

# **THE INFORMER**

***Your local newsletter – APTS West-Central Montreal***  
**Fall 2022 – 15th edition**

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## 1. Local news: a work site tour and our new mobilization delegate

Dear members,

We're delighted to introduce our new mobilization delegate, Josée Quirion, physiotherapy technologist at the Father Dowd Residential Centre. Josée and members of your local executive will meet with you to talk about mobilization, contract talks, and many other interesting topics.



A warm welcome  
to Josée Quirion,  
our delegate  
in charge  
of mobilization!

Your local team went on the road for a recognition tour designed to highlight the exceptional work you're doing with the different client groups served by our CIUSSS. You probably saw us on your work site with our Wheel of Fortune, and prizes were won by some of you: gift cards from Chocolat Favoris, Yves Rocher and Première Moisson, reusable snack bags, umbrellas, lip balm and hand cream. Every APTS member who came to meet us was given a bag of sweets and APTS promotional products. Throughout the tour, we discussed a number of issues with you, including labour relations, work climate, and the tireless efforts put in by APTS members, day after day, to carry out their essential work. The Wheel of Fortune tour was also intended to let you know that the APTS is negotiating with the government again, since our provincial collective agreement expires on March 31, 2023. We'll need to mobilize if we want a strong collective agreement that truly represents the exceptional work being done by APTS members.

On September 15, you were invited to join us for a fall get-together at La Cage restaurant from 5 to 7. About fifty APTS West-Central Montréal members showed up to chat with coworkers and their local executive. We were glad to hear your thoughts on various social and political issues, and a good time was had by all.

And finally, please pay close attention to your emails for information about APTS activities during the holiday season. We'll be launching a terrific contest in early December, with great prizes including gift certificates from Espace pour la vie, the Montreal Museum of Fine Arts, Place des Arts, and various spas. As in previous years, your local team will come to each work site, bringing you a treat for the holiday season. Stay visible, mobilized and committed – it's important right now because we're expecting employer offers to be tabled by late December 2022, and contract talks with the Legault government will be picking up speed since our current collective agreement expires in March 2023. Together as one, we can make a difference!

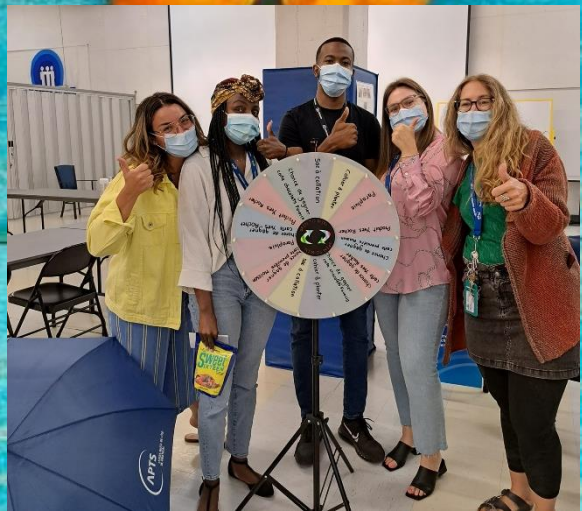
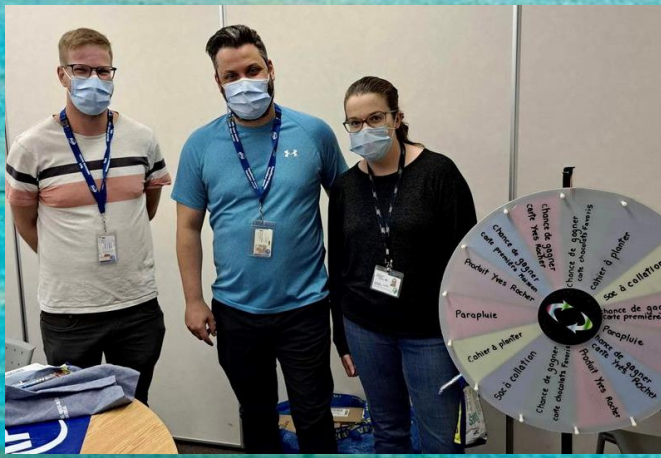
Yours in solidarity,

Véronique Tessier, treasurer and  
Co-responsible for mobilization





# Our union activities in pictures!





## Our union activities in pictures – continued



## 2. Interim appointment to the APTS subcommittee on OHS prevention

**Congratulations to Ana Sofia Mota, social worker at the West Island service point for the Constance-Lethbridge Rehabilitation Centre, who's been appointed as a one-year interim replacement on the APTS West-Central Montreal OHS prevention subcommittee.**

**Welcome Ana Sofia!**





### 3. Provincial contract talks

Dear members,

Are we already preparing for a new round of bargaining talks with the Québec government, barely ten months after our new collective agreement came into force? Yes – because the work contract we signed early this year expires on March 31, 2023, and we were required by law to file our union demands by the end of October 2022.

As a new cycle of contract talks begins, we want to tell you about what's already been done and what to expect in the future.

**A key moment: adopting our demands** Last spring, we asked for your opinion on issues that matter to you. At special general assemblies held from June 1 to 22, you told us what you need, and what you don't like, in terms of working conditions. That was the basis for us to build a better, stronger set of demands that truly reflects your priorities.

At the APTS General Council on September 27, 28 and 29, we took a key step towards negotiating your next collective agreement by adopting the demands that the APTS would table with the employer in October.

**Joining the *Front commun*:** For the first time in history, an independent union – the APTS – officially joined the *Front commun*. This means that the APTS will be negotiating intersectoral matters on your behalf alongside the three big labour federations: the CSN (*Confédération des syndicats nationaux*), CSQ (*Centrale des syndicats du Québec*) and FTQ (*Fédération des travailleurs et travailleuses du Québec*). Throughout the next round of provincial bargaining talks, the CAQ majority government will be forced to deal with a broader common front voicing demands that are shared by all of its members in matters of pay, pension plans, parental rights and regional disparities. The *Front commun* now represents over 420,000 workers in the public and parapublic sectors. As part of the common front, we're bigger and stronger, and we'll be speaking with one voice.

**Tabling our demands:** The *Front commun* presented its demands to the Treasury Board in the morning of October 28. In the afternoon, we presented our sectoral demands – related to your working conditions and conditions of practice – to the CPNSSS (the management bargaining committee in health and social services). The ball is now in the government's court, and normally, it should present its response to our demands by January 2023.

**We won't back down.** These provincial contract talks belong to YOU as APTS members. Stay tuned, and show up! The APTS is strongest when we all turn out together.

[See our website](https://frontcommun.org/outil-revendications) for details about the demands presented by the APTS on behalf of professionals and technicians. You'll also find information documents, videos, and various visual tools. If you want to know more about demands presented by the *Front commun*, to which the APTS belongs, go to this page: [frontcommun.org/outil-revendications](https://frontcommun.org/outil-revendications) (in French).

In solidarity,

Teresa Muccari, provincial representative





### 3. Provincial contract talks: On October 28, 2022, we presented our demands in front of the National Assembly in Québec City. Over 850 APTS members were there!

**PLUS GRAND  
PLUS FORT  
NOUS**  
D'UNE SEULE VOIX

L'APTS se joint au Front commun

**FRONT  
COMMUN**





## 4. Labour relations: Parental rights

### Your local team invites you to a lunch conference on parental rights

**When:** Thursday, December 8

**Two events:**

1. 11:30 a.m. to 12:30 p.m.: Lunch conference in French
2. 12:30 to 1:30 p.m.: Lunch conference in English

**Zoom link for the conference in French:**

<https://aptsq.zoom.us/j/93415286327?pwd=T2Y2MjdoV1JRd2d4dkZoVFd0dUvZz09>

Meeting ID: 934 1528 6327

Password: 741716

**Zoom link for the conference in English:**

<https://aptsq.zoom.us/j/93503555571?pwd=d0RJRk5QRUUreHJ5YXJqcCt6NzFldz09>

Meeting ID: 935 0355 5571

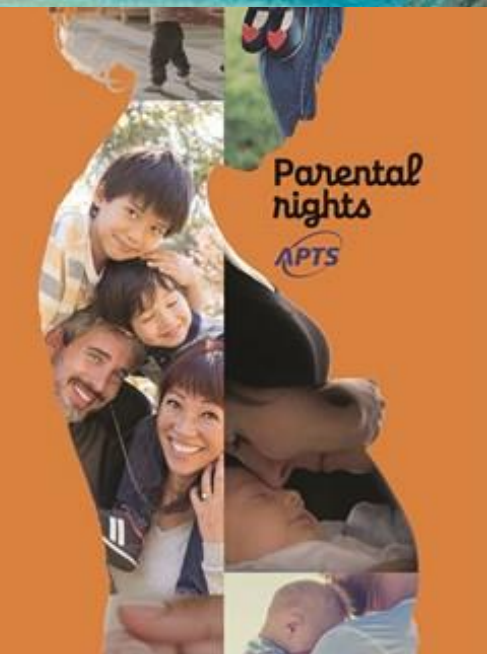
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These conferences will be hosted by labour relations counsellor Jasmine Zarbatany. You don't need to register – just click on the Zoom link when the time comes. As a participant, you may win a door prize!

Please make sure you're clearly identified with your full name when you join the event.

These lunch conferences will be recorded and made available through a downloadable link for about a week after they're held.

We're looking forward to seeing you there!





## 5. Occupational health and safety

Occupational health and safety week took place from October 17 to 23, and you'll soon be receiving a questionnaire that will help us understand your training needs in terms of OHS and prevention.

Members of the OHS committee and the OHS prevention subcommittee attended the annual ASSTAS conference on October 12, and one person from the OHS prevention subcommittee will join the CNESST's *Grand Rendez-vous* on November 2.

**Employee Assistance Program**: The EAP is a confidential service that can be accessed by all employees and their families on a voluntary basis. It facilitates access to professional services for any employee dealing with health problems.

Access your EAP 24 hours a day, 7 days a week, by phone, online or through your mobile device.

1-800-361-2433

**LifeWorks** is a platform that complements the EAP's activities. It too is anonymous and confidential. LifeWorks:

- is available 24/7 to support your mental, physical, social, and financial well-being;
- provides access to professional counsellors, counselling services and/or legal or financial specialists, and advice from community organizations;
- provides convenient, user-friendly access to clinically validated online wellness resources.

To register with *LifeWorks*,

go online to <https://inscription.lifeworks.com/>

or download the mobile app from Google Play or Apple

**CNESST**: If you sustained an injury at work, or if you've developed an occupational disease, don't forget to fill out your CNESST form and send it in. The CNESST will then tell you what steps you need to take and will explain your rights following your injury or illness, while you're on leave and when you go back to work.

If you've been in contact with coworkers or patients who tested positive for COVID, you can report this to the CNESST. You have 6 months from the date of your **accident** to file a claim with the CNESST.

In solidarity,

Danielle Lynch, vice-president





## 6. Human Resource Development Program (PDRH)

### Skills development

**We encourage you to keep on putting in requests for continuing training – there's a significant portion of the budget that hasn't been spent!**



All continuing training requests must be made in writing to your immediate supervisor.

Amounts for individual training are granted on a first-come, first-serve basis until all of the funds allocated by management for that reference period have been spent. The budget may vary from one year to the next.

Each employee may receive \$1,000 from the annual budget, plus as an additional \$1,000 per year until March 31, 2026, under a local agreement between the CIUSSS and the APTS.

- These amounts are given to reimburse salaries, employee benefits, educational expenses (including materials), travel expenses and (if applicable) living expenses related to training, professional development, and activities enabling employees to adapt and adjust.
- To be eligible, the training activity must be relevant to the performance of your current duties or be part of your professional development.
- Eligible activities also include the purchase of educational materials (such as books), which must remain accessible so that your coworkers can consult them. Priority is given to employees who have not been able to benefit from individual training in the past 12 months or more.
- All requests must be made at least 30 days before the beginning of the activity. If basic requirements are met – i.e., if you give 30 days' notice and the activity is eligible – your immediate supervisor may not refuse to release you unless a break in services is involved.
- Your employer may ask you for reasonably required supporting documents, which you must submit in order to be reimbursed.

The employer will soon be making available a brochure on skills development.

In solidarity,

Danielle Lynch, vice-president



## 7. Sustainable development

**The APTS Sustainable Development committee at the CIUSSS West-Central Montreal developed a policy proposal that was adopted by the local executive on October 6.**

The APTS Sustainable Development committee at the CIUSSS West-Central Montreal is committed to the following actions.

- I. Get involved in the CIUSSS's Green committee to promote the ideas and interests of APTS members in the area of environmental protection:
  - a. Work on standardizing "Green" initiatives at all our CIUSSS facilities and alert APTS members to them.
  - b. Put an end to "phony recycling" (i.e., putting recyclable materials in the garbage) at all CIUSSS facilities.
  - c. Encourage recycling of used ink cartridges and batteries at all CIUSSS facilities.
  - d. Give preference to the use of washable and/or reusable materials at all CIUSSS facilities, in partnership with the Employer and other union organizations.
  - e. Encourage the Employer to enter into partnership agreements with local ecology groups active on the territory of the CIUSSS West Central Montreal.
  - f. Urge the Employer to combat heat islands by greening vacant outdoor spaces in proximity to CIUSSS sites, and foster the development of community gardens open to CIUSSS employees and users.
  - g. Work jointly with the Employer to conduct feasibility studies of larger-scale environmental initiatives.
- II. Build awareness and understanding of the impacts of climate change and current environmental issues among APTS members at the CIUSSS.
  - a. Encourage sound environmental practices among APTS members.
  - b. Mobilize members around the introduction of Green policies in their workplaces.
- III. Build awareness among clients of the CIUSSS of the impacts of climate change on their daily lives and of other environmental issues.

In solidarity,

-Léonie Blanchette, presidente





## 8. Professional recognition: nuclear medicine technologists

In the spirit of medical imaging week, which took place the week of November 7, we thought it would be fitting to tell you a little more about what nuclear medicine technologists actually do. Our liaison officer, Yaruska Copa Chocata, was happy to give us the inside track on her profession.

### **Q) Yaruska, what is your educational background?**

A) I earned my diploma in nuclear medicine in 2016. Since then I've worked as a clinical coordinator in the nuclear medicine department at the Jewish General Hospital (CIUSSS West-Central Montreal) and also at the CIUSSS de la Montérégie Est. In 2018, I obtained the position of interim head of nuclear medicine at the Jewish General.

### **Q) What are the educational requirements to become a nuclear medicine technologist?**

A) You need to complete a three-year college diploma in nuclear medicine, the prerequisite for which is graduating from high school with a background in "hard sciences." The program entails two years of study followed by a full year of internship. It's worth mentioning that the diploma is recognized around the world, so we can work anywhere, like Europe or New Zealand.

### **Q) Why choose nuclear medicine rather than another medical imaging field?**

A) What makes it particularly attractive is the fact that the work schedule lends itself to a good work-life balance. You typically work during the day and you're on-call on alternating weekends, depending on the hospital's needs. There's a high job placement rate and good opportunities for career advancement. Given the labour shortage, interns at our CIUSSS obtain full-time positions as soon as they get their diplomas. Also, the work is quite varied; you often work on research protocols with institutes like the Lady Davis.

### **Q) What type of patients do you treat?**

A) We treat oncology patients as well as patients with infectious diseases, orthopedic disorders, and so on. In the area of radiation treatment, as part of research protocols, we work on theranostic treatments for cancer patients. This type of treatment involves the injection of isotopes designed to target cancer cells directly and is much less invasive than other kinds of cancer treatments available on the market today. It's a treatment of the future that is unfortunately not yet widely available.

### **Q) How does your work differ from that of other medical imaging technologists?**

A) In addition to doing diagnostic imaging and sampling, we administer injections of small amounts of radioactive material which allow us to obtain images that provide information about both physiological and metabolic processes.

### **Q) What kind of equipment and instruments do you use in your work?**

A) We work with increasingly sophisticated cameras. Our workload is expanding because there is greater demand for scans using these new hybrid PET-CT cameras. They are highly sensitive and yield a very detailed 3-D result. In some countries they use equipment that combines PET-CT with contrast, which involves the injection of a contrast agent, so several different imaging technologies are employed simultaneously in the time it takes to do a single imaging exam. This is the future of nuclear medicine.

Caption: PET: Positron Emission Tomography; CT: Computed Tomography

**To learn more about careers in medical imaging, watch this video produced by the APTS (in French):**

**<https://www.facebook.com/SyndicatAPTS/videos/528956188628077>**

**The work of technologists in medical imaging, nuclear medicine, radiation oncology and medical electrophysiology deserves greater recognition. This video-clip introduces the various specialties in the field. Share it to showcase our technologists!**

In solidarity,

**Josée Benoit, Union Executive Officer for the Hospital Mission**



## 8. Professional recognition: Medical imaging week in photos!



Technologist with a SPECT-CT scanner, CT quality control



Technologist with a SPECT-CT scanner



Laboratory technologist:  
Preparing samples  
and isotopes



PET-CT scanner



## 9: Our holiday and OHS tour of work sites

This year, our tour of your work sites will focus on two themes: the holidays, and occupational health and safety.

When no specific location is indicated in your facility, that means we'll be going from one floor to another, or through the facility's different areas, to meet you directly. Keep an eye on your emails for a full list of dates and facilities!

**November 17: Mount Sinai Hospital, 12 to 1 p.m., boardroom**

**November 18: Saint Margaret Residential Centre – Josée Quirion will be moving around to meet you!**

**November 22: Constance-Lethbridge and MAB: 12 to 1 p.m., Layton Hall and MAB gym**

**November 22: Résidence Lev TOV (IR) around 10 a.m.; Saint Andrew Residential Centre around 3 p.m.**

**November 25: Jewish General Hospital, starting at 7:30 a.m. at both main entrances**

**November 29: Miriam Home and Services, 11 a.m. to 1:30 p.m.**

**November 29: Décarie Square – Elna Clinic around 3 p.m.**

**November 29: Richardson Hospital and Henri Bradet Residential Centre, 12 to 1 p.m., room 202**

**November 29: Catherine Booth Hospital (afternoon)**

**December 1: CLSC Parc-Extension, 12 to 1 p.m., room 013**

**December 1: Parc-Extension vaccination site (morning)**

**December 1: Outremont service point, Maison Paternelle (afternoon)**

**December 2: Plaza Côte-des-Neiges, 12 to 1 p.m., employee room on the 6th floor**

**December 2: Father Dowd Residential Centre around 10 a.m.; Glenmount site around 3 p.m.**

**December 6: Mackay, 12 to 1 p.m., Michael Reid room**

**December 6: Layton School, around 3 p.m., in front of Jennifer Grier's office**

**December 8: CLSC René-Cassin (afternoon)**

**December 13: MDCM GMF (morning), Force-Médic and Kildare GMFs around 3 p.m.**

**December 15: CLSC Benny-Farm, 9:30 to 10:30 a.m., #201 kitchenette**

**December 15: Maimonides, around 11 a.m.**

**December 16: CLSC Métro, 12 to 1 p.m., room 6B**

**December 16: Info-Social, 3 to 5 p.m., room 1111**

**December 20: PRAIDA, 12 to 1 p.m., room 551 or 553 (to be confirmed)**

**Dates to be announced for other sites including CLSC Côte-des-Neiges, Jewish Eldercare Centre, Herzl Clinic and West Island satellite centre (PSOI). Stay tuned!**





# To contact the APTS West-Central Montreal

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

Local team	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>
Josée Benoit, union executive officer, hospital mission	<a href="mailto:jbenoit.06-2@aptsq.com">jbenoit.06-2@aptsq.com</a>
Sylvia Bitton, union executive officer, rehabilitation mission	<a href="mailto:sbitton.06-2@aptsq.com">sbitton.06-2@aptsq.com</a>

Labour relations counsellors	
Jasmine Zarbatany Tim Banasik Alexandre East (replacing Jonathan Harmon)	450-670-2411

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