

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

Dear APTS members,

I want to start by expressing my support to all of our members who are of Ukrainian origin or who have Ukrainian family or friends. Living through such atrocious events in 2022 is unbelievable!

Are you waiting for money that is owed to you? If so, you're not alone. Our employer is lagging far behind schedule in making payments whether for retroactivity or pay equity maintenance. We want you to know that we're demanding these sums in our weekly meetings with the CEO – Ms. McVey – and HR. Lump-sum amounts were paid March 24, and other payments should follow. The employer bears full responsibility for complying with the collective agreement and making sure the right amounts are paid. If you see a mistake, the first thing to do is to tell your manager, who will make the appropriate verifications. If the problem persists, you should then make an Octopus request on the intranet, explaining the issue. (As usual, make sure you include only one problem per request.) If the problem isn't solved within a reasonable time, please write to codim@aptsq.com.

Who would have believed we would ever reach a sixth wave? So much has happened, including contract talks and days of strike action. It's been a long time since anything like that happened in the health and social services sector! We didn't get everything we wanted, but we did make gains. And in any case, this outcome is only temporary. We're beginning a new set of contract talks, and this time, we'll be aiming for even more!

Speaking of vaccination, the APTS encourages you to get your third dose – variant BA-2 is 40 times more contagious than Omicron. According to the INSPQ, the vaccine's effectiveness against infection can rise to 80% when you get the third dose.

In closing, I encourage you to stay tuned for upcoming union events. There will be a return to offices, sector meetings, our annual general assembly, and, of course, a summer activity to recognize the stellar job performance of technicians and professionals who belong to the APTS CIUSSS Montréal West Island.

If you have any questions, don't hesitate to write to us at codim@aptsq.com. And don't forget to follow us on Facebook: www.facebook.com/APTSciussouestdelile.

I hope you have a wonderful spring and a restful and happy summer. And I'm looking forward to meeting you at our upcoming activities!

Since our last issue by Alexandra Boisrond, local APTS director and responsible for the ID-ASD-DP committee

A lot has happened since the last issue of our newsletter: Omicron, which made some of us sick; more stringent public health measures; one last curfew; the rising-scale premium granted to a majority of Class 4 members, and not only to those working in hospitals and CHSLD; the signature of a new collective agreement; and Black History Month – which turned out to be very low-key this year.

Our union would have liked to celebrate it, but there simply wasn't time to organize events for our members. However, our time will come! The contribution of Black people to the labour movement is part of our common history as Montrealers. Montreal is the place where one of the first chapters in the history of Black people in unions in North America was written – in Little Burgundy, a neighbourhood in Montreal's South-West. In 1917, the Order of the Sleeping Car Porters joined the Canadian Brotherhood of Railway Employees, and thanks to its community organizing skills, was able to force the union to remove the "whites only" clause from its collective agreement. Today, despite all the progress we've made in terms of cultural diversity in the labour movement, very few people know or recognize the contribution of Black people to the development of the labour movement in North America, and especially in Quebec.

That's why I want to pay tribute to the only local APTS executive in Quebec whose weaponry includes four Black women who have a sense of justice inscribed in their DNA! They're proud to represent their Black community and, especially, the whole APTS Montréal West Island family.



Payment of additional remuneration corresponding to 33¢ for every hour paid between April 1, 2019 and March 31, 2020	FEBRUARY 27, 2022	Here's a reminder of the dates for various payments. Payments scheduled for February 27, 2022, were actually made on March 24. The adjustment of the hourly rate was also made on March 24 (implementing the rate applicable from April 1, 2021, to March 31, 2022).
Payment of additional remuneration corresponding to 33¢ per every hour paid between April 1, 2020 and March 31, 2021	FEBRUARY 27, 2022	
Adjustment of premiums and salary rates and scales, following the pay increase on April 1, 2022	APRIL 1, 2022	We received confirmation from HR that the new hourly rate as of April 1, 2022, has been automatically adjusted in the pay system so, look for it on payday on April 21, 2022.
Payment of retroactive salary for the 2% pay increase from April 1, 2020 to January 30, 2022	APRIL 27, 2022	There is one remaining online information sessions you can attend to get full details and ask questions: Today at 5:30p.m.
The list of employees who have left their job since April 1, 2019, along with their last known address, in accordance with clause 46.09, sent by employers to the union	APRIL 30, 2022	
Requests for retroactive salary by individual employees whose employment ended after April 1, 2019	AUGUST 31, 2022	The Zoom link was sent to you in our email of March 28 and one on April 5, 2022. For full details, see the provincial APTS website: APTS Collective Agreements .

Hours eligible for the calculation of additional remuneration (lump sums received on March 24, 2022)

The additional remuneration is given according to the number of hours paid during the period of the previous agreement.

The paid hours used to calculate the lump sums include overtime and the hours for which the employee received salary insurance benefits, maternity, paternity or adoption benefits, allowances provided for parental leave, same as those paid by the CNESST, by the IVAQ, by the SAAQ and by the employer in the case of work accidents, if applicable.

The hours on a deferred leave are not covered by the additional remuneration:

Also, according to 27.03 ND: *Except for the provisions of this article, the employee, during his leave, is not entitled to the benefits of the collective agreement in force in the establishment, just as if he were not employed. of the establishment, subject to its right to claim previously acquired profits, and the provisions of articles 11 and 12.*

Labour relations by Charles-Alain Galarneau-Vincent, labour relations advisor

Your professional practice: a new budget allocation

Our new 2020-2023 collective agreement includes a recurring annual budget for the development of your professional practice.

Article 31.03 of our national provisions requires employers to devote an amount equivalent to 0.28% of the total payroll for all APTS members, from April 1 to March 31 of each year, to supporting employees in the development of their professional practice.

For the current fiscal year, the budget is prorated to the period between January 30, 2022, which is when the collective agreement came into effect, and March 31, 2022. There's was not much time to spend this budget, unless an agreement is reached with your local team to carry it forward to the following year.

Transitional measures may be adopted to ensure maximum use of the budget for the current year. Your local teams will keep you informed.

Here are some examples of training activities:

- How to conduct meetings effectively
- Infection prevention and control
- Progress notes
- Writing up case files: standards and guide to practice

Psychological harassment

Are you experiencing psychological harassment in your workplace?

Every employee has a right to a work environment free from psychological harassment. But what is harassment, and how can we recognize it? It can take many different forms, and every situation is unique.

To identify harassment, you can ask yourself the following questions:

Is the behaviour abusive, humiliating, or offensive?

Is the unwanted behaviour something that is repeated (or that constitutes one single, serious event)?

Is the behaviour unwanted or hostile?

Does it affect your dignity or your integrity?

Does it make your work environment harmful?

If you answered yes to all of these questions, you may be experiencing workplace harassment.

To constitute harassment, behaviour must be abusive, humiliating, or offensive for the person who is experiencing it. Another tool to help you identify harassment is to ask if a “reasonable person” would find the situation humiliating or offensive, regardless of the intention behind the behaviour.

Even when it is not hostile, behaviour may constitute harassment if it is something that you do not want, seek out, or wish for. Staying silent or failing to oppose the behaviour doesn’t mean that you wanted it to happen.

Also, if a manager or colleague puts you down or belittles you, these are elements that can be viewed as harassment. The impact on your dignity or integrity doesn’t have to be permanent.

The CIUSSS Montreal West Island has a duty to protect you against psychological harassment because Quebec employers are obliged to prevent psychological harassment in the workplace. An employer who is informed of a situation of harassment must act to put an end to it.

You’re also protected if psychological harassment takes place when you’re **working remotely**.

The CIUSSS Montreal West Island has a policy to prevent harassment.

If you’re being harassed, what should you do?

Contact your APTS representatives – we can accompany you as you take steps to put an end to the situation that’s harming you. We have several options in terms of acting as effectively as possible. Here’s a link to your employer’s policy: [Votre CIUSSS/Documentation/Politiques et procedures/POLHARCEL 1501028%20 adoptee 2016-04-06 EN.pdf](https://www.ciusss.com/Documentation/Politiques_et_procedures/POLHARCEL_1501028%20adoptee_2016-04-06_EN.pdf)

Rehabilitation centres for clients with intellectual disabilities (CRDI) by Alexandra Boisrond, local APTS director and responsible for the ID-ASD-DP committee



We would like to take a moment to recognize all of our members who work with ID-ASD-DP clients. In March, there was the awareness of intellectual disability week in community and now it is autism month that will take its place in. For all of you who take care of this vulnerable and often forgotten clientele, we see you and we thank you from the bottom of our hearts. As a gesture of appreciation for all that you do, we will be visiting you throughout the month with a little surprise just for you.

Also, as we are working on the next collective agreement of 2023, we want to put forward the ID-ASD-DP mission in our demands, because the situation is critical in terms of recruitment and working conditions. I invite you all to take note of the results of the survey created by the APTS National ID-ASD-DP committee, which reflect a problematic situation in terms of the services provided to this clientele.

[Constats sondage DI-TSA et étapes à suivre](#)





Did you know that your Local APTS executive is beginning **to go green**? In fact, a subcommittee working group has been actively working on a Sustainable Development policy. It will spell out the sustainable development objectives intertwining the various actions and decision-making practices of your Local Executive. An example would be the various gift basket choices available during our recent activities in which we chose to opt for local products wrapped with recyclable materials. We are aiming for a more reusable approach prior to considering recycling and that's just the beginning!

Similarly, your Local Executive is represented by a delegate at the *Specific Table on Environmental Challenges* created by the Political Action sector of the National APTS. This table's goal is to highlight and share all good initiatives and action plans between Local Executives, to participate in the creation and realization of the National APTS Action Plan, in turn, asserting the APTS leadership role in the Quebec Health and Social Services regarding the fight against climate change and the move to sustainable development practices. This stems from one of the APTS National Project Phare initiatives which one of the three highlights is: 'Taking Care of the Planet.'

In closing, as part of Earth Day celebrations, which takes place yearly on April 22nd, your Local Executive has organized two lunch time conferences on April 13th. & 14th on the topic of Food Waste Reduction. We hope that many of you are able to attend this premier. **An email invitation was sent out to you on March 31st.**

Petition supporting physiotherapists



In November 2021, the APTS learned that the Treasury Board was withdrawing its offer to settle the 2010 pay equity maintenance complaints for physiotherapy job titles, even though it had proposed it itself in June 2021.

Here is the link where to sign the petition that will be sent to Sonia LeBel, President of the Treasury Board:

<https://aptsq.com/dossiers-de-l-heure/petition-pour-les-physiotherapeutes/>

COVID-19 Rising-scale premium: a fair and equitable treatment for all!



It is not too late to sign the petition on the National Assembly website denouncing the Legault government's intransigence and obstinacy in refusing to grant the rising-scale premium to thousands of APTS members.

Here is the link to sign the petition: [assnat COVID-19 rising-scale premium petition](#)

Guaranteed mileage

According to our national collective agreement, article 33: "An employee required by the Employer to use a motor vehicle and who uses his personal vehicle for this purpose on a regular basis during the year and travels less than 8,000 km is entitled to receive, in addition to the indemnity provided for in the general plan, compensation equal to \$0.08 per kilometre included between the kilometre actually travelled and 8,000 km payable at the end of the year. This compensation is established in proportion to the hours actually worked, on the basis of the number of hours worked by a full-time employee during a year."

Following a grievance settlement agreement reached in June 2021 between the local APTS and the Employer, the CIUSSS Montreal West Island undertakes to pay compensation for guaranteed mileage no later than July 31 of each year. This means that, for example, for the fiscal year running from April 1, 2021, to March 31, 2022, the financial compensation must be received no later than July 31, 2022.

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.

Notice of assignment- DO NOT FORGET !

For assignments of more than twenty-eight (28) days, the Employer must provide, **IN WRITING**, to the employee who fills a position temporarily without its incumbent the following details: the identity of the position, the name of the incumbent, if applicable, the probable duration and the salary.

An employee on the availability list with a full-time assignment whose expected duration is six (6) months or more is considered, during this period, as a full-time employee.

Errors on your pay stub?

Unfortunately, there are countless errors related to the receipt of regular pay, premiums, benefits, etc.

It is important for you to do the following 3 steps:

1. Review the attendance statement corresponding to the pay statement to ensure that everything has been indicated and authorized by the manager (the information is in eEspresso).
2. Address to the manager all situations where there is a discrepancy between the attendance record approved by the employee and approved by the manager.
3. Make an Octopus request when there is confirmation of an error on the pay statement. The absence of a complete payroll is prioritized first.

If, after a reasonable period of time, you still do not have an answer/correction or if you receive an incorrect answer, you can contact us by email at: codim@aptsq.com. Be sure to send us at the same time: the attendance statement and the pay statement with the problem, as well as the Octopus request that was made to this effect. This will greatly facilitate the speed of our intervention.

Upcoming activities

- ✚ Your local executive is cautiously resuming its presence in union offices, as well as on various other sites. Check the April calendar for all the details. It will be emailed to everyone soon.
- ✚ **April 13, 2022:** Virtual conference from 12:00 p.m. to 1:00 p.m.: Earth Day - I'm eating sustainably
- ✚ **April 14, 2022:** Virtual conference from 12 p.m. to 1 p.m.: Earth Day: À vos Frigos!
- ✚ **June 1, 2022:** 2022 Annual General Assembly at 5:30 p.m., by videoconference.

Welcome to our new members!

Human Resources send 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.aptsq.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.



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](tel:514-378-8124)

Local executive

President: Louise Lavoie

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

National representative

Josée Asselin : jasselin@aptsq.com (away until mid-May 2022)

Union counsellors

Kimberly Jérôme: kjerome@aptsq.com (WI and SMH)

Molly Alexander: malexander@aptsq.com (DLL and Douglas MHUI)

Rachelle Puget: rpuguet@aptsq.com (Batshaw)

Charles-Alain Galarneau-Vincent: cagvincent@aptsq.com (WMRC, SAH and Grace Dart)

