

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

2022 is coming to an end, leaving me with a bittersweet taste. I sense so much weariness among the healthcare technicians and professionals around me. Labour shortages, work overload, a difficult work climate, people left without services, endless waiting lists... Our politicians keep making promises but nothing changes, nothing is resolved.

First there was austerity. Now, inflation is part of our life, reducing our purchasing power on a daily basis. Our pay is not competitive – it's really time for a raise. Fortunately, a new round of contract talks is beginning.

I want to thank all of you who came to see us during our summer and fall activities. I really enjoyed talking with you and hearing your news around food trucks selling Beaver Tails, ice cream and poutine. We were glad to update membership forms, ensuring that you'll be able to vote at our next general assemblies.

Speaking of assemblies, you'll soon be receiving an invitation to a special one that will focus on our demands at provincial contract talks beginning in 2023. Your presence at this assembly is important – we want to hear your concerns and take them into consideration.

We also hope you'll join us on **October 28** in front of the Québec National Assembly, as we table our demands alongside other members of the *Front commun* – a labour coalition that includes the CSQ, the FTQ, the CSN, and of course the APTS.

I want to thank all of the liaison officers who keep us informed of what's happening on the ground so that we can respond quickly to difficult situations. A meeting of our Union Council is scheduled for November 2. Looking forward to seeing you there!

Take care and I hope you have a lovely fall.

REMINDER: What's new in your 2020-2023 collective agreement by Ann-Marie Léporé, vice-president of your local APTS executive

In addition to pay increases, pay adjustments and lump-sum payments, here are the **most important new elements** in your collective agreement. These new aspects were discussed at information sessions held in late March and early April 2022:

- 1- An all-new premium for supervising trainees (2% premium retroactive to January 16, 2022)
- 2- Greater eligibility for the critical care premium (elimination of the three-hour minimum; premium extended to certain job titles)
- 3- Broader application of the evening-shift premium (shift may begin before 2 p.m. if hours are mostly worked after that time)
- 4- Responsibility premium replacing the professional coordination premium (5% premium for any employee who supervises and takes responsibility for 4 employees)
- 5- Extension of the psychiatry premium (additional activity centres)
- 6- Extension of premiums and lump-sum payments: premiums for employees working with clients in CHSLDs or clients with severe behaviour disorders; retention premium for psychologists
- 7- Youth protection employees:
 - a) New positions
 - b) Eligibility for the project of converting hours of work into positions with job titles
 - c) A new recurrent 4% premium (retroactive to January 16, 2022)
 - d) A new, non-recurrent 3% premium (payable until September 30, 2023, for some sectors; retroactive to January 16, 2022)
- 8- Additional compensation in some sectors: medical imaging and physiotherapist (in process)
- 9- Full recognition of years worked in the health and social services system for purposes of calculating annual vacation leave
- 10- Employer's contribution to insurance plan is tripled
- 11- Cashing in some types of leave (for full-time employees, as authorized by the employer)
- 12- Free meals (for educators, specialized education technicians and recreation technicians who are required to take their meals with beneficiaries in the course of their duties)
- 13- Parking: Parking expenses at your home base are reimbursed when you are required to use your vehicle in the performance of your duties. You must use the eEspresso expense account to request reimbursement, and provide one or more pay slips as supporting documents.

Click here for more information: [What's new in your 2020-2023 collective agreement](#)

- 1) What are we talking about? The new collective agreement provides a 2% premium for supervising trainees (national provisions 37.12) and a 4% premium for employees working in youth protection (national provisions, Letter of Agreement No. 24). With a few exceptions, the 4% premium applies to most of our members, and your local executive has been reminding you to send us a copy of your pay slip showing that this premium has not been paid every two weeks. This will enable us to prepare a collective grievance to protect your rights. Our employer is not able to pay the premium every two weeks as required; instead, a lump sum has twice been paid while we wait for a Logibec update. The code for supervising trainees is 321 and should be entered on your attendance record. The trainee supervision premium is not paid to clinical activities specialists because there's already a premium for that job title.
- 2) **Is a driver's license required? No!** Not if you're an educator working in a youth residential unit (group homes, Beaconsfield Campus). A number of managers will ask for this and will almost force educators to drive young people to medical appointments, therapy, school, family visits, activities in the community, etc. But the only educators who are required to drive clients are those whose job postings specify that a car is required in order to apply for the job. You could be facing a nightmare if you have an accident when driving a client and your insurance company tells you that your claim is not receivable – please make sure this doesn't happen.

A new round of contract talks

As explained in our digital newsletter *Bargaining Update*, we've just taken a key step in negotiating your next collective agreement. You were consulted about APTS demands at general assemblies last spring. These demands were adopted by our General Council on September 27, 28 and 29, and they'll be tabled with the Treasury Board and the CPNSSS (the management bargaining committee) on October 28, 2022.

The APTS has also joined the [Front commun](#) a coalition of labour organizations that includes **the CSN, the CSQ and the FTQ**. Joining the common front means that we need to ensure consistency for some of our demands, including those relating to pay, pension plan, parental rights and regional disparities. At the General Council, your delegates unanimously endorsed a harmonized set of demands.

We know you'd like to know more about the substance of these demands, but out of respect for our *Front commun* partners, we need to wait until they're officially tabled to provide full information.



Pay slip errors?

Unfortunately, payment of your regular salary, premiums, benefits, and so on can give rise to countless errors, which is why **it's important to follow these three steps:**

- 1- Review the attendance record that goes with your pay slip to make sure that everything has been properly indicated and authorized by your manager. (You'll find this information on eEspresso).
- 2- Tell your manager about any situation where you see a discrepancy between the attendance record as approved by you and the one approved by your manager.
- 3- If a mistake is confirmed on your pay slip, submit an Octopus request. The absence of a full pay will be given priority.

If you don't get a response or correction after a reasonable amount of time, or if you receive an erroneous response, write to us at codim@aptsq.com, attaching the attendance record and pay slip associated with the problem as well as your Octopus request. This will make it much easier for us to act quickly.

Filling out accident reports, reporting dangerous situations – what’s the point of all this paperwork? *by Isabelle L’Ecuyer, local APTS union executive officer*

I too was asking that question not so long ago. What is the point of filling out an accident report? Who does it help? It takes time, of which we don’t have enough. And sometimes we send it in and don’t get any response. Does anyone even read it?

Actually, it’s important to report any work accident, no matter how benign, because if the situation worsens and a slight injury becomes more serious, the fact that you declared the accident soon after it occurred will make it easier to demonstrate that your injury is related to a work accident. Also, you should know that the prevention and health promotion department (SPPS) sends us all of your reports. In fact, it was when we’d received a significant number of accident reports for cases of physical assault that we were able to target a specific department and work with the SPPS to identify causes and deal with the problem.

So what’s the difference between reporting a work accident and reporting a dangerous situation? Actually, the two forms were combined a few months ago, so now there’s only one and it’s up to you to put a check mark next to the event you want to report.

When you report a dangerous situation, you’re doing that to prevent an accident that might involve you, a coworker, or even a service user. We receive that information and we can then make sure the employer takes steps to make the situation less dangerous.

In other words: yes, there is a reason to fill out those forms, and yes, we do read them. One last word of advice: always keep a copy of the form that you fill out and send.

To access the form: [Declaration, investigation and analysis of an accident or a dangerous situation 2022](#)

Summer activities and prize winners *by Alexandra Boisrond, local APTS union executive officer and officer responsible for mobilization*

It was great to see you at our summer activities, and as promised, we’ve been giving out prizes. In July, there were draws for a Samsung tablet and gift cards. Our winners:



Samsung tablet: Martin Poirier, clinical activities specialist at St. Mary’s Hospital



Four gift cards
Roxanne Maxime Dubois, human relations officer at 1000 Saint-Jean
Sharon Edwards, social worker at CLSC LaSalle
Milia Kano, dietitian / nutritionist at CLSC Dorval-Lachine
Priya Patel, educator at Batshaw



We encourage you to make sure that you’re a member in good standing so that you can vote at our assemblies. You might even win one of our prizes. Congratulations to our winners!

Sustainable development, environmental issues and Earth Day by Isabelle L’Écuyer, local APTS union executive officer



It’s time to act to take care of our planet. We don’t have to argue about that anymore – we know it. And of course, reusing and recycling are concrete ways of producing less waste. But did you know that the first step is to reduce¹?

¹The three Rs: Reduce, Reuse, Recycle.

Whether we’re reducing the amount of water we use by collecting rainwater to water our plants and garden, or making a plan before a trip to the grocery store so that we don’t waste as much food, or simply refusing to buy single-use items such as bottled water, reducing is the step that has the biggest impact on the protection of our natural resources. We don’t have to be perfect – every gesture counts.

Want to join the movement to reduce waste, and find a place to share your ideas and hear new ones? The 21st edition of the Québec Waste Reduction Week will take place during the last week in October.

<https://sqrd.org/>

Travel Allowance: New Rates as of October 1, 2022

When employees are authorized to use their personal vehicle, they receive an allowance for all travel done in the performance of their duties. The allowance as of **October 1, 2022** is established as follows:

- For the first 8,000 km in a fiscal year: **\$0,590/km**
- For all kilometres after 8,000 in a fiscal year: **\$0,530/km**
- An amount of **\$0.148/km** is added to the stipulated allowances for kilometres travelled on gravel roads

Human Resource Development Program (PDRH): put in your requests for training

Don’t forget that if you want to attend a training session, in person or online, 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 – IMPORTANT INFORMATION

For assignments of more than twenty-eight (28) days’ duration, the Employer must provide **WRITTEN NOTIFICATION** of the following information to an employee who fills a position temporarily without an incumbent: details identifying the position; the incumbent’s name, where applicable; the probable duration; salary.

An employee on the availability list who has a full-time temporary assignment for an expected duration of six (6) months or more is considered to be a full-time employee during that period.

Ms. Cherie Thomas




Upcoming events

- A meeting with physical educators / kinesiologists will be held by Zoom on **Thursday, October 20**, at 6 p.m. (see your emails for more details).
- October 28:** We'll be demonstrating in Québec City as the APTS presents our demands for upcoming contract talks. The invitation has gone out to all APTS members, and you have until October 18 to sign up!

Welcome to our new employees!

Human Resources sends us a list of new employees who have been invited to training activities as part of an online welcome day. Afterwards, those receive the following from your local executive: a welcome letter, a link to the APTS in order to become a union member in good standing ([membership form](#)), the national collective agreement and the local provisions and our contact info. You'll find the contact info, membership form, website and social media links at the end of this newsletter.



APTS provincial structure: [ptsq.com/](https://www.ptsq.com/) and membership form:  [gems.ptsq.com/demande_adhesion/en](https://www.gems.ptsq.com/demande_adhesion/en)

 www.facebook.com/SyndicatAPTS

 www.instagram.com/syndicat_pts/

 twitter.com/ptsq

 www.youtube.com/channel/APTS_Nationale

APTS local executive: [ptsq.com/codim](https://www.ptsq.com/codim)

 www.facebook.com/APTSsciussoquestdelile

Do you have questions 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.



HOW TO CONTACT US

Email: codim@ptsq.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
Union executive officer: Arlene Chambers
Union executive officer: Paul Malizia
Union executive officer: Alexandra Boisrond
Union executive officer: Isabelle L'Écuyer

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

Provincial representative
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Union counsellors
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