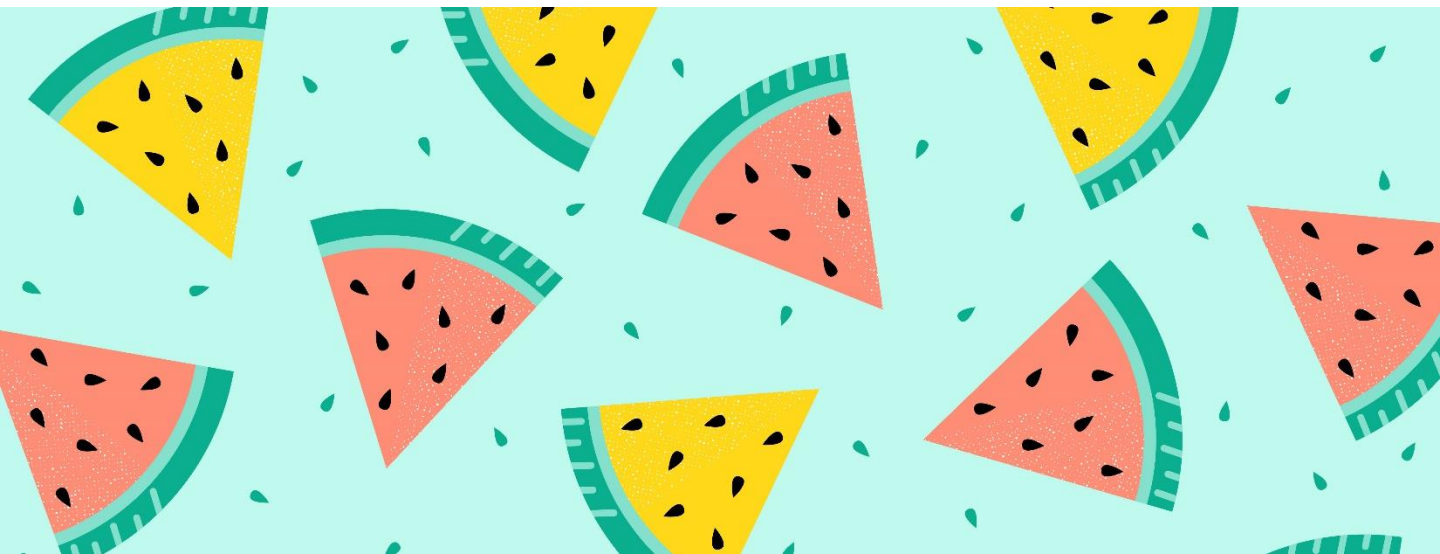


# THE INFORMER

*Your local newsletter – APTS West-Central Montreal*  
**Summer 2022, 14<sup>th</sup> edition**

## In this issue:

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# 1. Local news: Announcement of the winners of our Grand Summer Giveaway!

## Grand Summer Draw!

From June 1st to June 20th, you were invited to participate in our big APTS summer draw. With a total of 578 participants, this is the best participation in a virtual draw to date! Here is the announcement of the winners and what they plan to do with their prize!

### **3rd prize: \$100 Canadian Tire gift card:**

Lynne Dawson, physiotherapist at the Constance-Lethbridge Rehabilitation Center ;

“To upgrade my camping equipment!” »

### **2nd prize: \$200 Canadian Tire gift card:**

Marissa Burns, speech therapist at CLSC Benny-Farm;

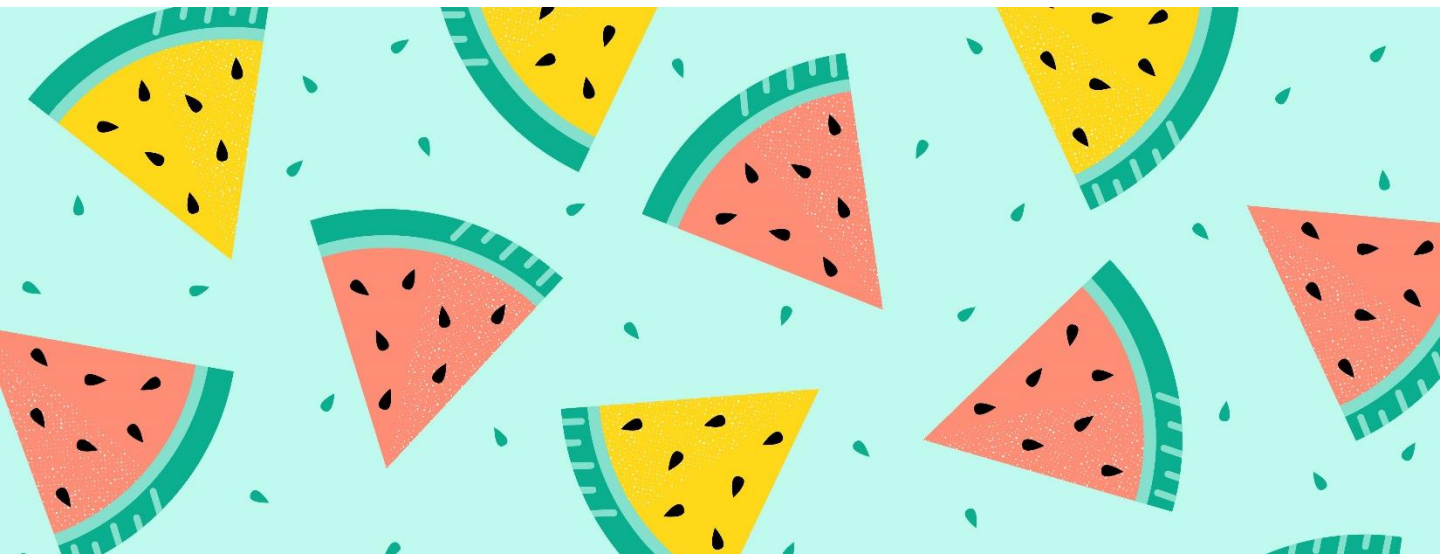
“For new patio furniture!” To spruce up my patio :)“

### **1st prize: \$300 Canadian Tire gift card:**

Hélène Paré, medical archivist at the Jewish General Hospital;

“To buy a BBQ!”

**Congratulations to the winners! We will contact you shortly to give you your prize!**





# **APTS WEST-CENTRAL SUMMER TOUR**

**OUR SUMMER TOUR WILL BE STARTING  
IN AUGUST 2022!**

**FUN GAMES & PRIZES!**

**SEE YOU SOON!**



**August 15, noon to 1:00 p.m.: Mount Sinai Hospital, boardroom**

**August 16, from noon to 1:00 p.m.: Miriam Home, outside or in the gymnasium in case of rain**

**August 17, from noon to 1:00 p.m.: Richardson Hospital and Henri-Bradet, in the outdoor garden  
or room 202 of the Richardson in case of rain**

**August 18, noon to 1 p.m.: Catherine-Booth Hospital, boardroom**

**August 23, 11:30 a.m. to 1:30 p.m.: Jewish General Hospital, CLSC CDN and JEC, outside on the  
grassy area at the corner of CDN and Côte Ste-Catherine, or  
at the JGH Nurse's Hall in case of rain**

**August 24, from noon to 1 p.m.: Plaza Côte-des-Neiges, rooms 601 (6th floor)**

**August 30, from noon to 1:00 p.m.: MAB, in the gymnasium**

**August 31, noon to 1:00 p.m.: PSOI**

**September 1st, from noon to 1:00 p.m.: CRCL, in the outdoor garden, or ESC room in case of rain**

**An invitation will be sent to you by email with more information and  
the rest of the dates/sites!**



### 3. Replacement available for the local Health & Safety sub-committee

#### **CALL FOR APPLICATIONS: Replacement of one (1) year on the Occupational Health and Safety Prevention Sub-Committee of the APTS West-Central Montreal**

##### Mission:

- Participate in the development and implementation of the APTS Centre-Ouest action plan on Occupational Health and Safety issues, particularly in prevention;
- Actions and activities to raise awareness of OHS issues with employees and the employer of the CIUSSS Centre-Ouest;

##### The local committee is made up of:

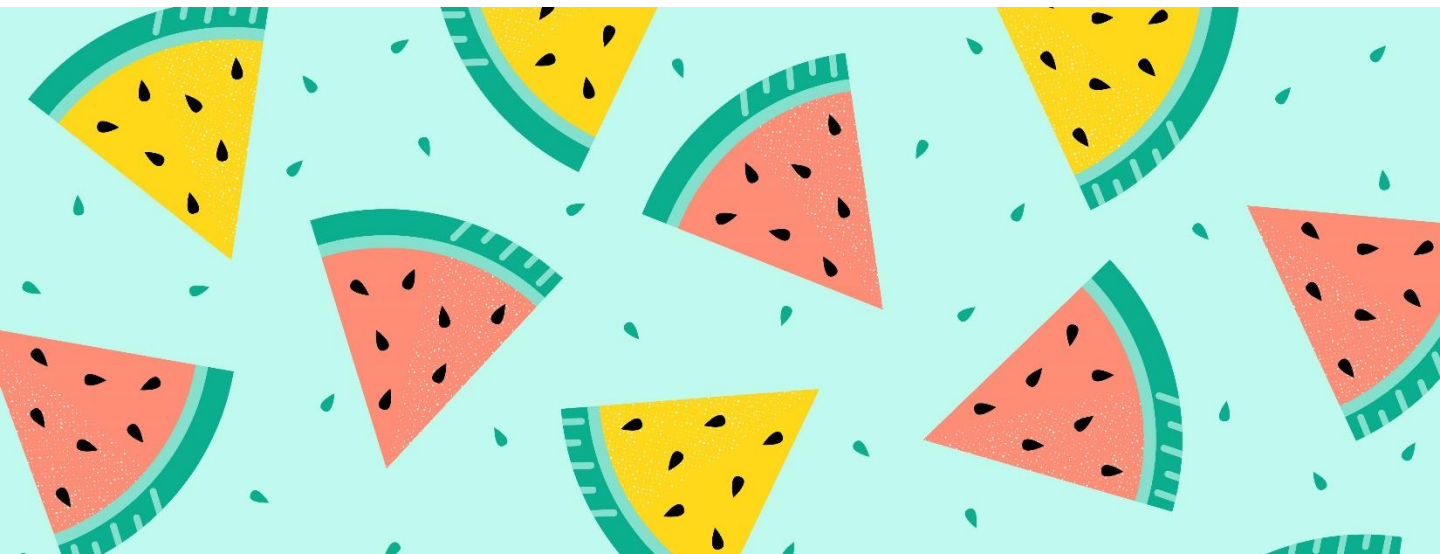
- 4 employees and members of the APTS Centre-Ouest: Mika Takada-Leduc, physiotherapist Plaza CDN, Kathryn Stewart, TES at PE Layton school, Astou Niane, SW at PRAIDA, Robert Fradette, SW at Info-Social (currently absent)
- The person responsible for the file at the local executive APTS Centre-Ouest: Danielle Lynch, vice-president

The committee meets approximately 3 times a year or more, if necessary. Meetings can be from one hour to half a day. No expertise is required to participate in this committee! Union liberations will be granted for committee participation, so participants will be released from their duties (within working hours) both for their participation in committee meetings and also for preparatory work for meetings, if necessary.

**Those interested in applying are invited to send an email to Danielle Lynch, VP, at [dlynch.06-2@aptsq.com](mailto:dlynch.06-2@aptsq.com), by Friday, August 5th, 2022.**

**Please specify in your email your full name, job title, site/program.**

If several people happen to submit their candidacy, the choice will be made in such a way as to ensure a varied representation of the professions of the members of the APTS as well as a certain variability of the sites and/or missions within the CIUSSS.



## 4. Vacant position for the Local Delegate dedicated to mobilization

**The APTS West-Central currently has a vacant position within its local team for the position of local delegate dedicated to mobilization, for a 2-year term (until the 2024 Annual General Assembly)**

### Roles and mandates of the local delegate dedicated to mobilization

- In order to assume this role, the person elected must be available to be liberated at least 3 days a week and must be able to travel to the various sites in the West-Central Montreal territory;
- The local delegate participates in the meetings of the local executive by invitation, in order to be able to support the local executive in its functions and this, for all the members. This person is elected by universal suffrage;
- The Local Delegate dedicated to mobilization has the following responsibilities, among others:
- Bring the vision of the field into the mobilization strategy that will be developed, in order to take into consideration the reality of the different sectors and help determine the best way to reach the members in the field.
- Participate in the development of the local mobilization plan;
- Ensure the operationalization of the mobilization plan;
- Create and maintain an atmosphere of mobilization in all CIUSSS du Centre-Ouest de l'île-de-Montréal sites through the organization of site tours;
- Ensure fluid communication between employees and the local executive;
- Actively participate in local union life;
- At the request of the local executive, assume any other responsibilities;
- Take part automatically in the union council.

### Briefly, here are some advantages and benefits of union involvement:

- Internal training via the National APTS and partners, related to union work
- Acquire new knowledge about the laws and collective agreements that govern the RSSS
- "Marrainage" and networking system
- Flexible hours in hybrid mode (teleworking and on-site)
- Work tools provided (depending on the needs of the position): for example, laptop computer, external keyboard and mouse, APTS email address, cell phone, bag, agenda, etc.
- Expense reimbursement policy at the local and national level, for internal activities within the CIUSSS and to participate in APTS National bodies, across Québec.
- Maintain your working conditions (seniority, experience, salary)
- No more statistics! ;) During your union liberations, there are no statistics to do!

**Anyone interested in filling this position is asked to send an email to [ccomtl@aptsq.com](mailto:ccomtl@aptsq.com) specifying their full name, site and program. The deadline to apply is Friday, August 5<sup>th</sup>, 2022.**

*\*As indicated in articles 4.4.5 f) and g) of the APTS Statutes and Declaration of Principles, your local executive will appoint a person for the remainder of the current term, or until an election is held at a general assembly.*



## 5. Labor relations: Different types of leaves of absence

On June 1 and 15, we held two lunchtime conferences to present the different types of leaves of absence and their particularities.

Document of the conference of June 1<sup>st</sup>, 2022, in FRENCH:

<https://drive.google.com/file/d/1KsM-H1-gq1wX9qET5mSV61MPiVPOqgJ/view?usp=sharing>

Document of the conference held on June 15<sup>th</sup>, in ENGLISH:

[https://drive.google.com/file/d/16Odha0\\_sgvQanuvX972wWkT\\_jZVpuFeb/view?usp=sharing](https://drive.google.com/file/d/16Odha0_sgvQanuvX972wWkT_jZVpuFeb/view?usp=sharing)

For those who missed our lunchtime conferences, here is the link to download the recording (2 files: session in French and English):

<https://wettransfer.com/downloads/ce1830a78fa24af740c0ce3eaec8188a20220627132557/b7fcfd1635c511d78c6cd47938c9f80620220627162567>

**\*this link expires July 4th, 2022\***

**It is important to remember that the articles of the collective agreement are subject to interpretation. We therefore invite you to contact us at any time for your questions or specific situations concerning the different types of leave. This way, we can better support you in your approach and better meet your needs!**

Write to us at [ccomtl@aptsq.com](mailto:ccomtl@aptsq.com) or call us at 514-609-3039



## 5. Labor relations: Different types of leaves of absence

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, who cannot refuse without a valid reason.	You must come to an agreement with the employer, who cannot refuse without a valid reason. 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.

## 6. Diversity, Equity, Inclusion and Belonging (DEIB) advisory committee of the CIUSSS

In all its actions, the APTS follows its fundamental values of solidarity, democracy, equality, social justice, freedom and cooperation. In practice, the APTS defends, first and foremost, the right to collective bargaining, freedom of union action, and the right to unionize. It also defends and promotes women's rights, cultural and sexual diversity and gender diversity. As well, the APTS defends the right of every person to work in a healthy environment and be treated with respect and dignity. It also asserts the right to decent working and living conditions for all groups of workers.

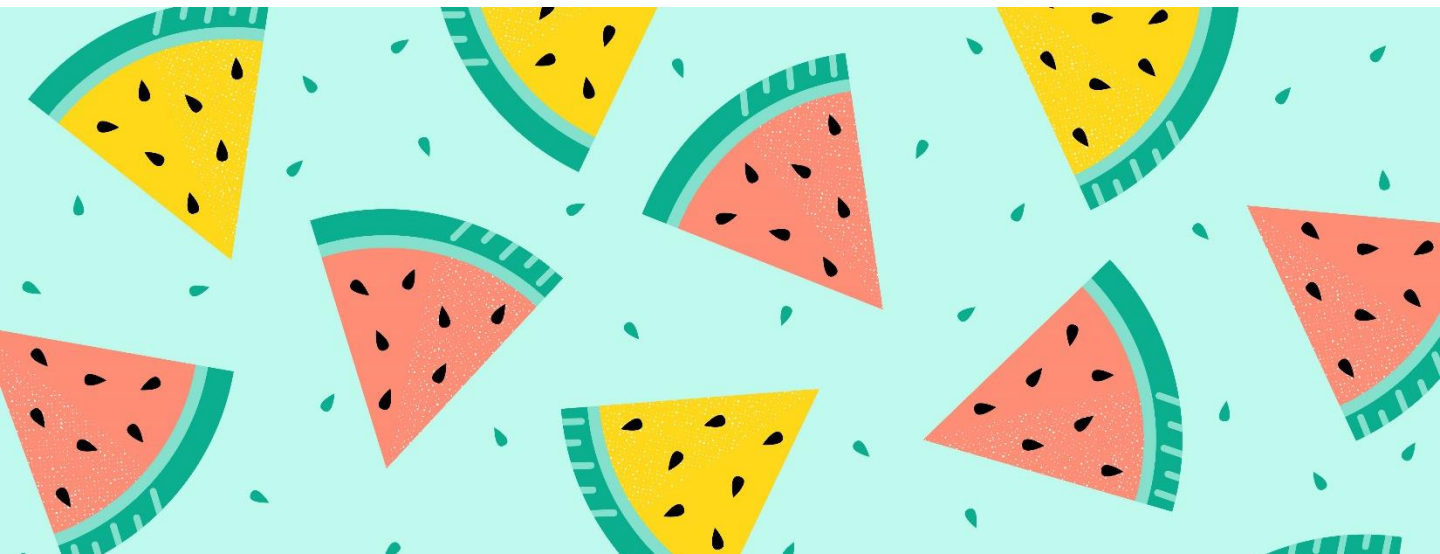
It is with these elements in mind that on June 21<sup>st</sup>, your local team met with Ms. Christine Morin, DEIB officer, a newly created position within the CIUSSS Centre-Ouest de l'île de Montréal.

Ms. Morin presented the CIUSSS's DEIB initiative, which consists of offering people working within the CIUSSS community exemplary and high quality work and learning environments that are healthy, fair, inclusive, free from any form of discrimination and where each person can feel welcomed and recognized, but also a stakeholder and contributor to the present and future of the CIUSSS.

Ms. Morin is looking for people from our CIUSSS interested in becoming a member of an advisory committee that will help guide the process relating to diversity, equity, inclusion and belonging. As a union that shares the same visions of diversity, equity, inclusion and belonging, we invite you to submit your name as a member of the advisory committee.

→ Send an email to [deia.deib.ccomtl@ssss.gouv.qc.ca](mailto:deia.deib.ccomtl@ssss.gouv.qc.ca).

For more information : <https://ciusss360.ca/en/ciusss-launches-initiative-to-foster-healthy-diverse-equitable-and-inclusive-workplace/>





## 7. « Save the date »: APTS Happy Hour this Fall!

Your local APTS Centre-Ouest team invites you to mark a very important date! On September 15th, there will be an APTS Happy Hour at the La Cage-Brasserie Sportive restaurant (5485 Rue des Jockeys, Montreal, QC H4P 2T7, Namur metro station)! Check your emails towards the end of August for all the details and to reserve your spot!



Kepp in touch with events at the provincial level with:



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



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



## To contact your APTS West-Central Montreal team:

Phone	Email	Facebook	Instagram	Website
514-609-3039	<a href="mailto:ccomtl@aptsq.com">ccomtl@aptsq.com</a>	@APTSCentreO uestMtl	@apts_centreouest mtl	<a href="http://www.aptsq.com/ccomtl">www.aptsq.com/ccomtl</a>

Local executive committee:	Email:
Léonie Blanchette, President	<a href="mailto:lblanchette.06-2@aptsq.com">lblanchette.06-2@aptsq.com</a>
Danielle Lynch, Vice-president	<a href="mailto:dlynch.06-2@aptsq.com">dlynch.06-2@aptsq.com</a>
Véronique Tessier, Treasurer	<a href="mailto:vtessier.06-2@aptsq.com">vtessier.06-2@aptsq.com</a>
Viviane Grégoire, Secretary	<a href="mailto:ccomtl@aptsq.com">ccomtl@aptsq.com</a>
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Sylvia Bitton, union executive officer, rehabilitation mission	<a href="mailto:sbitton.06-2@aptsq.com">sbitton.06-2@aptsq.com</a>

Labor relations counsellors:	
Jasmine Zarbatany Tim Banasik Jonathan Harmon	450-670-2411

Représentante nationale	
Teresa Muccari	<a href="mailto:tmuccari@aptsq.com">tmuccari@aptsq.com</a>