

# **THE INFORMER**

*Your local newsletter – APTS West-Central Montreal  
Spring 2025 – 23<sup>rd</sup> issue*

## **IN THIS ISSUE**

- 1. A word from your president  
& an announcement**
- 2. Tools for APTS members**
- 3. Mobilization**
- 4. Feminist action**
- 5. Occupational health and  
safety**
- 6. Environmental issues**
- 7. Labour relations: seniority  
vs. years of service**
- 8. HR development program  
(*PDRH*)**



# 1. A word from your president



by **Léonie Blanchette, president**



Dear members,

As challenges multiply in our workplace, I want to draw attention to the unremitting mobilization of our local union team. More than ever, we're there for you on the ground. Our tours continue at a sustained pace, we are present in work settings, and we've acted on many occasions against the budget cuts that are threatening the quality of the services we provide, our working conditions, and the enforcement of our collective agreement.

Speaking of the collective agreement, we're still speaking out to demand that it be fully and rigorously implemented. Too often, we see non-compliance, abuse, or interpretations that don't take our rights into account. We want you to know that we are vigilant and that we always intervene when necessary. Please contact us with any questions or concerns at [ccomtl@aptsq.com](mailto:ccomtl@aptsq.com)

Our local fight is part of a wider context marked by deep social and political tensions. Whether in Canada or in the United States, we see rising inequalities, setbacks in terms of social rights, and austerity policies that hit workers hard. In these times of instability and polarization, union solidarity is more important than ever.

As the federal elections just passed, we need to keep on paying close attention to political issues. Collectively, our choices have a direct impact on our workplaces, on the funding of public services, and on recognition of our rights. Let's mobilize, stay informed, and be ready to make our voices heard.

In solidarity,

Léonie Blanchette

## **Announcement - Upcoming launch of a petition for fair access to work-time arrangements**

**APTS Centre-Ouest-de-Montréal is preparing to launch a petition to demand fair, consistent and respectful access to work-time arrangements (WTAs). Too many members still see their requests refused or delayed without valid grounds, despite support from their managers and clear commitments from the employer. WTAs are essential to promote a healthy work-life balance and prevent burnout. It's time to demand concrete action. Stay tuned and be ready to sign up to make your voice heard!**



# 2. Tools for APTS members

by **Léonie Blanchette, president**



Accueil > Mon bureau syndical > Trouver mon bureau syndical > CIUSSS Centre-Ouest-de-l'Île-de-Montréal



## APTS CENTRE-OUEST-DE-L'ÎLE-DE-MONTRÉAL

Votre équipe locale APTS Centre-Ouest de Montréal est composée des personnes suivantes:

Notre équipe

Nous joindre

Actualités

Calendrier

Documents pratiques

Boîte à suggestions

### DOCUMENTS PRATIQUES



Declaration toolkit (2025-04-08 version)

[Consulter le document](#)



Trousse de déclaration (Version 2024-04-02)

[Consulter le document](#)

+ Action féministe

+ Dispositions locales

+ Ententes et arrangements

+ Formations

+ Formulaire de l'employeur

+ Guides

+ Journaux et bulletins d'information

+ Plans de développement des ressources humaines

+ Santé et sécurité au travail

Did you know that....

Our local website, [www.aptsg.com/ccomtl](http://www.aptsg.com/ccomtl), is full of documents providing explanations and detailed information on a wide range of topics?

Click on "Documents pratiques" in the menu to discover a guide to parental rights; models of letters to ask for leave; a guide to various types of leave; OHS forms and the prevention toolkit for reporting dangerous situations; salary insurance forms; and guides to the RREGOP, the HR development program (PDRH), seniority, assignment notices and other rights, etc. (Note: Almost all of the documents are available in both English and French.)



# 3. Mobilization



by Noémie Parent, mobilization delegate



Dear colleagues,

## Personnel movement: Congratulations, Catherine!

Catherine Pigeon, our union executive officer for mobilization, recently took on a new role as APTS provincial representative. We wish her the best of luck! 🎉

That means her position as union executive officer for mobilization is now vacant. If you'd like to get involved with our committee, either occasionally or on a more regular basis, **don't hesitate to get in touch**. We're always looking for motivated people to help move our projects forward!

## Looking back on our union education tour

Over the past months, we may have crossed paths with you as our **union education tour** brought us to your sites to talk about significant labour struggles in the past, present and future. Thank you to all of those who took part in our stimulating exchanges!

## Coming up this summer

- 1) Right now, the mobilization committee is working to organize the **summer mobilization tour**.
- 2) We're also organizing a **fun activity** to start the summer. **Stay tuned – full details will soon be available!**

**Thank you for your commitment and solidarity!**



**Here's another way you can contribute: use our suggestion box! Click here to access it and share your ideas.**

## 4. Feminist action



by Viviane Grégoire, secretary



### DONATION AND WINNERS OF THE DRAW FOR MARCH 8 – INTERNATIONAL WOMEN'S RIGHTS DAY

To celebrate International Women's Rights Day on March 8, you voted for the *Centre des femmes de Montréal* as the organization that would receive a donation. Your local APTS West-Central Montreal union will donate \$1 per member for a total of \$2,244.



When you responded to the survey, you were also participating in a draw for eight \$100 gift cards from the BKIND boutique. We chose BKIND because it's a company that was founded in Montréal and whose completely natural beauty and skin care products are plant-based, vegan, environmentally friendly and made in Québec.

#### The winners of the draw are:

1. Esther Silver
2. Louna Kadoch
3. Jesica Sunthararajah
4. Fang Wang
5. Brigitte Boulard
6. Danièle Dubuc
7. Susie Nemes
8. Aude Poignet



**Congratulations and thanks to all of you for participating!**

## 5. Occupational health and safety (OHS)



by Marie-Anne Bleau, vice-president



### DECLARATION TOOLKIT

***Bring about a culture change focused on prevention!***

Your APTS local OHS committee is pleased to present the declaration toolkit we developed for you. We've always been aware that it's crucially important to encourage people to report incidents, accidents, and any risky or dangerous situation, because under-reporting has a major impact on employees. But this toolkit is specifically designed to focus on **declaring risky or dangerous situations as one of the most effective tools to ensure prevention in our workplaces.** The committee hopes that the examples provided will resonate with your own experience on the ground and will make it easier for you to report any risky or dangerous situation that you and your colleagues face on a daily basis. The toolkit includes a description of the process, examples, and resources.

Making a declaration is up to you. But keep in mind that your local team is there to support you throughout the process!

Find the toolkit here: <https://aptsq.com/media/ynshmtpf/2025-04-09-declaration-kit-final-version.pdf>



## 6. Environmental issues



by **Marie-Anne Bleau, vice-president**



### **April 22, 2025: Earth Day! Let's celebrate the earth by taking action**

You may have seen an invitation to organize a clean-up activity on your site, or around your home, and get a chance to win one of ten \$100 gift cards from the Sépaq. You had until April 30th to participate and send your picture to [ccomtl@aptsq.com](mailto:ccomtl@aptsq.com). Winners will be announced soon!

### **Survey on how environmentally responsible our workplaces are**

The local APTS working group on environmental issues would like to know how environmentally responsible you find the West-Central Montreal workplaces. By completing this short (2-minute) survey, you could win one of the five environmentally-themed books we'll be raffling off at the end of the month!

Click here to take the survey: <https://fr.surveymonkey.com/r/T765DPC>





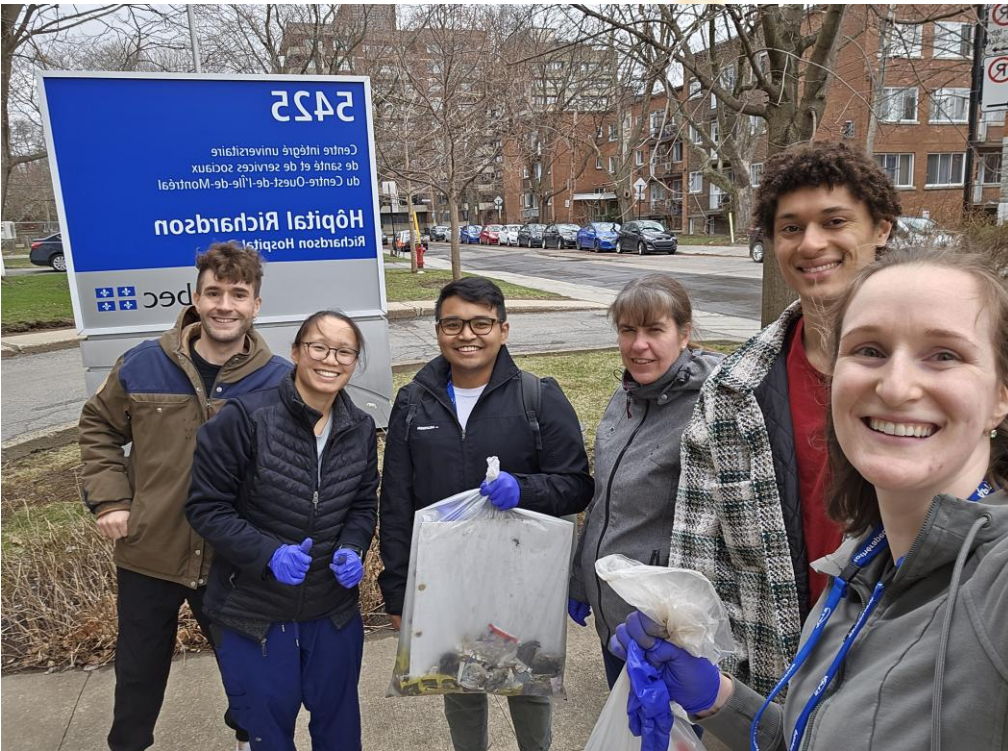
## 6. Environmental issues



by Marie-Anne Bleau, vice-president



Here are some pictures from our clean-up activity!



**EARTH DAY**

**APRIL 22**

**LET'S CELEBRATE THE EARTH THROUGH ACTION**

Carry out a clean-up activity for a chance to win one of 10 \$100 Sépaq gift cards!  
Submit your picture to [ccomt1@aptsq.com](mailto:ccomt1@aptsq.com) by April 30th





# 7. Labour relations: what you need to know



by **Josée Benoit, union executive officer**



## Understanding the subtle differences between seniority, previous experience, and years of service

Seniority is the duration of your service as an employee, expressed in calendar years and days, since the date on which you started working for the West-Central Montreal CIUSSS employer. Seniority is used to determine some of your rights, such as: being given temporary assignments (to fill positions temporarily without an incumbent, handle temporary extra workloads, or perform work of a limited duration); obtaining a permanent position; choosing annual vacation leave; rights in terms of involuntary displacements; or using the bumping and/or layoff procedure.

How seniority is accumulated depends on your employee status. For an employee who holds a permanent full-time position, it is expressed and accumulated in calendar days (365 days a year). For part-time employees and employees who do not hold positions, seniority is also expressed in calendar days, but it is accumulated in terms of days of work; the employee is entitled to 1.4 days of seniority for each regular day worked, each statutory holiday (13 per year), and each day of annual vacation leave taken.

The professional experience you acquired before you were employed by the West-Central Montreal CIUSSS is used to determine your classification on the salary scale when you start working for the CIUSSS. **Previous experience** is defined as relevant experience previously acquired in a comparable or identical activity sector in one or more institutions of the health and social services system in Québec or in Canada, or in a comparable job. As a rule, when you have completed one year of work, that will be viewed as equivalent to one year of experience. Conditions may apply contact us to discuss your individual situation.

Previous experience is taken into consideration for classification on your job title's salary scale when you are hired by the West-Central Montreal CIUSSS, based on your recognized relevant experience. This is experience that you take with you from one employer to another, strictly for the purpose of determining your salary.

**Years of service:** It's important not to confuse this with seniority. "Years of service" means all the years that you worked in the health and social services system, regardless of the employer or institution involved. This is used only to determine your annual vacation leave. When your annual quantum of vacation leave is calculated, you can obtain recognition for all your years of service in Québec's public health and social services system.

Your years of service in the public system are indicated in the statement of participation in the RREGOP that is mailed to you by Retraite Québec once every two years (you'll find each year of work in health and social services listed on one of its pages). Retraite Québec takes leave into consideration (maternity leave, leave without pay, disability leave). If you work part-time, that will still be counted as a year of service. But keep in mind that only years of service in the health and social services system are used to calculate your quantum; your education, or your employment in the public service other than in health and social services, are not included. You can also obtain your statement of participation in the RREGOP on the Retraite Québec website. You can use this statement to confirm your number of years of service. Send it to your employer, along with the required form, at the following email address: [ServicesConseilsRH.CCOMTL@ssss.gouv.qc.ca](mailto:ServicesConseilsRH.CCOMTL@ssss.gouv.qc.ca).

**Here is an example:** Vanessa worked for two years as a full-time social work technician at the CISSS de Laval. She started on September 1, 2022, and left the job in September 2024. In October 2024, she started working for the West-Central Montreal CIUSSS in a full-time position. At the time she was hired, she therefore had two years of service for the purpose of calculating her annual vacation leave and two years of accumulated experience to determine her echelon on the salary scale. Today, Vanessa therefore has six months' seniority at the West-Central Montreal CIUSSS, but two and a half years' total years of service.

# 8. HR development program (PDRH)



by **Sylvia Bitton**, union executive officer



The 2025-26 fiscal year has just started. From April 1, 2025, to March 31, 2026, you have access to individual training activities that can be reimbursed from the PDRH and PDPP budget, which is not affected by Santé Québec budget measures. Your training request should be sent to your manager in writing. A form for this purpose is available on the intranet.

Make sure to include all of the following information:

- Title of the training activity and name of the organization providing it
- Location, date and duration of the training
- All expenses for which you are requesting reimbursement (registration fees, educational materials, transportation, parking, meals and accommodation)

\*If the training you are requesting under the PDRH (this does not apply to the PDPP) takes place outside of your normal work hours, you can ask that these training hours be added to your time bank.

Your manager should respond in writing. If you don't receive an answer within two weeks, send them a polite reminder and cc the union (sbitton.06-2@aptsq.com)

You can register for the training activity once your request is approved by your manager.

Here is a table summarizing key aspects of the PDRH and PDPP:

|  | PDRH<br>Human resources development<br>program<br>Article 31.01 (national provisions)  | PDPP<br>Professional practice<br>development program<br>Article 31.03 (national<br>provisions)   |
|--|--|--|
| When   | April 1 to March 31  | April 1 to March 31  |
| Available funds  | \$1000 *   | \$1000 *   |
| What costs are<br>covered  | - Registration fees<br>- Educational materials<br>- Transportation and parking<br>- Food and accommodation   | - Registration fees<br>- Educational materials   |
| Your salary  | Funds are used to pay your salary<br>and employee benefits while you<br>take the training.<br>If the training takes place outside<br>of your regular work hours, you<br>can ask that training hours be<br>included in your time bank on<br>Espresso. | The training activity must<br>take place on your own<br>time.  |
| What types of<br>activity are<br>covered   | Training sessions, courses,<br>symposiums, conferences, etc.   | Courses given by an<br>institution that is<br>recognized by the MEQ;<br>coaching and<br>development related to<br>your field or career path. |
| *Following a grievance settlement agreement, <b>an additional \$1,000 is available every year</b> until 2026-27 to increase either the PDRH or the PDPP. (For any year until then, you can submit both a PDRH request and a PDPP request for a total of \$3000.) |  |  |



# To contact the APTS West-Central Montreal

| Phone number | Email  | Website  |
|--------------|--|--|
| 514-609-3039 | <a href="mailto:ccomtl@aptsq.com">ccomtl@aptsq.com</a> | <a href="http://www.aptsq.com/ccomtl">www.aptsq.com/ccomtl</a> |

| Local team   | Email:   |
|--|--|
| Léonie Blanchette, president   | <a href="mailto:lblanchette.06-2@aptsq.com">lblanchette.06-2@aptsq.com</a> |
| Marie-Anne Bleau, vice-president   | <a href="mailto:mableau.06-2@aptsq.com">mableau.06-2@aptsq.com</a>         |
| Véronique Tessier, treasurer   | <a href="mailto:vtessier.06-2@aptsq.com">vtessier.06-2@aptsq.com</a>       |
| Viviane Grégoire, secretary  | <a href="mailto:ccomtl@aptsq.com">ccomtl@aptsq.com</a>                     |
| Josée Benoit, union executive officer,<br>hospital mission               | <a href="mailto:jbenoit.06-2@aptsq.com">jbenoit.06-2@aptsq.com</a>         |
| Sylvia Bitton, union executive officer,<br>rehabilitation mission        | <a href="mailto:sbitton.06-2@aptsq.com">sbitton.06-2@aptsq.com</a>         |
| Jean-Marc Perin, acting union executive<br>officer, primary care mission | <a href="mailto:Jmperin.06-2@aptsq.com">Jmperin.06-2@aptsq.com</a>         |
| Union executive officer, mobilization                                    | VACANT POSITION  |
| Noémie Parent, mobilization delegate                                     | <a href="mailto:nparent.06-2@aptsq.com">nparent.06-2@aptsq.com</a>         |

|  |              |
|--|--------------|
| Labour relations counsellors:  | 450-670-2411 |
| Jasmine Zarbatany<br>Mélanie-Vanessa David<br>Mélicha Lacroix<br>Tim Banasik |              |

| APTS provincial representative |                   |
|--------------------------------|-------------------|
| Catherine Pigeon               | cpigeon@aptsq.com |