



Executive Committee Minutes

2425CEPV-01-E

Meeting of August 28 and 29, 2024

Present:

Larry Imbeault	President
Tarek Khazen	Vice-President – Chairman of the Meeting
Armelle Kodjo-D'Amour	Secretary-Treasurer – Meeting Secretary
Guillaume Lajeunesse	Sector Director – KSB Teachers
Marie-Julie Laniel-Corriveau	Sector Director – CSB Teachers
Paul Washipabano	Sector Director – CSB Support Staff

Resource Persons:

Danielle Joly	Administrative Agent (virtual)
Catherine Huart	Union Advisor (virtual)
Émile 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 Tarek Khazen

THAT the agenda be adopted as presented.

UNANIMOUSLY ADOPTED

2. Follow-up

Larry Imbeault introduced the item.

- The mediation case with the CNESST was settled within the agreed parameters (confidential agreement);
- All the other items are on the agenda.

3. Adoption of Previous Meetings

Armelle Kodjo-D'Amour introduced the item.

Motion 2

It was moved by Larry Imbeault and seconded by Guillaume Lajeunesse

THAT the Executive Committee adopt the minutes of 2324CEPV-14 to 2324CEPV-18 as corrected.

UNANIMOUSLY ADOPTED

4. AENQ Committees

4.1 Indigenous Committee

Larry Imbeault introduced the item.

- Postings are to be done after the annual training sessions. There are currently only 3 positions filled apart from the position of President.
- A meeting will be convened this fall, since we still have a quorum.

4.2 Committee of Women's Status

Marie-Julie Laniel-Corriveau introduced the item.

A member confirmed his involvement again this year.

We are awaiting feedback from the other members of the committee. Unfortunately, one member would have liked to stay on the committee, but her status has changed and she is no longer a member of the AENQ.

Motion 3

Considering that Marie-Julie Laniel-Corriveau will be leaving her duties on the AENQ Executive Committee;

Considering the bylaws and the posting;

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT Marie-Julie Laniel-Corriveau remain the Committee's political responsible.

UNANIMOUSLY ADOPTED

4.3 Youth Committee

Guillaume Lajeunesse introduced the item.

Another posting will be done in order to fill the vacant positions.

5. Internal Affairs

5.1 Executive Committee Positions

Larry Imbeault introduced the item.

Tuniq Makiuk has resigned from his position as School Organization Technician at KSB. Therefore, he is no longer a member of the AENQ and consequently, no longer a member of the Executive Committee. The position of Sector Director – KSB Support Staff is therefore vacant.

Marie-Julie Laniel-Corriveau has informed us that she will step down as Sector Director – CSB Teachers after the annual training session and the Sector Council meeting held in Val d'Or.

Their union leaves have been cancelled. Marie-Julie Laniel-Corriveau's was cancelled during the year, although the CSB has not yet reacted. The provisions for releasing a teacher differ from those applicable to support staff, for whom we only have to respect a 30-day deadline.

Postings will be made shortly.

5.2 Consolidation Tour

Larry Imbeault introduced the item.

Owing to logistical reasons (availability of hotel rooms), the tour scheduled for 2024 has been postponed until 2025.

5.3 2026 AENQ Congress

Larry Imbeault introduced the item.

We received quotes from 2 hotels he had visited: the Sheraton and the Delta. There was a difference of about \$1,500 between the two.

Motion 4

It was moved by Larry Imbeault and seconded by Paul Washipabano

THAT the Sheraton be selected to host the 2026 AENQ Congress.

UNANIMOUSLY ADOPTED

5.4 Membership

Larry Imbeault introduced the item.

Motion 5

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

THAT the persons on the August 28 list be accepted by the Executive Committee as members of the AENQ.

UNANIMOUSLY ADOPTED

5.5 Financial Statements as of 2024-07-31

Danielle Joly presented the financial statements as of 31 July 2024.

Motion 6

It was moved by Larry Imbeault and seconded by Armelle Kodjo-D'Amour

THAT the Executive Committee receive the financial statements as of 31 July 2024.

UNANIMOUSLY ADOPTED

5.6 Budget 2024-2025

Motion 7

It was moved by Larry Imbeault and seconded by Armelle Kodjo-D'Amour

THAT the Executive Committee adopt the preliminary version of the 2024-2025 budget as discussed.

UNANIMOUSLY ADOPTED

5.7 Sector Council Meetings & Union Training – Fall of 2024

Larry Imbeault introduced the item.

Almost all preparations have been completed. Everything is under control and the training sessions and sector council meetings will occur as planned.

5.8 Personnel Management

Larry Imbeault introduced the item.

- A replacement union advisor contract has been offered to Éric Demers in light of Michelle Thériault's departure on leave without pay as of 27 August 2024;
- Team meetings will be held on 19 June and 21 August 2024;
- The Legal Assistant took up her position on 13 November 2023. We will need to assess the relevance of creating the position permanently.

5.9 Delegation to Decision-making Bodies

Larry Imbeault introduced the item.

Motion 8

Considering the upcoming departure of Marie-Julie Laniel-Corriveau as a member of the Executive Committee;

It was moved by Tarek Khazen and seconded by Paul Washipabano

THAT Guillaume Lajeunesse be appointed as the third member of the AENQ delegation to meetings of the CSQ General Council.

UNANIMOUSLY ADOPTED

5.10 Lease

Larry Imbeault introduced the item.

The lease for our office spaces in the Montreal CSQ building expires on 31 August 2025. The AENQ staff works 100% from home, with some sporadic visits to the AENQ offices.

Motion 9

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the President be mandated to discuss the possibility of renting smaller premises with the CSQ.

UNANIMOUSLY ADOPTED

6. Varia

6.1 ACTES Movement

Larry Imbeault introduced the item.

Annie Whiskeychan School in Waskaganish has been awarded the EcoSchools certification. We will highlight the involvement of the teacher responsible for the school's contribution.

Motion 10

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT Guillaume Lajeunesse be nominated representative for the AENQ (KSB) to the national sessions of the ACTES Movement, as well as Marie-Julie Laniel-Corriveau for the AENQ (CSB).

7. Sector Life

7.1 KSB Support Staff

Larry Imbeault introduced the item.

Tuniq Makiuk has resigned from his position as School Organization Technician at KSB, which means that he is no longer a member of the AENQ, and consequently, no longer a member of the Executive Committee.

Motion 11

It was moved by Paul Washipabano and seconded by Guillaume Lajeunesse

THAT Larry Imbeault take over the duties of the Sector Director – KSB Support Staff on an interim basis, in addition to his usual functions, until a person from this Sector is appointed to the position by the Executive Committee for the remainder of the current mandate.

UNANIMOUSLY ADOPTED

7.2 KSB Teachers

Guillaume Lajeunesse introduced the item.

- E4 delegates election period: presently, only the delegates for Tasiujaq, Inukjuak, Kuujjuaq Elementary School, Kuujjuaraapik, Ivujivik, and the General Adult Education and Vocational Training sectors are missing. The regional representatives for both sectors have indicated that they wish to continue in their positions and run in their respective elections. Most of the elections will end today or on Tuesday, September 3.
- In Tasiujaq, the school will be closed until at least September 24 because it is infested with mould and has been for some time. After speaking with 2023/2024

delegate Saïd Khirani, it seems that the problem has been around for several years, but the situation has become untenable and huge renovation and disinfection work has to be carried out. Teachers must teach in facilities designated by KI and the community, with an adapted timetable. When asked whether the school's health and safety committee had given any feedback on the situation, Saïd told me they had never set one up; this will be done for the first time this year at Tasiujaq school. It is important to remind members of the necessity to set up these committees.

- Many members want to know more about the state of negotiations. Many do not seem to be aware or have forgotten that the AENQ has a Facebook group and that all members can join it. Globally and individually, all the delegates and I keep encouraging members to join the AENQ Facebook group.
- The issue of the defective intercoms at Arsaniq School in Kangiqsujuaq is almost solved. In the absence of a delegate, I inspected the faulty intercoms, which have now been repaired. The new communication system is 98% optimal, with only one intercom missing in a classroom at the school, where it will be replaced. A recommendation was made to KI to use the same model in other schools when the time comes to replace them, which Sandra Barbieri, KI's health and safety coordinator, acknowledged was a good idea.
- Some delegates noted the late start of regular classes in several schools. Many of the delays are due to the DASH software, which was supposed to automatically create functional timetables for teachers, but this has not worked (many errors, overloaded timetables, 2 groups at the same time, etc.). The problem has been solved in some schools, but in others, teachers continue to work with an adapted timetable, for example, starting classes at 9:30 a.m. and finishing at 3:00 p.m. It is impossible for the administration to correct timetables without the approval of the DASH personnel.

7.3 CSB Teachers

Marie Julie Laniel-Corriveau introduced the item.

- The elections are over: lots of new developments! Several communities have new delegates. Nine new people are joining us for the 2024-2025 year. I think that says a lot: teachers are overworked and tired and, for some, the prospect of strike action was a wake-up call.
- Disciplinary measures have already been issued since the beginning of the year. It's happening fast, and with the turnover of delegates, they are unsure of their role when asked to attend a disciplinary meeting.
- There were a lot of complaints linked to the Board and its HR/Payroll services: the salary scales had not been modified and Adult Ed Teachers ended up not being paid. The situation was rectified in the third pay period.
- Vandalism Committee: I sent the committee a message asking for a survey on vandalism/breaking and entering during the summer. At the Sector Council meeting, we will be able to elect the new members, who will take over the committee's mandate this year.

- Marie Julie's union leave was cancelled on 19 August 2024.

7.4 CSB Support Staff

Paul Washipabano introduced the item.

- I joined the demonstration in Mistissini on June 4;
- An LRC meeting was held on June 7 via TEAMS; it was the last one of the 2023-2024 school year;
- A strike vote was held on June 13;
- We held elections for delegates and substitutes at the beginning of August; as of today, 6 delegates remain to be elected and I hope to have them all by tomorrow, Friday, which is the deadline for participating in the training sessions and sector council meeting in Val d'Or.

7.5 Childcare Centers

Larry Imbeault introduced the item.

A memo was sent out at the beginning of the year to inform the members that elections must be held. Awaiting feedback.

7.6 Band Council Schools

Larry Imbeault introduced the item.

Jean Stubbart has been elected as union delegate for the teaching staff at Mikisiw High School in Opitciwan.

On September 19 in La Tuque, there will be a meeting of the Wemotaci Education Administration with Nadim Fares and Larry Imbeault. The purpose of this meeting is not to discuss individual cases, but rather certain obligations that the employer has towards the union. The matters submitted to the Waia for consultation will be raised in the appropriate forum prior to our meeting. Last year's delegate, Catherine Falguyret, is to hold elections at a general meeting on September 11.

8. Labour Relations

Members of the advisory staff introduced the item.

Aside from the following, given the confidential nature of certain subjects, details are not included in these minutes.

- Obstruction complaint: reception of the parties' arguments. Waiting for M^e Frederic Lussier to reply; the deadline is September 21;

- KI support staff cases: application to enter the last priority cases on the arbitration roll. We can then proceed to regular and group grievances;
- CSB support staff cases: verification of lists for the next hearing date in September;
- KI teacher cases: nothing specific;
- CSB teacher cases: confidential;
- Childcare Centers and Band Council Schools: a last attempt to come to a settlement will be made, otherwise it will be the first hearing against the BCS; we asked the administration of the Childcare Centers before the summer holidays to send us seniority lists and other documents, but they have yet to follow up; these are small organizations that are not accustomed to such procedures;
- Appeal to the AIC for the *Elephant Thoughts* contracts; awaiting response from the tribunal;
- Student aid Integration: meeting with N. Petawabano;
- Abuse of rights - hiring - surplus work: Meeting with T. Benac, who says she wants to settle the grievance and is wondering what we want. At the same time, MH Boily is supposed to have met with the administration to review the hiring process. The result is to be confirmed;
- Chiskuutimajewin premium: Group grievance filed and teachers' files collected. We're on the right track as for the preparation of the file, but it remains to be seen whether the CSB will want to settle it out of court or if we'll have to go to arbitration;
- For your information, the CSB has 'invented' a new criterion, namely the issuance date of the proof of qualification;
- New primary school in Chisasibi: we are closely watching the impact on the CSB support staff workload;
- Offer to settle the two grievances regarding the non-payment of the compensatory allowance equivalent to 50% of the last outing in 2023. \$50 per month in arrears per person, i.e. approximately \$125 per person; awaiting answers. Same state of affairs with Kativik last year but discussions were put on hold ... to be relaunched depending on the progress of our discussions with the CSB;
- KSB: as far as the workload is concerned, there is confusion between timetables and working hours. Discussions with HR and we get the same interpretation. Now we need to get the information out to the workplaces.

9. 2023 Negotiations

9.1 AENQ Sectoral

Negotiations will resume in September. We will have at least one meeting at each MNCCSB table between now and the next Executive Committee meeting. We will then have to decide what to do with the strike mandate we obtained last June.

As for S9 and S8, the mediator has alluded to the possibility of proceeding with a global settlement proposal.

Catherine Huart presented the document entitled 'trimmed union deposit'.

Motion 12

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the E3 negotiating team be mandated to proceed with the pruned union deposit as presented.

UNANIMOUSLY ADOPTED

9.2 Action-mobilization

Tarek Khazen introduced the item.

The EC strongly recommended that E3 and S8 members continue to follow the visibility actions that were suggested to them. At the next Sector Council in Val d'Or, the E3 and S8 delegates will be consulted on the upcoming strike and the right time to call it.

10. EC Members Activity Reports

President's Report:

NNCC on 3 June 2024

- The AENQ informed its partners that it is seeking a strike mandate in coordination with the Professionals' union.

Meeting with members of the KSB HR team on 6 June 2024

- At this meeting, we exchanged views on various work relations files.

NNCC on 10 June 2024

- The AENQ informed its partners that general assemblies to vote on a 3-day strike mandate were taking place and that the delegates had until June 12 to hold them.

FC-FSE from June 12 to 14, 2024 in Matane

- See VP's report.

CSQ Congress from 26 to 29 June 2024 in Quebec City

- The theme of the congress: *Confidence in Institutions*;
- AENQ's proposals were all adopted unanimously;
- The proposed amendment to the Centrale's Statutes could not be withdrawn and had to be filed. The AENQ submitted its proposal, which was accepted by a majority;
- The following AENQ proposals were adopted:

- That the Centrale and we, its affiliates, denounce the inaction of the Provincial and Federal governments related to the lack of access to drinking and running water, **particularly** in Northern Quebec, and advocate for decent living conditions **and access to quality food at affordable prices** for members of the Cree First Nations and Inuit communities as well as for our members working there. (Adopted by a majority as amended.)
- That the Centrale and we, its affiliates, support the Inuit and First Nations communities in their claims for greater autonomy as well as for the recognition, defence and valorization of their languages and cultures, and that a consultation process be set up on the effects of this empowerment on the union organizations concerned and that the latter be stakeholders in this process. (Adopted unanimously as submitted.)
- Election of the Executive Committee members:
 - Éric Gingras, President re-elected by acclamation
 - Nadine Bernard, 1st Vice-President, elected (Line Camerlain is retiring)
 - Anne Dionne, 2nd Vice-President, re-elected by acclamation
 - Pascal Côté, 3rd Vice-President, elected (Mario Beauchemin is retiring)
 - Luc Beauregard, Secretary-Treasurer, re-elected by acclamation

Vice-President's Report:

FSE-FC from June 12 to 14, 2024, at the Riotel Hotel in Matane

- Sectoral negotiations: on June 8, 2024, the FSE representatives finally signed the entry into force of the new E1 collective agreement.
- The challenges facing Vocational Training - Follow-up to the conference
- 2023-2024 Activity Report
- Pay equity conciliation: The Federal Council mandated the FSE-CSQ to inform the Centrale and the CNESST of its interest in conciliating the complaints of non-compliance with maintaining the 2020 pay equity plan filed on 15 and 17 May 2024.
- *Prof, My Pride!* - Campaign relaunch plan: The Federal Council approved the relaunch plan of the *Prof, My Pride!* campaign as presented in document A2324-CF-072.
- Remuneration Policy of FSE Executive Committee members: the FC adopted the changes to the FSE Executive Committee Remuneration Policy, as set out in document A2324-CF-075, and agreed that the changes to the Remuneration Policy would take effect as of September 1, 2024.
- Classroom assistance
- Tutoring
- Review of Mobilization Day on the prevention of violence and bullying in schools
- Results-based Management
- Elections to the Executive Committee:
 - ✓ President, Richard Bergevin
 - ✓ 1st Vice-President, Karine Nantel
 - ✓ 2nd Vice-President, Luc Gravel

- ✓ Secretary-Treasurer, Martin Hogue
- ✓ 1st Advisor, Natacha Blanchet
- ✓ 2nd Advisor, Martine Provost

11. Next Meeting

The next EC meeting will be held on Thursday, September 12, 2024, at 1:30 p.m.

12. Meeting Adjournment

Motion 12

It was moved by Larry Imbeault and seconded by Tarek Khazen

THAT the meeting be adjourned.

UNANIMOUSLY ADOPTED

Larry Imbeault
President

Armelle Kodjo-D'Amour
Secretary-Treasurer

Appendix 1

Sujet / Subject	
1.	Présentation et adoption de l'ordre du jour / Presentation and Adoption of the Agenda
2.	Suivi / Follow-up
3.	Adoption des procès-verbaux précédents / Adoption of Previous Minutes
4.	Comités AENQ Committees
4.1	Comité autochtone / Aboriginal Committee
4.2	Comité de la Condition féminine / Women Status Committee
4.3	Comité des jeunes / Youth Committee
5.	Affaires internes / Internal Affairs
5.1	Postes du Comité exécutif / Executive Committee Positions
5.2	Tournée de consolidation / Consolidation Tour
5.3	Congrès 2026 AENQ 2026 Congress
5.4	Membership
5.5	E/R au 2024-07-31 Financial Statements
5.6	Budget 2024-2025
5.7	Réunions des conseils de secteur et formations syndicales – automne 2024 / Sector Council Meetings & Union Training – Fall of 2024
5.8	Gestion du personnel / Personnel Management
5.9	Délégation aux instances / Delegation to Decision-making Bodies
5.10	Bail / Lease
6.	Varia / Miscellaneous
6.1	Mouvement ACTES Movement
7.	Vie de secteur / Sector Life
7.1	Soutien CSK / KSB Support Staff
7.2	Enseignants CSK / KSB Teachers
7.3	Enseignants CSC / CSB Teachers
7.4	Soutien CSC / CSB Support Staff
7.5	CPE / Childcare Centers
7.6	Écoles de conseil de bande / Band Council Schools
8.	Relations de travail / Labour Relations
9.	Négociations 2023 Negotiations
9.1	Sectorielles AENQ Sectoral
9.2	Action-mobilisation
10.	Rapport d'activités des membres du CE / EC Members Activity Reports
11.	Prochaine réunion / Next Meeting
12.	Levée de l'assemblée / Meeting Adjournment