



Once upon a time in the West Island

Local APTS Newsletter – CIUSSS Montréal West Island

A word from your president by Louise Lavoie, local APTS executive president

Greetings all,

First, as the year begins, I want to wish you a happy 2021 in terms of both physical and mental health. 2020 was difficult for all of us. It was especially difficult if you lost a loved one, if you caught this foul virus, or if you were one of those who witnessed all kinds of strange situations.

Because our holiday festivities were cancelled, your local executive has decided to offer you a \$25 electronic gift card from PC (Provigo, Maxi, Pharmaprix). If you haven't received it already, you'll be getting it soon. Read your emails from APTS-CIUSSS ODIM carefully – the link will be there.

I've been advocating for you with management over a number of issues, and I can certainly say that I haven't been twiddling my thumbs. There are at least three inter-union meetings every week; meetings with Ms. McVey (the CEO), with Mr. Miron from DRHCAJ (the Human Resources, Communications and Legal Affairs Directorate), and with labour relations; and meetings every two weeks with Ms. Moxness, director of the youth program. Your local APTS team is closely monitoring whatever happens in our CIUSSS. We encourage you to keep on writing to us at codim@aptsq.com with your questions, comments, and problem situations so that we can help you. While there are ministerial orders imposing constraints on some aspects of our collective agreement, keep in mind that all other clauses of the agreement are still in effect and the Employer must comply with them.

Although we are not physically present in local offices, your local executive and our union counsellors have never stopped working as a team. Several hearings on grievances are happening now or will soon take place. This is good news and we will be sharing outcomes with you as they are known. Most of our grievances have been won and others are in the process of being won. These are good reasons to keep on fighting, and the APTS is always there to defend its members.

We are deeply concerned about waiting lists and the fact that services have been withdrawn from the population. The shortage of technicians and professionals is increasingly being felt. We regularly communicate our disappointment to the Employer, especially when there is an announcement that a job posting period will be postponed.

Contract talks are advancing at a snail's pace. The government wants to reach its own kind of settlement. We're not going to let this happen! We deserve good working conditions and a decent salary. Are we going to strike? That's a difficult question. Stay tuned – we'll be asking you for a strike vote if there is a need for it.

Our next General Assembly will be held on March 10, 2021, by Zoom. There will be elections for the following positions: president, secretary, and union executive officer. Full details will follow soon.

In closing, I urge you to sign the petition (details below) saying that APTS members should receive COVID premiums on the same basis as our colleagues who are nurses or beneficiary attendants.

I'm looking forward to a time – very soon, I hope – when we can all be together again. In the meantime, take good care of yourselves and your loved ones.

***DONATIONS** by Alexandra Boisrond, local APTS union executive officer and info-mobilization officer (AMI) for the CIUSSS Montréal West Island*

Since there was no opportunity for us to organize a holiday party in December and collect non-perishable goods, your local executive decided to uphold tradition by making donations to community organizations affiliated with the CIUSSS West Island. A number of you provided suggestions. We identified a total of seven organizations and gave each of them \$250. Not pictured below: C.A.R.E. Jeunesse, West Island Mission and Forward House.



Maison Caracol



WIAIH



Nourishment for Hope



On Rock

Provincial contract talks: where are we? by Alexandra Boisrond, local APTS union executive officer and info-mobilization officer (AMI) for the CIUSSS Montréal West Island



It's been 10 months since our collective agreement expired. Before the holidays, the APTS negotiating team was facing a wall. There was no willingness to consider our demands – in fact, the government was completely closed to them. At the national level, the APTS is now working on the organization of a general strike that would ultimately be called if no progress were made in contract talks with the Treasury

Board. We have currently reached the stage that comes before a general strike, i.e., mediation. A mediator has been appointed, and we are at the beginning of a 60-day discussion period. If there is still no agreement at the end of that time, APTS members may then vote for a general strike mandate throughout Québec. You would be asked to vote on this mandate.

At the local level, on December 7, your APTS union held two Zoom information sessions on the state of contract talks. Scheduled at lunch-time and in the early evening, the sessions were designed to reach all interested CIUSSS members. They were attended by about forty participants.

We also organized the **Red Thursday** and **Black Friday** campaigns. Show your dissatisfaction by dressing in black, and send us a picture at codim@aptsq.com! We'll be happy to post it on our Facebook page. Let's make the government see us and hear us.



To follow the provincial contract talks, go to <https://negoapts.com>.

Petition by Alexandra Boisrond, local APTS union executive officer and info-mobilization officer (AMI) for the CIUSSS Montréal West Island

APTS Class 4 employees were on the front lines in response to the government's call during the first wave of the pandemic, working relentlessly for months to help our colleagues in CHSLDs. Unfortunately, the government did not see fit to include, among employees eligible for inconvenience premiums, a large number of our technicians working in laboratories and medical imaging (including nuclear medicine, radiology, and medical electrophysiology) – even though these employees face the same risks as their colleagues who are getting the premiums! We are now in the middle of the second wave. The APTS is aware of your concerns and is determined to correct the situation, which is why we urge all of you to sign [this petition](#), which will be submitted to the National Assembly.

The Joint Occupational Health and Safety Committee during the pandemic by Arlene Chambers, local APTS union executive officer and health and safety representative

As the year begins, I want to start by saying that I wish you all health and safety. The Joint Occupational Health and Safety Committee has resumed its visits, suspended in September 2020 because of the second COVID-19 wave. A full schedule has been established up to March 2021 with visits to each institution. Once again, the goal is to ensure follow-up for recommendations from previous visits and to visit new departments that the committee has not yet seen.

If you are worried or would like the committee to visit a specific department, don't hesitate to contact the union at codim@aptsq.com, sending your message to the attention of Arlene Chambers.

Reminders

- If you have suffered any kind of injury, great or small (from a scratch to a broken limb, or anything in between), get into the habit of filling out an incident/accident form. You'll find the form on the intranet under **Ma vie au travail**. Click on **Travail place bien-être**, then on **Santé et Sécurité**; finally, click on **Formulaire - Incident / accident - employé**. You'll also see another form that should be filled out when there is a persistent, ongoing situation with the potential to become an incident or an accident. When that is the case, you should fill out the form called Procédure pour signaler une situation de risque non résolue. Once you've filled it out, give it to your manager within a reasonable period of time so that she or he can fill out the manager's section. Both forms can be filled out completely (with manager's comments) or partly (without such comments). **Please send the union a copy of your form so that we can follow up as necessary.**

- Also, if you need support – whether mental, physical, social or financial, to name just a few categories – the CIUSSS provides EAP services, which are offered by **Morneau Shepell**. You can reach them at **1-844-880-9142**. Within the CIUSSS, there is also the Network of Peer Helpers/Réseau des pairs aidants – check the list of people you can talk to at your institution. Don't hesitate to ask for help. There's no reason to be ashamed! And remember that both these services are **CONFIDENTIAL**.

Protect yourself and your colleagues by wearing your mask at all times, and your protective visor as indicated. Together, we can beat this pandemic!

And finally, stay tuned for the moment when it's your turn to be vaccinated – at your discretion, of course!

Vaccination Information by Marc-Antoine Séguin, APTS union counsellor

A memo on vaccination sent to MUHC managers has been brought to our attention, giving rise to concern on our part that the employer will not be applying the right parameters in providing the remuneration, and reimbursement of any applicable travel costs, to which you are entitled when you are vaccinated or tested. The union will be filing a grievance to contest this memo.

According to clause 34.01 of the national provisions of our collective agreement, tests and immunizations required by the employer must take place during your hours of work. **We recommend that you insist that appointments be scheduled at a time that will enable you to go through the complete process during your regular work shift.** However, logistic constraints related to the characteristics of available vaccines may prevent a few employees from being vaccinated during regular work hours (during a shift that is part of their work schedule). There is then a risk that appointments may be made outside regular schedules. Here is an overview of the compensation to which you are entitled, depending on the situation.



Situation	Your rights
During your work shift	You are paid as usual, as if you were at work.
Immediately before or after your work shift	Compensation for the real time you put in, at the overtime rate (if your shift is a complete shift).
During a day off such as a vacation day or a statutory holiday	Full-time employees: Call-back to work applies. Compensation is one hour for travel at the straight-time rate, plus a minimum of two hours (or actual time if more than two hours) at the overtime rate. Part-time employees: A minimum of three hours must be paid at the straight-time rate. If hours of work beyond the regular work week are required, call-back to work applies as for full-time employees.

During a weekly day off	Full-time employees: Call-back to work applies. Compensation is one hour for travel at the straight-time rate, plus a minimum of two hours (or actual time if more than two hours) at the overtime rate. Part-time employees: A minimum of three hours must be paid at the straight-time rate. If hours of work beyond the regular work week are required, call-back to work applies as for full-time employees.
In any case	Travel costs must be reimbursed by the employer according to the criteria set out in clause 24.01 of the local provisions. Contact us if this applies to your situation and you are in doubt.

If you see that your employer is not complying with his obligations, write to us so that we can take the remedial action most relevant to your situation.

Right of refusal

With regard to vaccination, there is a glaring contradiction between two rights: the right to personal inviolability guaranteed by the Québec Charter of Human Rights and Freedoms (Section 1), and the right of governments and health institutions to take steps to protect the public.

Section 123 of the Public Health Act enables the government to order compulsory vaccination of the entire population (or part of the population) during a public health emergency. Throughout our history, this provision has never been used. It is therefore difficult to assess its full scope or to know if legal challenges would be likely to succeed. If this section were to be invoked, the current situation could change. At the moment, there is no sign that the government or health institutions want to move in that direction, but the possibility cannot be excluded.

For employees of the health and social services system, collective agreements establish employers’ rights in this matter. Clause 34.01 of the national provisions indicates that the employer may require treatments, tests and immunizations. However, section 1 of the Charter allows for refusal on the basis of the right to physical inviolability, but there might be consequences for an employee who invoked the Charter to justify refusal. In this situation, you need to know that the employer could apply administrative measures such as putting you on leave without pay. In 2008, an arbitrator refused to compensate an employee who had refused to be vaccinated against the flu and to take antiviral drugs, and who had then been put on temporary leave by the employer. On the other hand, the employer would not be allowed to take any measure affecting your employee file that might lead to severance of your employment relationship.

At the time of writing, there is no ministerial directive making vaccination compulsory. We will communicate with you if the situation seems to be evolving towards compulsory vaccination.

Batshaw news by Paul Malizia, local APTS union executive officer

Four new people have been hired with the title “rehabilitation assistant.” This situation arises from a specific ministerial directive, related to the pandemic, that allows the hiring of temporary workers. The new employees, who started on Sunday, December 20, were hired chiefly to make up for the shortage of educators. They will contribute to individual supervision (shadowing), hospital accompaniment, and general supervision in the units. Under no circumstances should the rehabilitation assistants find themselves alone without the presence of an educator.

This latest initiative, along with the decision to create bubbles for educators in residential units, were implemented on January 11 in order to minimize COVID-19 infections. Rest assured that these temporary new initiatives are and will continue to be carefully scrutinized and will be discussed every two weeks at our meetings with managers and HR.

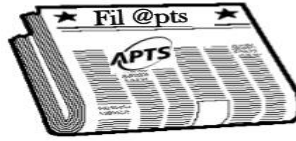
Don’t forget – by Alexandra Boisrond, local APTS union executive officer and info-mobilization officer (AMI) for the CIUSSS Montréal West Island

– that Black History Month is just beginning. For several years now, February has been a month dedicated to recognizing this community’s lived experience and its contributions throughout the world. As members of the APTS family, let’s take this time to acknowledge the reality and experience of those around us in the Québec public sector.



Many of us will maintain our contribution, helping the system work and expand – and some of us will even pay with our lives. As the curfew continues, I invite you to discover and join in the many cultural activities organized to highlight the contribution of Black people. I’m looking forward to seeing you in our community – virtually or in any other way!

If you haven't seen it yet or would like to see it again, click here to watch the APTS video on systemic racism as seen by APTS members: [Le racisme systémique existe. Des membres de l'APTS en témoignent.](#)



Sign up on the [APTS website](#) to get the latest province-wide union news through the APTS newsletter, *Fil@pts*... and join us on Facebook!



www.facebook.com/APTSciussouestdelile

Do you have questions for us?

Make sure your contact info is accurate and send us a brief summary of your question so that we can answer promptly and accurately.

CONTACT INFO

Email: codim@aptsq.com

Phone number: **514-378-8124**

Local executive

President: Louise Lavoie

Vice-president: Ann-Marie Léporé

Secretary: Stéphanie Cousineau

Treasurer: Christian Faucher

Union executive officer: Arlene Chambers

Union executive officer: Paul Malizia

Union executive officer: Alexandra Boisrond

APTS head office: www.aptsq.com 1-866-521-2411

Provincial representative

Josée Asselin (absent for an undefined period)

Union counsellors

Claudie Legros: clegros@aptsq.com (West Island, St. Mary's Hospital)

Marc-Antoine Séguin: maseguin@aptsq.com (Dorval-Lachine-Lasalle, Douglas Mental Health University Institute)

Kimberley Jérôme: kjerome@aptsq.com (St. Anne's Hospital, Grace Dart and Batshaw educators)

Charles-Alain Galarneau-Vincent: cagvincent@aptsq.com (West Montréal Readaptation Centre and Batshaw professionals)



LET'S LISTEN TO WOMEN



COLLECTIF 8 MARS | International Day of Women's Rights