

# THE INFORMER

***Your local newsletter – APTS West-Central Montreal***  
**September 2021 – 13th edition**

## In this issue

- Local news
- 2021 Annual General Assembly
- Provincial contract talks
- Health and safety
- Local provisions
- Labour relations: leave without pay, part-time leave without pay, and leave with deferred pay
- Compressed work schedules

## A word from your president

Your union team was able to recharge over the summer. We're ready now to take on all of the union activities awaiting us this fall, both at the local and provincial levels! We're paying close attention to how the pandemic is evolving and what the government is doing in terms of mandatory vaccination. On that issue, if you didn't get to see it live, we encourage you to watch the presentation by Robert Comeau and Josée Fréchette – both members of our provincial executive – at the health and social services commission on mandatory vaccination. You can see it on the National Assembly website: <http://www.assnat.qc.ca/fr/video-audio/archives-parlementaires/travaux-commissions/AudioVideo-91013.html> (in French).

Through union tours, lunch time meetings and sector meetings, we like to spend as much time as we can on site, where we can exchange with you (while fully complying with public health rules). It's a real pleasure to go to different sites for our executive meetings so that we can chat with you at lunch time! These exchanges help us develop our representations to the employer. If you have issues relating to work climate, work organization, or work overload, don't hesitate to tell us about them. We'll support you in your actions and take steps with the employer as needed.

Looking forward to seeing you this fall,

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

## Local news

### New labour relations counsellor

It's a pleasure for us to welcome Jasmine Zarbatany, the APTS labour relations counsellor who will be replacing Molly Alexander as of September 20th. Jasmine will be working with union executive officer Josée Benoit and treasurer Véronique Tessier for the Jewish General Hospital and Miriam Home and Services (Montréal) sites. Jasmine, welcome to the team!

### Our union tour

Our summer carnival tour began on August 5th, and we've already visited over 12 sites throughout the CIUSSS! The tour continues this fall! **Check your emails for full details of our visit to your site!**



# 2021 Annual General Assembly (AGA)

We wish to remind you of the importance to register to your virtual **Annual General Assembly**, which will be held on **Wednesday, September 22, at 5:30 p.m.** You have until **8 p.m. on September 21 to register.**

Click here to register: [https://gems.aptsq.com/assemblee\\_inscription/asse/193/en](https://gems.aptsq.com/assemblee_inscription/asse/193/en)

**We have participation prizes for those of you who attend!**

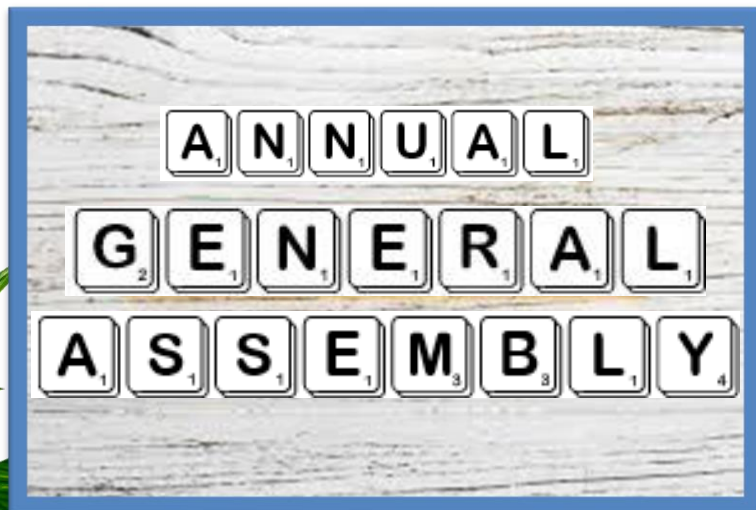
Please note that you must be an APTS member in order to participate in the AGA and be allowed to vote. We've written to those who aren't members to tell them how to fill out the online membership form. If you're a new employee, please click here: [https://gems.aptsq.com/demande\\_adhesion/en](https://gems.aptsq.com/demande_adhesion/en) to fill out the form.

We encourage you to watch these two video clips (*in French*) about union life and why it's a good idea to participate in the AGA:

<https://www.youtube.com/watch?v=Uz8c5LAd8j0>

<https://www.youtube.com/watch?v=uoo4md2Rfbo>

Don't hesitate to get in touch with us if you have any questions: [ccomtl@aptsq.com](mailto:ccomtl@aptsq.com).





After twenty months of contract talks and a general strike over four days, on June 22 we received a global offer from the government covering pay and working conditions.

This offer was presented to APTS decision-making bodies involved in negotiations. At the General Council on July 13 and 14, your union delegates decided that the offer would be presented directly to you, without a recommendation, at a series of special general assemblies. Ultimately, it's up to you to decide if you want to accept it.

Since the beginning of these contract talks, the APTS has been committed to achieving working conditions that reflect the expertise of health and social services professionals and technicians. Our goal is to improve attraction and retention of these employees in the public system, in order to reduce your work overload and provide Quebecers with better access to care and services.

The offer contains significant advances for your working conditions, but does not entirely meet our objectives. That's why your delegates decided not to make a recommendation.

Summer is not the best time for this kind of consultation, which is why the special general assemblies are scheduled to start mid-September. That way, more people will be able to participate. On Tuesday, October 5, come and have your say on the government's global offer. Keep an eye on your emails – you'll be getting an invitation with full details.

**Register now for the Special general assembly: 2 options!**

**October 5th, 2021, at 10:00 am:**

**[https://gems.aptsq.com/assemblee\\_inscription/grp/279/en](https://gems.aptsq.com/assemblee_inscription/grp/279/en)**

**October 5th, 2021, 5.30 p.m.:**

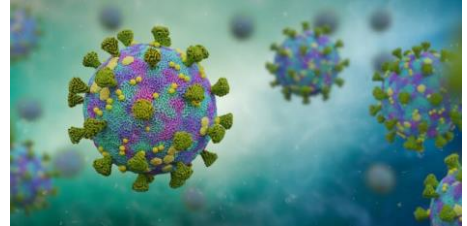
**[https://gems.aptsq.com/assemblee\\_inscription/asse/190/en](https://gems.aptsq.com/assemblee_inscription/asse/190/en)**

# Health and Safety

## **Yes, it's happening – a third COVID-19 wave has started in Québec**

Here is some information you may find useful. The vaccine passport was introduced in Québec on September 1, 2021. There was an adaptation period from September 1st to 15th, during which passports were required, but no sanctions were applied. Now, when you go somewhere where the vaccine passport is required, you must show a COVID-19 vaccine proof with a QR code indicating your level of protection. This proof can take several forms. It can be:

- [a paper document](#)
- [a PDF document displayed on your cell phone](#)
- [a QR code accessed through the VaxiCode app](#)



It should be noted that you don't need a vaccine passport to be hired for a job.

### **Vaccination**

Vaccination of the greatest possible number of people against COVID-19 is critical to ensure that we move out of the pandemic, and the APTS continues to strongly encourage its members to get the vaccine. However, the APTS took the opportunity of its appearance before the National Assembly's Committee on Health and Social Services to share its concerns about the possible consequences of making vaccination obligatory for people employed in the health and social services system.

Right now, any employee subject to ministerial order 2021-024 must provide their employer with proof that they have received one dose of a vaccine against COVID-19, if applicable. The following people are required to take at least three COVID-19 tests per week and provide the employer with the results: a) employees who have received one dose of a COVID-19 vaccine less than 14 days ago; b) employees who have not received one dose of a COVID-19 vaccine, or who refuse to provide the employer with proof of vaccination. Any employee who refuses or fails to take an obligatory COVID-19 test, or to provide the results of the test, must if possible be reassigned to tasks related to their job title; any employee who refuses to be reassigned, or for whom no reassignment is possible, cannot return to the workplace and does not receive any remuneration.

You can send a copy of your vaccination proof to the Health&Safety office of the CIUSSS at: [sst.covid.ccomtl@ssss.gouv.qc.ca](mailto:sst.covid.ccomtl@ssss.gouv.qc.ca)

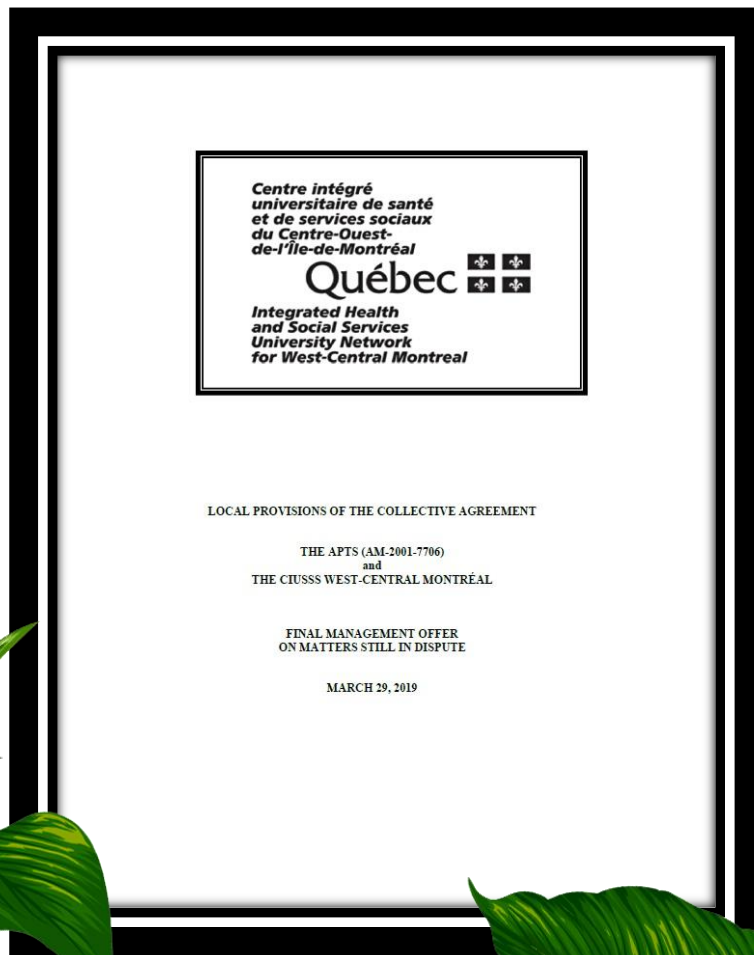
## Local provisions

Did you know that a copy of APTS West-Central Montreal local provisions is available at all times on the public website of our local union?

And now, the English version is also available!

Local provisions cover 26 aspects of working conditions, including schedules, professional liability, overtime, travel allowances, bumping, leave, and others.

To consult this highly useful document, go to this address: [www.apstq.com/ccomtl](http://www.apstq.com/ccomtl) and click on “Documents”.



# Labour relations: Different types of leave

Here is a brief overview of three different types of leave that we often get questions about: leave without pay, part-time leave without pay, and leave with deferred pay. Write to us if you have questions about obtaining one of these types of leave or if your manager turns you down. You can always reach us at [ccomtl@aptsq.com](mailto:ccomtl@aptsq.com).

	EXTENDED LEAVE WITHOUT PAY (UP TO 52 WEEKS)	PART-TIME LEAVE WITHOUT PAY	LEAVE WITH DEFERRED PAY
PRE-REQUISITES	Five years of service for a first request; subsequently, once every 5 years.	Full-time employee with one year of service; once every 2 years.	You must have a position and have completed 2 years of service. Part-time employees must complete their contribution period before going on leave.
DURATION	Total duration cannot be more than 52 weeks.	Minimum 2 months' duration; maximum 52 weeks. You must work at least 2 days a week, and therefore your leave cannot be more than 3 days a week.	The duration of the plan is 2 to 5 years. The duration of the leave is 6 to 12 consecutive months, except in the case of leave for studies, which may last 3 months.
TIME LIMIT/ PRIOR NOTICE	You must make a written request at least 60 days in advance, specifying the duration of the leave.	You must make a written request 30 days in advance, specifying the duration of the leave.	There is no time limit, but you must make a written request specifying: - the duration of your participation in the plan - the duration of your leave - when you will go on leave
HOW TO OBTAIN IT	You must come to an agreement with the employer.	You must come to an agreement with the employer. While on leave, you must work at least 2 days per week or 4 days over 2 weeks.	You must come to an agreement with the employer, who cannot refuse without a valid reason.
SENIORITY	You will retain your seniority.	If you hold a full-time position, you will retain and accumulate seniority for the first 52 weeks. Seniority is accumulated for the duration of a leave	You will retain and accumulate seniority.
EXPERIENCE	You will retain your experience, but not accumulate more.	You will accumulate experience depending on how much you work.	You will retain your experience, but not accumulate more while you are on leave.
RETURN	You may end your leave without pay by notifying your employer in writing 30 days in advance. Thirty days before your leave ends, you must notify your employer in writing of your intention to return. Otherwise, you will be deemed to have quit your job.	The duration of your leave can be changed as long as you and your employer agree. If you take up a new position, you must end your leave.	You cannot return before the end of your leave. You will return to your original position, and you must continue working for your employer for at least as long as you were on leave.
SPECIFIC CHARACTERISTICS	With some exceptions, you are not entitled to the benefits of the collective agreement in force. You may apply for a position, but you will have to come back to work on the date set for taking up your duties. If you like, you may work part-time during your leave without pay.	If your leave represents more than 20% of a full-time position, or lasts more than 30 days, you <u>may</u> continue to participate in the RREGOP as long as you pay the required contributions. If it's less than 20% or less than 30 days, you <u>must</u> pay the contributions. While you are on leave, you are deemed to be a part-time employee in terms of remuneration.	With some exceptions, you are not entitled to the benefits of the collective agreement in force. You cannot receive any other financial compensation from the employer during your leave.

## Compressed work schedules

Did you know that under our local provisions (Article 9.1), you can agree to flex-time, compressed schedules or any other form of work-time arrangement, as long as certain conditions are met? Continuity of care must be ensured; service levels must be maintained; no additional costs must be involved; and if replacement personnel is needed, it must be available.

We are well aware that not every department of the CIUSSS has established a clear procedure in this area, which is why we're encouraging you to talk about it and send your manager a formal (written) request if you're interested in a compressed work schedule, flex-time, or any other work-time arrangement. Ask your manager to reply in writing, whether the answer is yes or no.

As a general rule, you have to hold a full-time position and have finished your trial/probation period before you can ask for a compressed schedule.

If your request is refused, please let us know at [ccomtl@aptsq.com](mailto:ccomtl@aptsq.com).





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## Labour relations counsellors

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