

# THE INFORMER

*Your local newsletter – APTS West-Central Montréal*  
**Winter 2021 – 11<sup>th</sup> edition**

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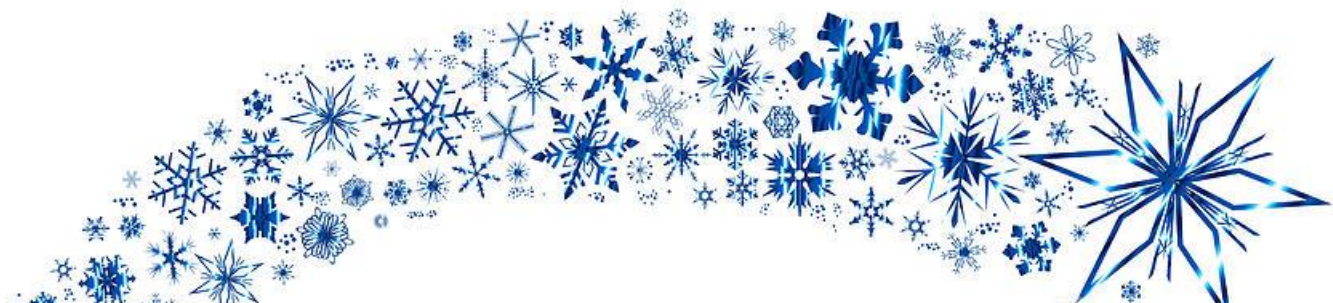


## A word from the president

Usually, as the new year begins, we find that our energy has been renewed after a period of rest and quality time with our loved ones over the holidays. Needless to say, the holidays this year were drastically different (!), and many of our New Year's resolutions are along the lines of "Try to survive" or "Hang in there." Your local team is more committed than ever to defending your rights. Among other things, we want the employer to implement a prevention plan to help protect workers' psychological integrity. We're still waiting for the employer's response to our request that the OHS committee resume its activities, and for a meeting to develop this plan.

National negotiations are another big topic that's been on our minds these days. The issues may sometimes seem hard to grasp, but they relate to your working conditions. We're presenting demands on several fronts including work overload, attraction and retention, your salary, and your premiums! We hope many of you will attend our information sessions and mobilization activities over the next weeks so that you can stay informed, express your indignation, and take action together.

In solidarity,  
Léonie Blanchette  
President, Local APTS Executive for West-Central Montréal



**Meetings with the employer** Your local team continues to meet with its labour relations counterparts about once a week, and meets employer representatives for COVID OHS every Wednesday morning. Recently, an inter-union meeting was held with Dr. Rosenberg (CEO), Ms. Beverly Kravitz (Human Resources Director), Ms. Amina Talib (Assistant Human Resources Director), and Ms. Sherri Steckler (Labour-Relations Manager). These meetings will be taking place every two months. For us, this is a great new opportunity to speak to the management of our CIUSSS and convey the realities of APTS members at West Central Montréal.

## **Union activities**

We are maintaining all of our union activities, mainly virtually because of the pandemic. We're looking forward to seeing you all again! Until we can all be together, our mobilization agent Josie Campisi has been doing a phenomenal job to keep on meeting you in person while complying with safety measures, whenever site visits are possible. Stay tuned for an invitation for your site!

## **Virtual lunch-time talks: we've posted the schedule!**

We're delighted to say that a number of lunch-time talks are planned over the next months, with speakers from your team of union counsellors. If you would like to suggest a topic, please write to us at [ccomtl@aptsq.com](mailto:ccomtl@aptsq.com)!

Full details for registration and Zoom links to come. The talks are in French.



- **February 23, 2021: Harassment and violence in the workplace**
- **March 17, 2021: Various types of leaves and their modalities**
- **May 2021: A talk celebrating May 1 – International Workers' Day (date to be announced)**
- **June 8, 2021: Parental rights/Maternity leave**



# National Negotiations



As you may know, we've been without a contract since March 31, 2020, and after over a year of contract talks, the Legault government team is still showing very little willingness to talk about taking significant measures to improve your working conditions.

Faced with the government's unwillingness to have a real discussion, on January 15th, the APTS asked the Minister of Labour, Employment and Dolidarity to appoint a mediator to help us advance.

The APTS met with mediator Jean Nolin on January 21st to explain the history of our negotiation and present our demands. A first official meeting between the APTS, the mediator and the government bargaining team took place on January 28th.

We hope the arrival of the mediator will induce the government to break the stalemate so that we can finally get to a negotiated agreement that is satisfactory to all.

# Mobilization

## Mobilization activity

### BLACK FRIDAY

To show our solidarity with the provincial bargaining committee, let's make every Friday #BlackFriday! Dress in black or wear a black accessory, and be sure to send us a picture at [ccomtl@aptsq.com](mailto:ccomtl@aptsq.com).



# COVID-19 vaccination

The purpose of the COVID-19 vaccination campaign is to reduce the incidence of the disease and the circulation of the virus among the population so that we can get back to normal life on a permanent basis. The vaccination campaign started at Maimonides during the week of December 14, 2020. It follows priorities established by the MSSS (see “Annexe 1” of the document at the following link [*in French*]:

<https://publications.msss.gouv.qc.ca/msss/fichiers/directives-covid/dgsp-005.pdf>).

Vaccination is recommended on a priority basis for people at high risk for complications from COVID-19. Québec’s immunization committee, the CIQ, has made recommendations about people to be given priority for the vaccine. For more information, see the following link (*in French*): <https://www.inspq.qc.ca/sites/default/files/publications/3085-groupes-prioritaires-vaccination-covid19.pdf>.

Two vaccines are currently authorized by Health Canada.

- The Pfizer/BioNTech vaccine, authorized for people aged 16 and over, requires two doses within a period of 21 days.
- The Moderna vaccine, authorized for people aged 18 and over, also requires two doses to be administered within a period of 28 days.

On December 31st, 2020, the CIQ recommended that the government postpone the administration of the second dose in order to allow as many people as possible to be vaccinated, given the current situation in which the virus is propagating quickly.

According to the INSPQ, the protection provided by a single dose of the vaccine may gradually diminish, and this may happen more quickly than with two doses, but the protection provided by the single dose is not likely to disappear abruptly. Pfizer tells us not to postpone the second dose, but during a public health crisis, this is an option that may be considered. Like Pfizer, Moderna is unable to say if its vaccine will be effective if two doses are not administered within 28 days.

The vaccine protects the person receiving it, but does not protect people who are in contact with the vaccinated person. This person may therefore spread the disease without developing it. Studies are now being carried out on this topic. Even if you have been vaccinated, you must continue to follow health rules.

Having examined the issue, the public health ethics committee (*Comité éthique de la santé publique* or CESP) found that in the current context, compulsory vaccination of healthcare workers cannot be justified. The COVID-19 vaccine is recommended but not obligatory.

In our CIUSSS, we participated in a meeting with Dr. Rosenberg on January 25th to discuss the situation with regards to vaccination, among other things. Dr. Rosenberg told us that close to 6,000 employees have received the first dose and that he hopes everyone will receive a second dose within 90 days of the first. However, it was stated that this depends on the doses sent to Canada by Pfizer and on how they are distributed throughout Québec and in Montréal.

Dr. Leighanne Parkes, specialist in infectious diseases, offered an information session on vaccination for many employees of our CIUSSS. You can watch the session here: <https://web.microsoftstream.com/video/6bfbf147-869f-45f2-8e3b-b9d63795383d>.

## EAP/PAE: Employee Assistance Program

For the period from July 1, 2020, to June 30, 2021, your Employee Assistance Program (EAP) provides you with **7 free hours** – 4 hours a year, plus 3 extra hours during the pandemic – and more as needed.

### **The following services are offered:**

- Psychological support (by phone)
- Career guidance (in person)
- Legal advice (by phone), maximum 1 hour per year
- Financial advice (by phone), maximum 1 hour per year

**For a free and confidential appointment:**

**1-800-361-2433**

**To open a file, you will need to provide the following information:**

Name, employee number, employer's name (CIUSSS Centre-Ouest)

**All of this remains confidential.**

The employer is not given any information about employees who have received services.





## RREGOP pension plan

In the Social Security section of the *Fil@pts* dated January 25th, you'll find a link to register for information sessions about RREGOP, the Government and Public Employees Retirement Plan.

To make sure as many of you as possible can attend these sessions, various dates and times will be offered every month until May 2021. February sessions will be held in French, with English sessions to be scheduled over the next few months.

The following dates and times have been scheduled for February:

February 9, 6 to 8 p.m.

February 16, noon to 2 p.m.

February 24, 7 to 9 p.m.

Click here to register:

[https://aptsq.zoom.us/webinar/register/WN\\_zj0\\_PcGXSkufRfcNiFV-qA?utm\\_source=Cyberimpact&utm\\_medium=email&utm\\_campaign=FiLpts--Vol11-No-2--Une-mediation-pour-faire-entendre-raison](https://aptsq.zoom.us/webinar/register/WN_zj0_PcGXSkufRfcNiFV-qA?utm_source=Cyberimpact&utm_medium=email&utm_campaign=FiLpts--Vol11-No-2--Une-mediation-pour-faire-entendre-raison)

## Recognition: February is Psychology Month!

Thank you to the 79 psychologists who work at CIUSSS West-Centra! These 79 essential workers are vital to the services offered for the good of the population!

These 79 psychologists work in various programs throughout our CIUSSS, including GMF, rehabilitation, adult mental health, integrated 1st line psychosocial services, Youth in Difficulty (JED), child psychiatry, memory clinic, psychiatry and much more!

Mental health is more important than ever, thank you for everything you do!

# FEVRIER

C'est le **mois** des

# psychologues



Follow developments at the provincial level:



<https://www.aptsq.com/fr/filpts.aspx>

<https://bleu.aptsq.com/en>



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Follow us on Instagram too!  
[@apts\\_centreouestmtl](https://www.instagram.com/apts_centreouestmtl)

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