Fair and equitable access to education*. Following the discussions in the GC meeting, proposed recommendations for the Congress will be put forward. The CSQ has a social role to play, rooted in the values of equal opportunities and social justice. By including an education component at the 2024 Congress, the CSQ hopes to

encourage reflection and discussion on education issues that concern all sectors and are essential to the preparation of tomorrow's society. The 'Fair and equitable access to education' theme purports to examine, on the one hand, the structures put in place in education networks and their capacity to make equal opportunities possible. On the other hand, it raises the question of social policies aimed at supporting populations facing additional challenges.

12 February 2024 – Virtual meeting with a Desjardins Financial Advisor in Investments

- We made a one-year investment (effective February 7, 2024) of \$1 million at an interest rate of 4%, redeemable after 30 days, otherwise zero interest.

13 & 14 February 2024 – FPSS-FC in Drummondville

- Protection of personal information (see point 5.7);
- Implementation of a social committee in preparation for the 2025 FPSS Congress;
- The next steps to maintaining the 2020 Pay equity are, as follows: filing of complaints by individuals and unions, preparatory work, investigation, CNESST decision and contestation if necessary;
- Survey on violence towards school support staff: reminders sent by e-mail and posted on our Facebook group. A report will be submitted in the spring;
- FPSS 25th anniversary: There will be meetings with members of the local executive, delegates and members to discuss various issues and provide a forum for discussion with members of the federation executive. The meeting with members could take the form of discussions with the group, round tables or a panel of selected people;
 - Local union responsibilities:
 - Date for the event
 - Venue for the meeting with members of the local executive
 - Venue for the meeting with delegates
 - Lunch
 - Venue for the meeting with members
 - Cocktail in the evening (drinks and appetizers)
 - Responsibilities of the Federation:
 - Materials for the discussions
 - Audiovisual materials for meetings with delegates and members
 - Media relations
 - Reimbursement of expenses related to the organization of this tour
 - Draws
- Training will be offered for digital communications, notably social media. The first date does not suit us;
- - Bills 38, 42 and 47:
 - Bill 38, An Act to amend the Act respecting the governance and management of the information resources of public bodies and government enterprises and other legislative provisions;
 - Bill 42, An Act to prevent and combat psychological harassment and sexual violence in the workplace;

- Bill 47, An Act to reinforce the protection of students;
- 50th anniversary of the CSQ Feminist Action Committee;
- Discussion with the Finance Committee on the remuneration of the Federation Executive Council members.

15 February 2024 – FPSS-FCN in Drummondville

- Follow-up on S3, S8, S9, S12 and S13 negotiations;
- Results of S3, S12 and S13 general meetings.

19 February 2024 – CIN (virtual)

- Presentation of the initialed document (28 December 2023 agreement-in-principle) at the Central Table);
- Report from the coordination of sectoral negotiations: negotiations have not been completed in the North (still no agreement) and for the FSQ (agreement rejected).
- Results of the consultation on the December 28 agreement-in-principle at the Central Table (Front commun): 78% of CSQ members who voted were in favour;
- Preparation of the 2023 negotiations assessment.

19 February 2024 – NNCC (virtual)

- Round table;
- The pace of negotiations is slow, with meetings every 2-3 weeks at each AENQ table; it's even slower pace at the Professionals table;
- Conciliation has begun at the E3 table;
- We need to accelerate the mobilization.

From 21 to 23 February 2024 – GC in Quebec City

- Analysis of economic and socio-political conditions;
- Financial statements as of 31 August 2023 and budget forecasts for 2023-2024 (balanced over the three-year period);
- Follow-up to the recommendations of the steering committee on internal cohesion: no recommendation was submitted to the GC on a democratic participation of small unions;
- Personal information: how to respond to a member's request for access;
- Continuation of the recommendations of the steering committee on internal cohesion concerning group insurance: some groups not covered by Bill 37 mentioned that group insurance cases should be handled elsewhere than at the General Council. A recommendation that the CSQ General Council supports the proposal to maintain the status quo concerning the jurisdiction over group insurance matters;
- Health-care reform and Bill 15 intended to make the health and social services system more effective: this legislation, which was passed under a gag order, replaces the Act respecting health services and social services (LSSSS); it amends 37 laws and revokes the Barrette reform. This reform will integrate more than 325,000 employees and 1,500 facilities from the current network (366

CLSCs, 130 CHSLDs, 113 hospitals, etc.), not to mention the coordination of numerous other social and health partners offering services to the public (195 private residences, more than 8,000 community action organizations, etc.), into a state-owned enterprise, the 'Santé Québec' Agency. This involves merging more than 130 bargaining units into only 6 based on the 6 categories of personnel (no longer 4). The CSQ's legal services are currently analyzing the conformity of Bill 15 and are also evaluating the possibility of challenging the merger of bargaining units and the dismemberment of job categories, with an emphasis on preserving workers' rights and safeguarding trade-union freedom of association. Will this reform have an impact on the Nunavik Regional Board of Health and Social Services or the Cree Board of Health and Social Services of James Bay?

- 44th CSQ Congress: logistics information, appointment of presidencies, voting procedures for the election of a CSQ-EC member; GC recommendations to affiliates on the theme of 'Confidence in Institutions'; April 24 is the deadline for submitting to the CSQ any proposal to amend the statutes and regulations;
- Final report and recommendations of Advisory Committee on Committees and Networks: presentation of a series of recommendations on the mandates of some committees, provenance and election of committee members and substitutes, creation of a uniform financial policy for committees, preparation of an introductory guide to committees (who should speak on behalf of whom). Adoption of these recommendations at the May 2024 GC meeting;
- Bill 23: An Act to amend mainly the Education Act and to enact the Act respecting the National Institute for Excellence in Education: the Board of directors of the INEE will include a person from an Aboriginal community;
- Bills concerning the protection of children, pupils and staff (Bills 42, 46 and 47): the persons targeted by each of the bills, the protection against what, common features including the circumvention of amnesty clauses, etc.

5. Internal Affairs

5.1 Consolidation Tour

Larry Imbeault introduced the item.

The consolidation tour will continue in a few Nunavik, Cree and Atikamekw communities in September and October. Details of the tour will be discussed at a forthcoming virtual meeting.

5.2 Personnel Management

Larry Imbeault introduced the item.

Motion 3

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The President be mandated to offer Linda Lépine an extension of her supernumerary contract until the end of March.

UNANIMOUSLY ADOPTED

5.3 Membership

Larry Imbeault introduced the item.

Over the next few days, we'll be sending our union delegates the lists of members whose membership forms we don't have. The delegates will be given 2 choices: either provide us with their e-mail addresses or have them sign a membership form and send us the originals. The first option is preferable because we can later send them a personalized link so that these members can fill in their individual electronic membership form.

5.4 2024-2025 Decision-making Bodies Delegation

Larry Imbeault introduced the item.

Motion 4

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

THAT The Executive Committee maintain the participation of the President and the Vice-President in the meetings of the Federal Councils of the FSE and the FPSS and that the following persons be, in addition to what is provided for in the By-laws, appointed as delegates or substitute delegates to the following instances:

GC:

- Delegate: Marie-Julie Laniel-Corriveau
- Substitute Delegate: Guillaume Lajeunesse

FSE-FC:

- Substitute Delegate: Guillaume Lajeunesse

FPSS:

- Substitute Delegate: Paul Washipabano

FIPEQ:

- Substitute Delegate: Michelle Théberge.

UNANIMOUSLY ADOPTED

5.5 2024-2025 Union Leaves

Larry Imbeault introduced the item.

Motion 5

It was moved by Larry Imbeault and seconded by Tuniq Makiuk

THAT The union leaves of the four sector directors be set as follows for the 2024-2025 school year:

- Marie-Julie Laniel-Corriveau: 70%;
- Guillaume Lajeunesse: 60%;
- Paul Washipabano: 20%;
- Tuniq Makiuk: 20%.

UNANIMOUSLY ADOPTED

5.6 2024-2025 Budget

Larry Imbeault introduced the item.

Motion 6

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The amendments to the 2024-2025 budget be adopted as discussed.

UNANIMOUSLY ADOPTED

5.7 Personal Information

Larry Imbeault introduced the item.

Motion 7

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The Policy on personal information be adopted as presented.

UNANIMOUSLY ADOPTED

6. 2023-2026 Action Plan

Tarek Khazen introduced the item.

The action plan adopted by the Executive Committee be updated.

7. CSQ Congress

7.1 CSQ Statutes' Amendments

Larry Imbeault introduced the item.

Motion 8

It was moved by Larry Imbeault and seconded by Guillaume Lajeunesse

THAT The President be mandated to send the following notices of motion to the Centrale:

Amend the last paragraph of 10.03 b) as follows: Notwithstanding the foregoing, the affiliated union representing the teaching and support staff of the Nunavik and Eeyou Istchee School Boards shall designate two (2) persons, namely, one (1) teacher and one (1) person from the school support staff.

Amend the text of 10.14 b) concerning the composition of the Commissions for the Coordination of Network as follows: two political representatives from each grouping that is part of the network concerned, appointed by each grouping, including the member of the Intersectoral Negotiations Council. For the Commission for the Coordination of School Network Negotiations (CCSNN), the affiliated union representing the teaching and support staff of the Nunavik and Eeyou Istchee school boards shall designate one (1) person as an observer.

UNANIMOUSLY ADOPTED

8. AENQ Committees

8.1 Indigenous Committee

Larry Imbeault introduced the item.

Motion 9

It was moved by Larry Imbeault and seconded by Guillaume Lajeunesse

THAT Ayaana Berthe be appointed as a member of the Indigenous Committee, representing KSB teaching staff, and that the President be mandated to proceed with a 3rd posting.

UNANIMOUSLY ADOPTED

8.2 Women's Status Committee

Marie-Julie Laniel-Corriveau introduced the item.

Motion 10

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

THAT Francine Gagnon and Annie Chachai be appointed as members of the Women's Status Committee.

UNANIMOUSLY ADOPTED

8.3 Youth Committee

Guillaume Lajeunesse introduced the item.

The postings are currently being translated before publication.

9. Miscellaneous

9.1 Daniel Charest

Larry Imbeault introduced the item.

Motion 11

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT The President be mandated to offer Daniel Charest an amicable settlement proposal as presented.

UNANIMOUSLY ADOPTED

9.2 ACTES Movement

Marie-Julie Laniel-Corriveau introduced the item.

Marie-Julie Laniel-Corriveau suggested that members be made aware of the need to use the funds for student projects (tree-planting, second-hand clothing collection) and that the CSQ's ACTES Committee provides us with an explicit presentation of the way it works so that we can publish it on our Facebook group.

In addition, between now and next year, the sector directors will be setting up their action plans to ensure that the ACTES Movement is operational in all schools. They can work in the field to convince delegates to use the funds.

10. 2023 Negotiations

10.1 AENQ Sectoral

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

The spokespersons presented the development of negotiations at the 4 AENQ tables. Conciliation is continuing at the 2 CSB tables and at table S9. We still do not consider it necessary to request conciliation for the E4 table, but this could change. At this table, the management party does not want to discuss how some components of the E1 agreement could be integrated into the E4 agreement.

10.2 Action-mobilization

Tarek Khazen introduced the item.

Tarek Khazen announced a series of mobilization actions, such as the visual to be used by our members on social networks or in their e-mail signature with the message 'Still Engaged in Negotiations in the North', available in the 4 languages. For members of other union organizations, there is also the message 'In Solidarity with our Colleagues in the North still Engaged in Negotiations', which is available in French and English.

Michelle Théberge confirmed that members can use the message as a signature to exert pressure.

10.3 Strike Fund

Larry Imbeault introduced the item.

He disclosed the total amount we paid out to our members as compensation for November and December strike days.

10.4 Assessment

Larry Imbeault introduced the item.

Work in GNC for the assessment of intersectoral negotiations and in the Federal Council for sectoral negotiations. For the Northern tables, the assessment will be carried out by the NNCC.

11. Sector Life

11.1 KSB Support Staff

Tuniq Makiuk introduced the item.

We get a lot of harassment complaints. We wish we would be able to contact the advisory staff on Fridays for explanations and follow-ups.

11.2 KSB Teachers

Guillaume Lajeunesse introduced the item.

The second 2023-2024 Special Needs Committee took place on 20 February. There was a flagrant lack of participation by the Professionals' representative on the Committee. There was a greater openness on the part of KI during the discussions; however, the role of local special needs committees seems to vary depending on the school administration in place, which does little to consult teachers about students' needs.

The second 2023-2024 Board Committee (Com-Com) took place in February. Some issues remain unresolved, such as communications within schools, the role of full-time substitute teachers and their evaluation (criteria, workload, etc.) and local administration's compliance with health and safety rules when there is a water shortage in the schools. We are calling for a uniform Policy on water, but the Board remains ambivalent on the issue.

General Adult Education Committee: a member of the VT sector, Michael McRae, has volunteered to become its representative at Kativik. The GAE Committee will meet during the week of 15 April in Montreal.

Serious conflicts between colleagues in communities such as Kuujjuaraapik, Kuujjuaq and Puvirnituk require the intervention of the AENQ Advisory Staff.

Two grievances were lodged against two principals in two KI schools where members reported unprofessional behaviours on their part.

At Arsaniq School in Kangiqsujaq, Mrs. Beaudoin (CNESST) met with Guillaume Lajeunesse (E4 SD), the school principal, Sandra Barbieri (KSB HR), and Charlene Boucher (E4 delegate), to discuss the intercom issue at the school following numerous incidents in which teachers had been injured during altercations between students. The CNESST representative fully agreed with the AENQ members and demanded that the communication systems be repaired immediately, despite KI's attempts to justify its actions.

In Ivujivik, the sector director encouraged delegate Elisapie Lamoureux to get into the habit of filling out CNESST reports every time the school administration fails to comply with the no-water Policy.

11.3 CSB Teachers

Marie-Julie Laniel-Corriveau introduced the item.

At the Board Committee meeting (Com-Com), the request for 'Trauma Informed Intervention' training was granted to the Adult Ed sector. As for the Youth sector, it would be necessary to use days allocated to teachers.

Possibility of adopting a short calendar and an agreement with Adult Ed. The advisors are expected to intervene in the matter of the strike, which remains problematic.

Grievance against CSB to the CIRB regarding access to health care in Whapmagoostui; we find ourselves limited in our actions because of the provisions in the regulations, in this case from the Commission on Human Rights and Youth Affairs (CDPDJ). Natalie Petawabano promised to raise the matter with the DG at a meeting with the Cree Health Board.

Thirty or so McGill graduates in Eeyou Istchee between now and the fall: qualified teachers outside Quebec, who receive bonuses, are worried and no longer feel the same urgency to obtain their Quebec certification.

January 31, as the date to gather teachers' intentions for the start of the new school year, is too early and poses a problem.

The school principal in Chisasibi resigned following problems with school council meetings and conflicts with some teachers.

Compliance with the 66% cargo premium payment deadline: the amounts received by members in similar situations are very different; members were encouraged to contact the employer.

GAE case and unpaid wages: members were pleased with the one-year offer plus RREGOP adjustments; it was confirmed that this issue began in 2017.

11.4 CSB Support Staff

Paul Washipabano introduced the item.

The LRC meeting is to be held on 18 January 2024 by videoconferencing.

Eastmain incident: a young person had sent threats to come and "shoot a gun in the school"; support staff were at work at the time, while teachers were asked to stay at home.

S8 survey on motivation and professional development for AHSs and SETs: the employer offers to advance funds to support staff for attending training courses.

Participation at sector councils for the vote on the agreement-in-principle at the central table.

Two surveys on violence from the FPSS were forwarded to delegates.

Proposed LRC meeting; IT department technicians are impacted by unequal travel conditions compared to other CSB employees.

11.5 Childcare Centers

Michelle Théberge and Larry Imbeault introduced the item.

Michelle Théberge suggested organizing a tour at least once a year to keep the delegates up-to-date and provide them with training. A childcare centre has contacted us about joining the AENQ.

Motion 12

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT Heidi Charles-Sarl be appointed union delegate for the childcare centre workers in Ouje-Bougoumou and that Daphné Matoush be appointed assistant delegate at the same childcare centre, subject to receipt of their duly completed membership forms.

UNANIMOUSLY ADOPTED

11.6 Band Council Schools

Michelle Théberge and Larry Imbeault introduced the item.

An elementary school is interested in being unionized. A Zoom meeting with Larry Imbeault and Michelle Théberge, to get acquainted, was suggested; the 2.5% payment has been done. Consolidation tour of the Kativik, Cree and Atikamekw territories: September 7 to 8 in Val-d'Or.

12. Labour Relations

Members of the advisory staff introduced the item.

Nadim Fares – Follow-up on health and safety training; the situation is moving more slowly at Kativik; then again, we are seeing no progress whatsoever at the level of childcare centres. Strategies will have to be devised for filing grievances when housing is refused. Issues regarding recognition of traditional Cree adoptions. TAT case: settlement by transaction, two upcoming hearings by May and June.

Émile Tremblay – There have been group grievances for non-payment of premiums. Education evaluation: complaints should be sent to the review committees if necessary.

Support staff contracts at the CSB are precarious (4-month contracts, layoffs and rehiring); information is being gathered to file grievances.

Michelle Th  berge – Hearings at the TAT in the obstruction case against the CSB on 30 and 31 May. Several pending settlements are being sent to KI: feedback from Kativik, which is readily cooperating.

  ric Demers – There is still obstruction and hindrance at the CSB level. We've had more courteous relations with Kativik, but some people in KSB HR are not cooperating. They're not open to disciplinary measures to avoid a grievance, preferring to go to court and lengthen the delays.

13. Next Meeting

Motion 13

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

THAT The next EC meetings be held on 27-28 May 2024, 28-29 August 2024, 8-9 January 2025, 4-5 March 2025 and 27-28 May 2025.

UNANIMOUSLY ADOPTED

14. Meeting Adjournment

Motion 14

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

THAT The meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Armelle Kodjo-D'Amour
Secretary-Treasurer

Appendix 1

Sujet / Subject	Qui / Who
1. Présentation et adoption de l'ordre du jour / Presentation and Adoption of the Agenda	Armelle Kodjo-D'Amour
2. Suivi / Follow-up	Larry Imbeault
3. Adoption des procès-verbaux précédents / Adoption of Previous Minutes	Armelle Kodjo-D'Amour
4. Rapport d'activités des membres du CE / EC Members' Activities Report	Membres du CE EC Members
5. Affaires internes / Internal Affairs	
5.1 Tournée de consolidation / Consolidation Tour	Larry Imbeault
5.2 Gestion du personnel / Personnel Management	Larry Imbeault
5.3 Membership	Larry Imbeault
5.4 Délégations aux instances 2024-2025 Decision-making Bodies Delegation	Larry Imbeault
5.5 Libérations syndicales 2024-2025 Union Leaves	Larry Imbeault
5.6 Budget 2024-2025	Larry Imbeault
5.7 Renseignements personnels / Personal Information	Larry Imbeault
6. Plan d'action 2023-2026 Action Plan	Tarek Khazen
7. Congrès CSQ Congress	
7.1 Amendements aux statuts de la CSQ / CSQ Statutes' Amendments	Larry Imbeault
8. Comités AENQ / AENQ Committees	
8.1 Comité autochtone / Aboriginal Committee	Larry Imbeault
8.2 Comité de la Condition féminine / Women's Status Committee	M-J Laniel-Corriveau
8.3 Comité des jeunes / Youth Committee	Guillaume Lajeunesse
9. Varia / Miscellaneous	
9.1 Daniel Charest	Larry Imbeault
9.2 Mouvement ACTES Movement	M-J Laniel-Corriveau
10. Négociations 2023 Negotiations	
10.1 Sectorielles AENQ/ AENQ Sectoral	Catherine Huart Émile Tremblay Larry Imbeault
10.2 Action-mobilisation	Tarek Khazen
10.3 Fonds de grève / Strike Fund	Larry Imbeault
10.4 Bilan / Assessment	Larry Imbeault
11. Vie de secteur / Sector Life	
11.1 Soutien CSK / KSB Support Staff	Tuniq Makiuk
11.2 Enseignants CSK / KSB Teachers	Guillaume Lajeunesse
11.3 Enseignants CSC / CSB Teachers	M-J Laniel-Corriveau
11.4 Soutien CSC / CSB Support Staff	Paul Washipabano
11.5 CPE / Childcare Centers	Michelle Théberge
11.6 Écoles de conseil de bande / Band Council Schools	Larry Imbeault Michelle Théberge

	Larry Imbeault
12. Relations de travail / Labour Relations	Personnel-conseil Union Advisors
13. Prochaine réunion / Next Meeting	
14. Levée de l'assemblée / Meeting Adjournment	