



Once upon a time in the West Island

Local APTS Newsletter – CIUSSS Montréal West Island

A word from your president by Ann-Marie Léporé, replacing the president of your local APTS executive

Dear members,

Since the Summer 2021 issue of this newsletter, your local executive has certainly not been idle! In addition to our regular activities (inter-union meetings with the CEO and HR on topics such as mandatory vaccination/screening, grievances/arbitration, local executive meetings, participation in multiple local and provincial committees, and so on), we organized the Homecoming tour (a big success again this year!), participated in the coroner's inquiry into the Herron CHSLD, and attended the APTS Provincial Convention from November 15 to 18. We can hardly believe that the holiday season is almost here!

This issue of our newsletter has articles about provincial contract talks, mobilization, labour relations, the PDRH (human resources development program), OHS, youth centres/DYP, rehabilitation centres for clients with intellectual disabilities (CRDIs), promoting our professions, and upcoming activities. You'll also find a report on the APTS Convention in Laval, in words and pictures, and you can answer a survey on organizational change. Have you heard about the 12 days of action to end violence against women? We've written about that, too.

And finally, we were saddened to learn of the passing of one of our members on October 5: Tracey Robin Liben. She was a social worker in adult mental health at the Pierrefonds CLSC. There's a tribute to her in the *In Memoriam* section.

Provincial contract talks: what's happening? by Louise Lavoie, provincial representative for the CIUSSS Montréal West Island, replacing Josée Asselin

Dear crucially important workers,

You must be wondering where we are in our bargaining talks about your working conditions. Do you remember how we rejected the government offer at a special general assembly on September 23? The very next day, all the other special general assemblies were suspended. The APTS resumed talks with the Treasury Board, and was finally able to present an agreement in principle to your delegates at a General Council on November 26, 2021.

The APTS has gone as far as it could in the collective bargaining process to improve your working conditions. Your solidarity and mobilization helped your bargaining team make concrete gains.

We think you'll be glad to know that when the agreement was submitted to the delegates at the General Council, they approved it as an agreement in principle. The most recent Info-Négo newsletter from the provincial APTS provided you with more details.

The APTS is committed to achieving working conditions that reflect your expertise – that's what's needed to deal with the labour shortage and work overload. The proposed agreement certainly includes gains, but we're still facing enormous challenges.

The agreement in principle signals the end of current contract talks, and the APTS is now turning its attention to the next round. We're going to start by laying the groundwork so that you can be consulted.

The exact terms of the proposed agreement in principle will be submitted to you in the very near future and you'll be able to vote on them at a special general assembly. Keep an eye on your emails over the next few days!

[Agreement in principle approved by over 81% of APTS delegates, with adoption to be recommended in general assemblies](#)



On November 2, All Souls' Day, the Montréal West Island and Centre-Sud local executives organized a disruptive action downtown on the corner of Dorchester and Atwater, in order to denounce the endless waiting lists of our youth services. This concerted action, carried out with the support of other APTS local executives in the greater Montreal area, was intended to show that the health and social services system is dying. One part of our action took place near the Batshaw youth centre, where the goal was essentially to make the public aware of our issues. The second element was a procession of vehicles travelling from Batshaw to the Mont Saint-Antoine youth centre, bringing the waiting lists of our youth services to the office of CAQ MNA Chantal Rouleau. Our youth workers are exhausted as a result of overtime and ever-expanding waiting lists. The government needs to start taking care of the people it refers to as "guardian angels," and Quebecers need to recognize that without these youth workers, many children would be at risk.



Human Resource Development Program (PDRH): don't forget to put in your requests for training

Since the beginning of the pandemic, training has gone online. Depending on how the situation evolves, we'll see if in-person sessions become the norm again; meanwhile, keep an eye on lists of online training sessions provided by our CIUSSS and others. Don't forget that if you want to attend a training session, you'll need to fill out a form, sign it, and have it approved by your manager. Also, don't hesitate to contact us to talk about the kinds of training you'd like to receive to improve your work. And if you followed an online training course for your professional order during the pandemic, tell us how long it lasted and give us the name of your order so that we can follow up.

UQTR survey on organizational change

Have you heard about the survey on organizational change and psychological distress?

During the past year and beyond the pandemic, one fact has been undeniable: we've come to realize that our health and social services system is visibly exhausted – it's dying. Employees are going on sick leave and replacements are hard to find, to the point where the government has had to hire people who don't have the necessary qualifications. Employees already in the system now have to take charge of new people in order to help and orient them, adding to the work overload that was already widespread. This realization is what led **Sonia Laforce**, a graduate researcher enrolled in the MA program at the **Université du Québec à Trois-Rivières (UQTR)** human resources management department, to create a survey for our union's 60,000 members (*in French only*). The survey is an attempt to understand how organizational changes, such as the pandemic or the institutional mergers that created the CIUSSS and CISSS, have had an impact on you. I urge you to respond no later than **December 12** (use the link or QR code below).



OHS by Arlene Chambers, local APTS union director and occupational health and safety officer

Regardless of the seriousness of an event, we want to remind you that it's important to fill out an incident/accident report. Whether your injury is big or small – whether it's a scratch, a broken limb, or anything in between including (believe it or not) everything related to psychological aggression – get in the habit of filling out your [Employee Incident/Accident Report form](#).

A second form relates to situations that persist and that can potentially lead to an incident or accident. In that case, you need to fill out this form: "[Procedure for Reporting an Unresolved Risk Situation](#)." Once you've filled out the form, send it to your manager within a reasonable period of time so that they can fill out their section. One way or another, whether the form is completely filled out (with your manager's comments) or partly filled out (without the manager's comments), please send a copy to your union so that we can follow up as needed.

Please note: If you're filling out an incident/accident report related to psychological aggression (including any kind of micro-aggression) on the part of your manager, send your document directly to the employer's health and safety office and to your union. Given the sensitive nature of the issue, do not send it to your manager. It is vital that you keep us informed so that we can provide you with appropriate support and make sure that your problem is dealt with by the health and safety department. There's no reason to be ashamed of reporting what you're experiencing. You have the right to work and perform your tasks in a safe and healthy environment.

Remember that if you need support, the CIUSSS has an **Employee Assistance Program (EAP) with Morneau Shepell** that you can contact at 1-844-880-9142. Services include mental, physical, social, and financial support. Internally, there is also a peer support program. Take a look at the list of people who are available to be consulted in your institution. Don't hesitate to ask for help – there's no reason to be ashamed.

Both of these services are CONFIDENTIAL.

The CIUSSS is currently looking for peer helpers and spotters. This is a program inspired by our CIUSSS, and the MSSS has added its own element. Here is the link to access the form: [Volunteer Application for the Spotters Program](#).

Your occupational health and safety team is planning to be more visible in 2022 in order to meet you, understand your needs, and develop actions to improve your safety in the workplace. I know I'm repeating myself, but we strongly encourage you to fill out your incident/accident reports and to write to us at codim@aptsq.com!

Meanwhile, we'll soon be on holiday. Please remain vigilant at all times and stay informed of the public health rules we need to follow.

Keep taking care of yourselves!

Youth centres/DYP by Paul Malizia, local APTS union director

Bubbles, bubbles, bubbles: As all Educators in Residential Services are aware by now, the Bubbles Project has now been modified to 2 bigger groupings as opposed to the initial groupings where there were many more groupings. Management continues to feel this system is an appropriate safeguard for both staff & clients and we review this concept on a monthly basis in meetings with management and HR as to ascertain if it continues to be best practice and to validate how long it will remain in place. Please ensure your availability is up to date.

We would appreciate you forwarding any comments, suggestions or questions to us around this matter at: codim@aptsq.com

Renovations at the Dorval Campus + new group home: For those who have not heard, 3 units at Dorval will be moving to the new Beaconsfield Campus most likely in early January due to a massive renovation project that will be undertaken at Dorval that will last between 1 – 1.5 years. We have requested that HR send all members concerned a formal letter confirming the dates and projected length of the move. There are also plans for a new boys' unit to be open in January/February of 2022 at the old Odyssey group home as part of a Super Regional Residential service that will focus on servicing youth who are guaranteed services in English that are unavailable outside the greater Montreal area.

Assessment and referral (E/O) waiting list: The latest numbers on the E/O waiting list is at around 380. Many members will be approached to help get this waiting list down to a manageable number by the end of January 2022. A request for volunteers to help out was issued on November 22nd and we are awaiting an update from management and HR as to how this will affect HRA/SW caseloads and the roles/duties of SACs in EO. Stay tuned!

Rehabilitation centres for clients with intellectual disabilities (CRDIs) by Alexandra Boisrond, local APTS union director and officer responsible for the DITSA-DP committee

Since the arrival of the APTS as a union representing employees in rehabilitation centres for clients with intellectual disabilities/autism spectrum disorder or physical disabilities (DITSA-DP), an advisory committee has been created to better understand this sector and its challenges.

The committee is focused on working conditions and the reality of its various sectors, including residences with continuous assistance (RACs) and adaptation and rehabilitation in family settings or in workplaces or community settings, with an emphasis on improving the conditions and practices of employees working in CRDITSA (rehabilitation centres for clients with intellectual disabilities or autism spectrum disorders) and on ensuring that this mission and its practices are known to all. The committee's goal is to set up joint committees with the employer to deal with occupational health and safety in order to handle the many issues arising in CRDIs.

At the committee's first meetings, the following issues were raised: employee turnover in RACs; a high number of employees on sick leave after assaults in the workplace; a shortage of workers, creating work overload for remaining workers. In addition, clients in RACs had not been assigned a high priority at the beginning of the pandemic, and services that were already fragile were destabilized by the practice of cutting regular services in order to reassign personnel.

The committee now wants to survey members working in rehabilitation centres for clients with intellectual disabilities or autism spectrum disorders (the **CRDITSA mission**) in order to bring demands to the bargaining team and establish a permanent resource in the APTS structure.

If you're a member working in the CRDITSA mission, your local executive invites you to make your voice heard by responding to the survey **before December 12**. You'll find the survey here: <https://www.surveymonkey.ca/r/6SNF3TH>.

Promoting our professions: your profession matters to us! by Isabelle L'Écuyer, delegate appointed to the APTS local executive

Do you have the feeling that your profession is misunderstood and unrecognized? Would you like to promote your job title and know that your colleagues, managers, and members of the general public understand your contribution and your role in the health and social services system? If that's how you feel, why not organize an activity to highlight your profession?

Still hesitating? Your APTS local executive for Montréal West Island can provide you with financial support. Your executive has adopted a policy to promote our professions, and this policy is assigned a portion of our yearly budget. Members can request up to \$250 to organize an activity to promote professions, as long as this activity is intended to reach a large audience.

If you're wondering where to start, think about whether your job title has a theme day or week. If it does, that might be a good time to hold your activity.

For more information, see the policy [HERE](#)

If you have questions or would like to apply for financial support, write to us at codim@aptsq.com.

Convention in Laval



The ninth APTS convention is already a thing of the past! The event, which took place from November 15 to 18 under the theme **Together, stronger**, was an opportunity for delegates to adopt the Core Initiative of the APTS political platform entitled Taking our rightful place, based on three key aspects: Taking care of ourselves, Taking care of others, and Taking care of the planet. The CIUSSS Montréal West Island delegation (your local executive as well as 16 additional members) participated in the election of the provincial executive committee, provincial representatives, and members of the monitoring committee. Delegates also participated in exciting debates on artificial intelligence, gender-based analysis, and changes to

the APTS Constitution. At lunchtime on Thursday, November 18, the Convention's 700-odd delegates mobilized for our union's 60 000 members by marching through the streets of Laval to one of the overpasses above Autoroute 15.

Click here to learn more about the Convention (*in French*):

<https://aptsq.com/dossiers-de-l-heure/congres-2021/>



Julie Gabriele



Maria El-Moghrabi



Qin Xie

12 days of action to end violence against women

Your local executive hopes you'll want to mobilize on an issue that matters deeply to us. From November 25 to December 6, we're part of a campaign to end violence against women. A white ribbon is the international symbol of this campaign – we encourage you to wear it! Given the fact that there have been at least 17 femicides since the beginning of 2021, this campaign is more relevant than ever. A number of awareness-raising initiatives are planned. See the APTS video here (*in French*): https://youtu.be/ON2_57IVW5o.

DO YOU NEED HELP? Go to this website: <https://sosviolenceconjugale.ca/en>



Upcoming activities by Renée Mathieu, liaison officer and delegate appointed to the local executive

Blue Monday

Blue Monday – does that sound familiar? The third Monday in January, often viewed as the most depressing day of the year was renamed *Blue Monday*. Why? Monday, of course, is the gloomiest day of the week (the week-end is over! sob!). And January has often the worst winter temperatures. The holidays are over, so now you have more debts; suddenly, you realize you're not following any of your new resolutions. And so... you're depressed. 😞 What is to be done? Your local Montréal West Island executive has plenty of ideas! 😊

Mark the evening of either January 20 or February 10 on your calendar, and stay tuned for details! ❤️



[Ms. Tracey Robin Liben](#)



Welcome to our new members!

Human Resources sends us a list of new employees who've been invited to training activities as part of the online welcome day. The new members then receive the following from your local executive: a welcome letter, a link to the APTS membership form (gems.aptsg.com/demande_adhesion/en), the national and local provisions of the collective agreement, and our contact info. You'll find the contact info, website and social media links at the end of this newsletter.

Social security: Changing your group insurance coverage – don't wait

If you want to increase your health insurance coverage to Intermediate or Superior or add dental coverage, it's important to communicate with your employer now in order to fill out the required form. Your employer must send the form to the insurance company before January 1 so that the change can take effect on that date. You have to participate for at least 24 months for the health insurance plan and 48 months for the dental plan. Full details are in the [SSQ brochure](#).

Keep a copy of your request – if there's a problem, you might need it.

Compensation for strike days

As you probably know, strike day compensation cheques were sent out to most people over a month ago. For members who receive the rising scale COVID premium, your compensation amount will soon be sent.

Thank you for your patience!



APTS provincial structure: aptsq.com/en and gems.aptsq.com/demande_adhesion/en

 www.facebook.com/SyndicatAPTS

 www.instagram.com/syndicat_apts/

 twitter.com/aptsq

 www.youtube.com/channel/APTS_Nationale

APTS local executive: aptsq.com/codim

 www.facebook.com/APTSciussouestdelile

Do you have a question 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 (only one number): 514-378-8124

Local executive

President: Louise Lavoie (currently replaced by Ann-Marie Léporé)

Vice-president: Ann-Marie Léporé

Secretary: Stéphanie Cousineau

Treasurer: Christian Faucher

Director: Arlene Chambers

Director: Paul Malizia

Director: Alexandra Boisrond

APTS head office in Longueuil: 1-866-521-2411

Provincial representative

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FROM EVERYONE ON OUR TEAM



AND

