

THE INFORMER

Your local newsletter – APTS West-Central Montreal
Spring 2021 – 12th edition

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A word from the president

Spring is making a glorious entrance, and we're all enjoying it! Let's hope this will help us stay motivated and keep going in a context that can certainly be described as difficult. Your local team is with you on the front lines, and unfortunately, what we're seeing is that people are more tired than ever before. Still, that's not the only thing we're seeing on the ground. Solidarity is there, and mutual help between you and the people you work with is so important!

You've probably noticed that we've been ramping up our pressure tactics as negotiations continue, and there's also been an increase in local communications focusing on negos, strike action, and our Special General Assembly coming up on May 4th. We're very grateful for your participation in our activities, union tours and virtual information sessions. All of these are being used to give you as much information as possible, to call you to action, and to deepen solidarity between APTS members at West-Central Montreal.

Join the movement: I'm voting YES for a strike mandate!

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



Meetings with the employer

On March 8th we attended a meeting with Dr. Rosenberg (CEO), Ms. Beverly Kravitz (Human Resources Director), and Ms. Sherri Steckler (Labour Relations Manager). We brought up vaccination issues, including the fact that some sectors/sites/job titles had not yet been given their first dose and that the 2nd dose was being delayed for people who had participated in the pilot project last December. Since this meeting, a number of you have told us that you've been called and given an appointment to be vaccinated.

OHS

In terms of occupational health and safety, we're continuing our efforts to get the employer to develop a mental health prevention plan. We're expecting the employer to follow up with us in the near future regarding OHS action plans, including the provincial action plan, the CNESST plan and the mental health plan. We'll give you more information after this meeting.

It's a pleasure to welcome people to our new OHS subcommittee: Mika Takada Leduc, Robert Fradette, Astou Niane, Jessie Biondino and Kathryn Stewart. We'll be having our first meeting on May 13.

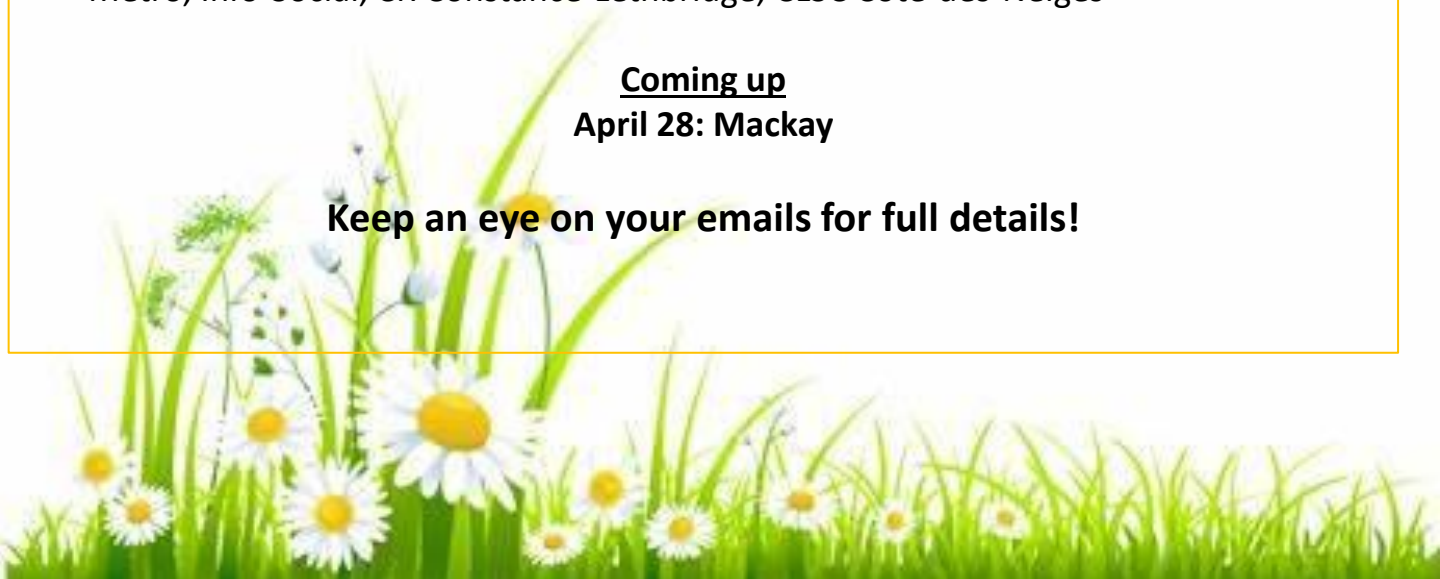
Union tours

- Our tour on the theme "Freezing or not, here we come" took place from January 6th to February 15th and included a total of more than 22 visits.
- Our "Moving towards a strike" tour started on February 24th, and things are moving along! We've visited over 12 sites as of April 27th, including CLSC René-Cassin, Maimonides, CLSC Parc-Extension, CLSC Benny-Farm, the Catherine Booth Hospital, the West Island satellite centre (PSOI), RI Lasalle, the Jewish General Hospital, CLSC Métro, Info-Social, CR Constance-Lethbridge, CLSC Côte-des-Neiges

Coming up

April 28: Mackay

Keep an eye on your emails for full details!



Moving towards a strike

We've been without a contract for more than 16 months, and talks are completely stalled – nothing is happening at the bargaining table. The government is responsible for this state of affairs. It's refusing to negotiate in good faith and respond favourably to legitimate APTS demands that are intended to improve the health and social services system for the benefit of all Quebecers.

The government needs to start taking us seriously. This is why at a General Council meeting on March 10, the APTS voted unanimously in favour of a strike mandate for at most 10 days of strike action. This proposal is now being submitted to 60,000 APTS members at special general assemblies held throughout Québec. Our virtual special general assembly will take place on May 4, 2021, at 5:30 p.m.

To register for the special general assembly:

https://gems.aptsq.com/assemblee_inscription/asse/107

Why should we vote for strike action?

- The decision to strike is never taken lightly. This is a pressure tactic that is used when every other method has failed to produce the desired effect.
- The history of the labour movement shows that strikes have brought major advances for workers. A few examples:
 - a minimum wage for public sector workers
 - a defined benefits pension plan
 - parental rights and paid maternity leave
- Strike action is the ultimate pressure tactic. It embodies the solidarity that exists between people who are holding the health and social services system together with every last ounce of their strength.
- Who is taken hostage when there is a strike? Not the population, but the system as an institutional machine. When a union goes on strike, it has a legal obligation to ensure that Quebecers continue to receive essential services from the health and social services system.
- When there is a strike mandate, the power dynamic at the bargaining table changes significantly. The government can't do without us for a long period of time. Everyone is watching, and it is forced to negotiate seriously and try to find common ground for an agreement.

Info-Nego sessions: “Moving towards a strike”

One last Virtual information sessions will be offered on “Info-Nego– Moving towards a strike”. All you have to do is join in! The following short video (*in French*) will tell you what topics are

covered: <https://www.youtube.com/watch?v=yKKD0Fv7Wjs>.

Participation prize draws at every session!

IN FRENCH

When	Zoom link and access code
Thursday, April 29, 12 to 1 p.m.	https://us02web.zoom.us/j/82819384755?pwd=a3VFfaURGekQzc29VbGt1V1R6VHdxUT09 Meeting ID: 828 1938 4755 Passcode: 099354



May 1st, 2021: International Workers' Day

To mark International Workers' Day, your local APTS West-Central Montreal team is inviting you to a Zoom talk entitled **La force cachée de l'attitude** by entrepreneur, author, consultant and speaker Stephan Maighan on Wednesday, May 5, at 5:30 p.m (in French).

This funny and dynamic talk will show why it is important for individuals to have a positive attitude and take responsibility in their personal life and as part of their organization. Register soon – places are limited!

To register: https://gems.aptsq.com/assemblee_inscription/empl/7

Who is Stephan Maighan?

Executive coach & Speaker, Entrepreneur, Best-Selling Author, Stephan Maighan is the founder of Mentora Inc., an executive coaching and training company that empowers employees, managers and entrepreneurs to become inspiring leaders and transform their life.

His human approach and his zero-excuse attitude have attracted international attention and have earned him invitations to meet with an array of leaders and to speak to large organizations including: Stanley, Airbus, Costco, Bombardier, Nespresso, Price-Waterhouse-Cooper and IBM.

<https://www.maighan.com/>



VACCINATION

If you're a frontline worker with direct contact with service users, you are eligible for vaccination and will soon be called for your appointment. If you were part of phase 1 and have not yet been vaccinated, we encourage you to discuss this with your superior to get an appointment. Vaccination is an important tool to protect you and your loved ones.



The need for mass vaccination is more urgent than ever now that we are in the third wave of the pandemic, caused by variants of the original virus.

When you go to your vaccination appointment, bring your vaccination booklet with you.

According to ministry directives set out in *Info COVID-19 - Conditions de travail* on December 11, 2020 (with modifications dated December 18, 2020), an employee who is vaccinated on a weekly day off, or at a time determined by the employer on a day off, is compensated for travelling (both time and kilometres are compensated) and for the time spent getting the vaccine.



Occupational Health and Safety: N95 Masks

N95 MASK

All health care employees working in warm and hot zones are required by the CNESST (*Commission des normes, de l'équité, de la santé et de la sécurité du travail*) to wear a respiratory protective device offering a level of protection equal or superior to that of an N95 respiratory mask.

Measures for cold zones

Individual protective devices adapted to risk levels are provided for all workers when performing tasks that require them to come closer than 2 metres to another person, in cases where there is no other physical barrier. This means:

- an ASTM level 1 medical procedure mask
- eye protection (safety goggles or a face shield covering your face down to your chin)

Additional measures for hot and warm zones

Use of the N95 mask is mandatory for all workers in warm and hot zones.

EXCEPTION: If the employer can demonstrate inability to provide N95 masks in warm zones because of procurement difficulties, the employer is then required to provide level 2 medical masks as a temporary measure.

A fit test must be carried out before the N95 mask is used.

EXCEPTION: N95 masks may be used temporarily without fit tests while waiting for the tests.

Cold zone / warm zone / hot zone

Patients and service users in the cold zone

- are asymptomatic for COVID-19
- have had no documented exposure to a known outbreak of COVID-19 in the past 14 days
- have not spent time outside Canada in the past 14 days
- have been admitted to a unit where no case of COVID-19 has been diagnosed in the past 14 days, or have recovered from COVID-19 within the past 3 months

Patients and service users in the warm zone

- show clinical signs and symptoms compatible with COVID-19, and/or
- are waiting for the result of a SRAS-CoV-2 lab test carried out because of a COVID-19 compatible symptom or because the test was requested by public health authorities

Patients and service users in the hot zone

- are infected with SRAS-CoV-2 (with laboratory or epidemiological confirmation)



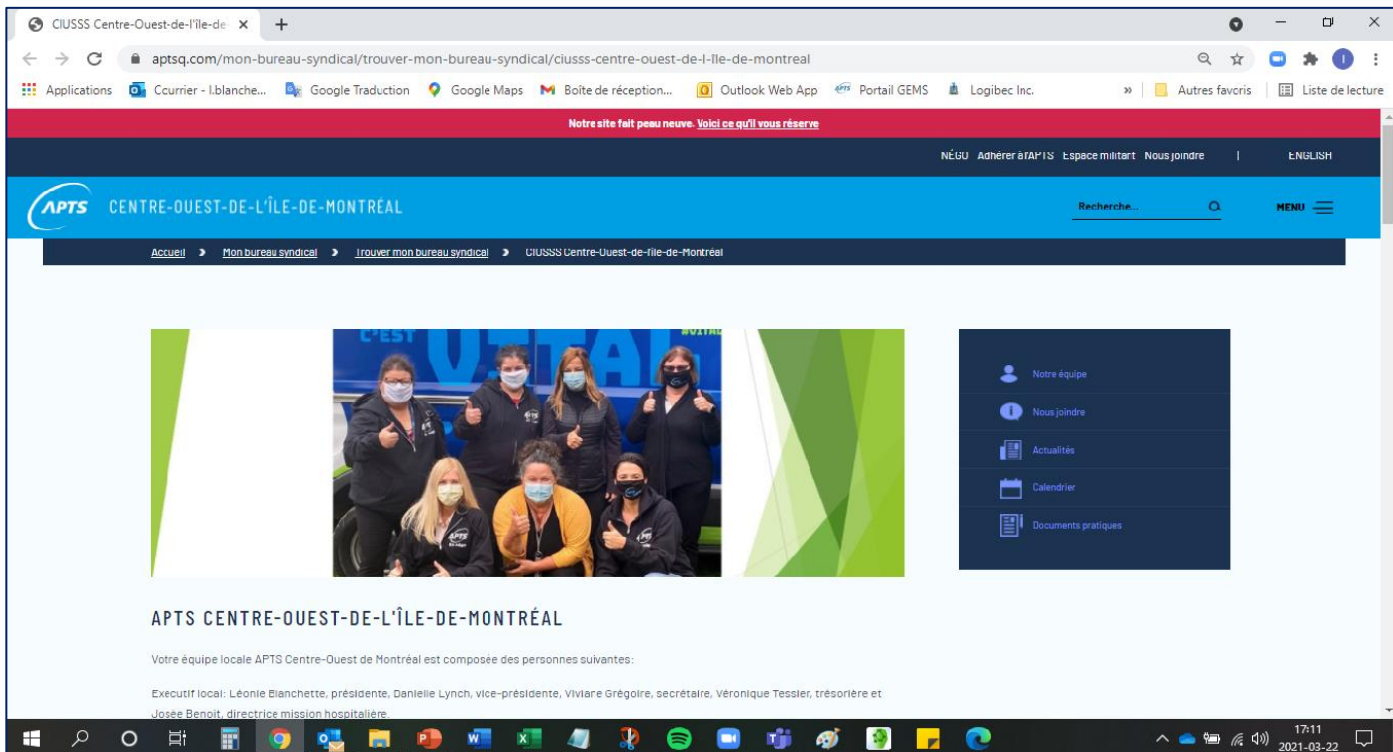
The APTS website has a completely new look!

The APTS website has been entirely redesigned to better answer your needs.

A NEW FEATURE: “My union office” section

Your local team now has an active local site where we can share local news, the schedule for local events, and a number of relevant documents including our local provisions, PowerPoint documents related to lunchtime talks, and the latest edition of your local newsletter. It's all there in one place – no need to search through your emails anymore!

Enjoy your tour of the new site! www.aptsq.com/ccomtl



Promoting our professions

A number of professions are being highlighted in April and May.

April is National Oral Health Month. A big thank you to our dental hygienists and dental technicians!

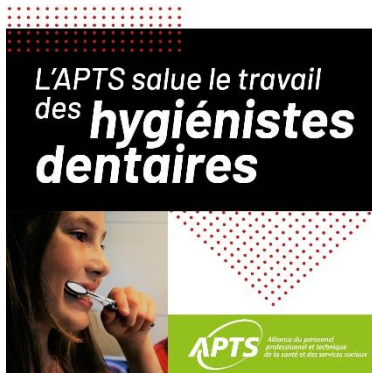
April 4 to 10: Québec Week of Special Care Counsellors (specialized educators).

April 11 to 17: National Medical Laboratory Week (over 15 professions!)

April 15, 2021: World Art Day. Big thanks to our art therapists!

May: National Physiotherapy Month and Speech & Hearing Month.

A big thank you to our West-Central physiotherapists, physiotherapy technologists, audiologists and speech-language pathologists!



Annual donation

Every year, the APTS West-Central Montreal celebrates International Women's Day by making a donation to a charitable organization (\$1 per member).

This year, you voted massively to support Chez Doris's Inuit assistance and Aboriginal housing program. Chez Doris is a charitable organization whose day shelter for women in difficulty is open seven days a week. The women are provided with meals, respite, clothes, social and leisure activities, and practical assistance in a safe and welcoming environment. For more information: <https://www.chezdoris.org/en/>.

This organization was suggested by APTS member Caroline Hudon at our annual general assembly in November 2020.

Your local team is donating \$1,970!



Job postings on eEspresso

Don't miss an opportunity – remember to regularly check job postings on the employer's eEspresso site. The employer tells us each employee is individually responsible for checking the website. That way, you'll be able to apply for the positions you're interested in.

<https://eespresso.igh.ca/eEspresso>

eEspresso Affichage de poste
Liste de tous les affichages disponibles

Menu principal

Logibec

Nouvelles

Préférences

CIUSSS Centre-Ouest Ile de Montreal

Affichage de poste

Regroupement syndical

Catégorie 1 - Fiq

Catégorie 2 - Csn

Catégorie 3 - Sns

Catégorie 4 - Apts

APTS CAT4 MIRIAM LVL

CAT.4 (APTS)-CIUSSS

SYND. NON SYND.-DLM

SYND. NON SYND.-SINAI

Pharmaciens - Apes

Affichages disponibles

Affichages terminés

Mes candidatures

Dossier employé

Postuler

Liste de tous les affichages disponibles (CAT.4 (APTS)-CIUSSS)

No. aff.	Service	Unité adm.	Titre d'emploi	Quart	Statut	Heures	Programme	Site	Exig.	Nb. cand.
<input type="checkbox"/> 2021-0617	Readap Act Clin	Ad Read. Enfance Di	Tech Educ Spec-35h	Jour/Day	TCP	70.00	E Adap/Rea Enfdi-Ted	Miria	X	0
<input type="checkbox"/> 2021-0614	Sm Soins Proximité	2 Sante Ment Pqptm	Agent Plan Prog Rech	Jour/Day	TCP	70.00	E Dsmd Gest Projets	Multi	X	7
<input type="checkbox"/> 2021-0612	Imagerie Medicale	Tomodensitometrie	Tech Spec Radiologie	Jour/Day	TCP	70.00	S Tomodensitometrie	Hgj	X	8
<input type="checkbox"/> 2021-0611	Imagerie Medicale	Tomodensitometrie	Tech Spec Radiologie	Jour/Day	TCP	70.00	S Tomodensitometrie	Hgj	X	8
<input type="checkbox"/> 2021-0610	Sapa Sad Ri-Rtf	Palv Serv Psychosoc	Trav. Soc. Prof	Jour/Day	TCP	70.00	I Sad Rc (Ndg)	Multi	X	0
<input type="checkbox"/> 2021-0609	Def Physad Muscsque	Douleur Chronique	Psychologue	Jour/Day	TPP	56.00	E Douleur Chronique	CrcI	X	0
<input type="checkbox"/> 2021-0607	Maint Capac Fonc Sld	Ergotherapie	Ergotherapeute	Jour/Day	TPP	56.00	E Read Sld	Mtsin	X	1
<input type="checkbox"/> 2021-0603	Sm Soins Proximité	Sim Suivi Intensif D	Educateur- 35h	Jour/Day	TPP	56.00	E Sim	Multi	X	3
<input type="checkbox"/> 2021-0596	Sm Soins Proximité	Sante Mentale Ad Met	Trav. Soc. Prof	Jour/Day	TCP	70.00	E Sma Metro	Metro	X	3
<input type="checkbox"/> 2021-0595	Sm Soins Proximité	2-Sante Mentale Adul	Trav. Soc. Prof	Jour/Day	TCP	70.00	E Sma Bf	Multi	X	3
<input type="checkbox"/> 2021-0594	Recreol Therapie Art	Heb Hb: Animation Lo	Educateur- 35h	Jour/Day	TPP	28.00	Ca Recre Ther Arts	Eh-Br	X	7
<input type="checkbox"/> 2021-0591	Readap Act Clin	Ad Read. Enfance Di	Spec Activites Clin	Jour/Day	TCP	70.00	E Ado Jeunes Adult	Miria	X	4
<input type="checkbox"/> 2021-0561	1erelig Efamjeunesse	3 - Suivi Psychosoci	Psychoeducateur	Jour/Day	TPP	63.00	S Cafe	Multi	X	0
<input type="checkbox"/> 2021-0530	Electrophysiologie	1-Electrophysiologie	Tech Elect Physiol	Jour/Day	TCP	70.00	E Elecphysio/Cardio	Hgj	X	0
<input type="checkbox"/> 2021-0515	Ergotherapie Hgj	Ergotherapie Sante P	Ergotherapeute	Jour/Day	TCP	70.00	E Eq Releve Ergo Hgj	Hgj	X	6
<input type="checkbox"/> 2021-0514	Dsp Radio-Oncologie	Radio Oncologie	Coord Tech Radiologi	Jour/Day	TCP	70.00	S Curie/Ext Ebrt/Sup	Hgj	X	7
<input type="checkbox"/> 2021-0512	Imagerie Medicale	Tomodensitometrie	Tech Spec Radiologie	Soir/Evening	TPP	56.00	S Tomodensitometrie	Hgj	X	3
<input type="checkbox"/> 2021-0506	Genie Biomedical	Genie Biomedical	Ingen Biomedic	Jour/Day	TCP	70.00	E Genie Biomed	Hgj	X	0

To keep in touch with events throughout Québec:



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



notre couleur, nos nouvelles

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

To contact the APTS West-Central Montreal

Phone	Email	Facebook	Instagram	Website
514-609-3039	ccomtl@aptsq.com	@APTSCentreOuest Mtl	@apts_centreouest mtl	www.aptsq.com/ccomtl

Local team	Email
Léonie Blanchette, president	lblanchette.06-2@aptsq.com
Danielle Lynch, vice-president	dlynch.06-2@aptsq.com
Véronique Tessier, treasurer	vtessier.06-2@aptsq.com
Viviane Grégoire, secretary	ccomtl@aptsq.com
Josée Benoit, union executive officer, hospital mission	jbenoit.06-2@aptsq.com

Labour relations counsellors

Molly Alexander
Tim Banasik
Jonathan Harmon

450-670-2411

Provincial representative

Teresa Muccari	tmuccari@aptsq.com
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