



Once Upon a Time in the West Island of Montreal...



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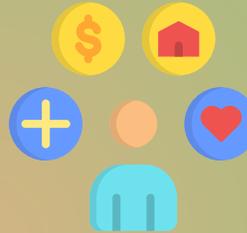
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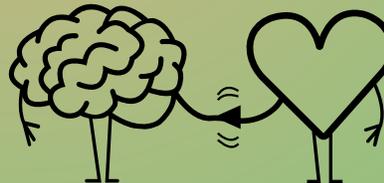
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Once Upon a Time in the West Island of Montreal...

Sixteenth Edition-Fall 2024



Alexandra Boisrond,
President

A Word from Our President

Hello APTS-MWI members,

Here we are in the fall, and we've already had a very eventful start to the season...

Last June, we received the news from our deputy CEO that we had a budget deficit of over \$70 million dollars. There was talk of focusing on a pre-pandemic budget rebalancing. To do this, the Employer first eliminated vacant positions, as well as overtime for all staff. We all had to redouble our efforts to ensure that these measures did not affect clinical services to the detriment of everyone's workload. We also received numerous requests for transfers, partial closures and the creation of new HR activity centers. Our team had to pull out all the stops to ensure that everything complied with the rules of the collective agreement, and that these changes affected both employees and customers as little as possible. According to senior management, all these changes had to be put in place by management before Santé Québec comes into effect on December 1, 2024. With all the savings generated by the various changes and cuts, we have to hope that in the IUHSSC budget recovery discussions, the administration will be able to meet the needs of our territory's clientele.

We also had our very popular foodtruck activity in September. Once again this year, we were lucky enough to see many of you. It was a huge success **BECAUSE OF YOU!** We'll still have plenty of opportunities to come and meet you, with several meetings planned to give you a presentation on what's new in our collective agreement. We just finished celebrating Health and Safety Awareness Week. I invite you to read the section from our colleague responsible for the OHS file.



CONT., A WORD FROM OUR PRESIDENT

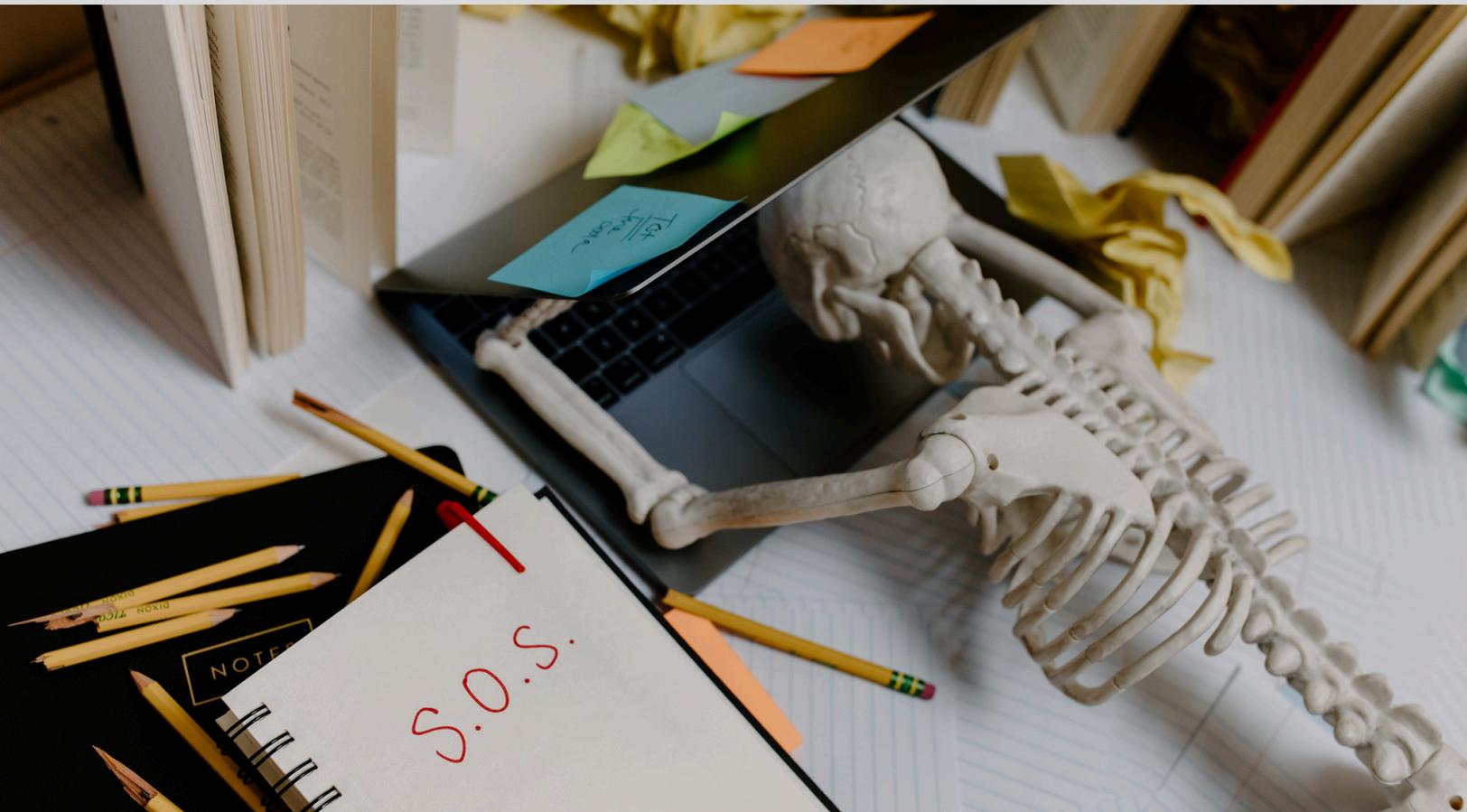


The arrival of the Agence Santé Qc also requires a great deal of work at all levels of our union's organization. A number of meetings, consultations and work tables have kept us busy, and will continue to add to everyone's work in order to be ready for all the possible changes to come. Until then, your team will be on the lookout, and we promise to keep you informed of what's to come!

In conclusion, I recently read a story in the American media that had a profound effect on me. A bank employee was found dead in her cubicle. It took 4 days before her Employer realized she had passed away. For me, the moral of this story is simple: no matter what issues we face as employees in the public system, be it late pay, team changes, heavy workloads, etc., we must prioritize our **physical and mental health**, because we are giving so much of ourselves to a system that is constantly changing and forgetting to take care of us. As the famous American author Wayne Dyer put it so well: "You can't always control what happens on the outside. But you can always control what's going on inside."

Take care of yourself!

Alexandra Boisrond



OUR NATIONAL REPRESENTATIVE'S COLUMN

IN THIS EDITION : THE HEALTH PLAN



Josée Asselin
National Representative

Our National Representative's Column

Where Are We with the "Health Plan"?

As you probably already know, the Health Plan is an ambitious project presented by the Minister of Health and Social Services, Christian Dubé, at the end of March 2022. This project is in the same vein as the last 2 major upheavals in the network over the past twenty years. Remember Couillard's reform in 2003 and Barette's in 2015. The ongoing current one, once again, aims to radically transform the organization of our healthcare and social services over a 3-year period.



Top Guns From the Private Sector to Manage Agence Santé Québec (ASQ)

The appointment of Geneviève Biron, a businesswoman from the private laboratories of the same name, as CEO of the ASQ marks the beginning of this new government corporation, with Frédéric Abergel, former CEO of the Nord-de-l'île-de-Montréal IUHSSC, as its vice-president.

At the APTS, we are not reassured with the arrival of a private-sector entrepreneur at the head of Santé Québec. Minister Dubé has made no secret of his intentions in making this nomination: to open the doors even wider to the private sector in healthcare.

Rest assured that the APTS has this reform on its radar and will continue to defend and promote a public, accessible and free health and social services network. Over the coming months, we'll be hearing a lot about this reform, which will affect us all, as employees and citizens alike. We'll be working together to get through this turbulent period and make sure it doesn't end in a forced landing.



CONT., OUR NATIONAL REPRESENTATIVE'S COLUMN

Social Services Evacuated?

This new administrative machine, whose “mission is to bring about a cultural change in the healthcare network in order to make it more efficient”, will be supported by a well-stocked Board of Directors, which continued its nominations over the summer: manager, economist, engineer, analyst, nurse, pharmacist and two medical specialists. **Note that no representation from our network's social services was deemed relevant!**



How can the well-being of Quebecers be improved if a whole area of global health is evacuated? Difficulties in accessing first-line care and mental health services have been experienced and known about for several years, especially since the members of cabinet's decision to separate health and social services into two separate ministers. The situation has only deteriorated. The government continues to focus solely on curative care, rather than acting preventatively by investing in first-line services. It therefore seems essential to us that this Board of Directors should include a person from the psychosocial field, in order to raise awareness of the issues faced by technicians and professionals in this sector.

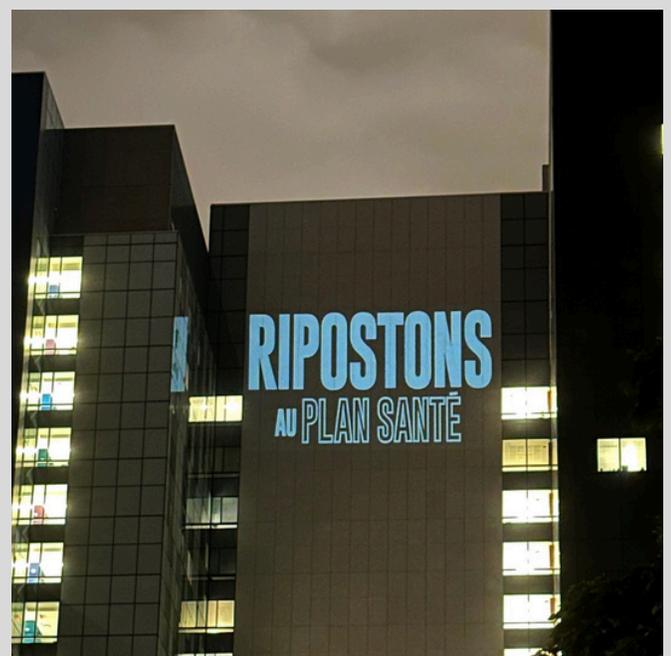


Image : “Let’s Fight Back Against This Health Plan”

CONT., OUR NATIONAL REPRESENTATIVE'S COLUMN

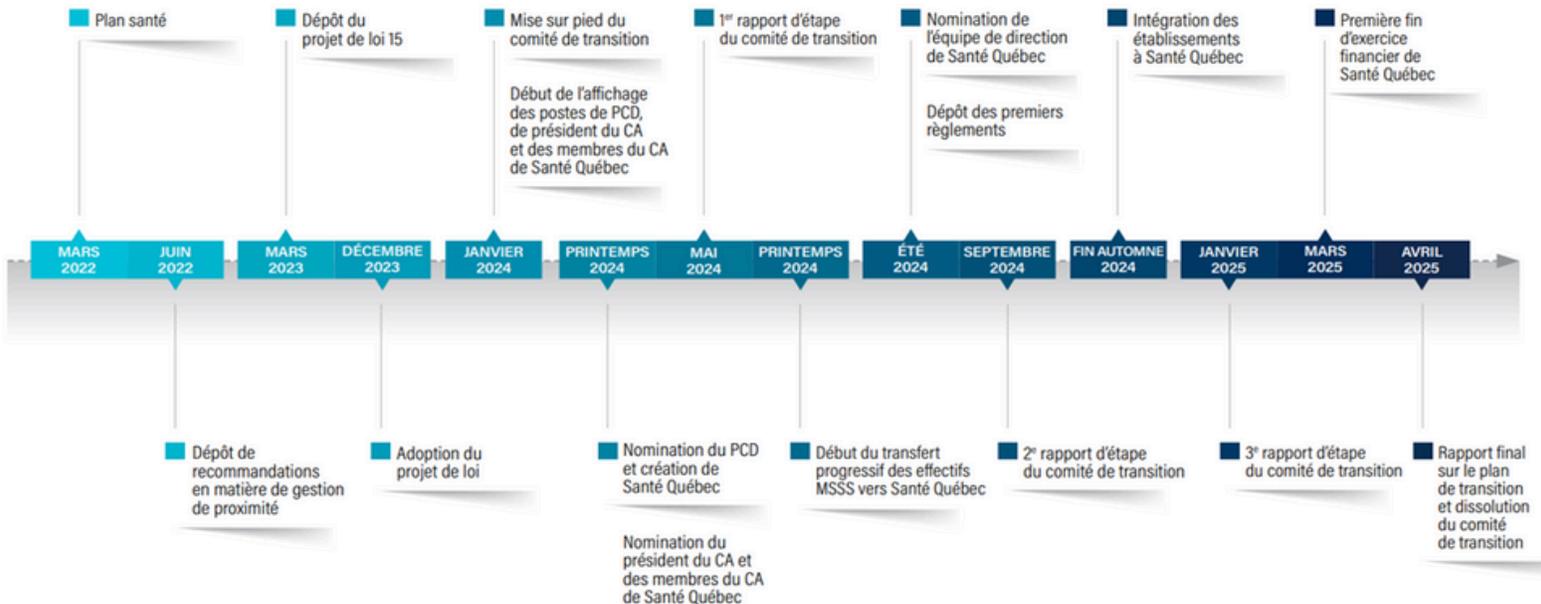


Image taken from ©Chaire de recherche en santé durable/
published in French only on September 24th 2024

Integration of Establishments Into Santé QC

During the summer, you received a memo from our Employer informing you of the integration of the l'Ouest-de-l'île-de-Montréal IUHSSC into Santé Québec, effective December 1, 2024. This is a contractual obligation on the part of the Employer to formally inform the union and employees in the event of a merger or integration of establishments. This integration has no impact on your position or status. The national provisions of your 2023-2028 collective agreement remain in force, and your certification unit remains unchanged in the short term, only to be merged on December 31, 2025 (or an earlier date determined by the government). Once the certification units will have merged, the unions present in a given staff category will have 110 days in which to file an application for certification. If, and only if, more than one union files an application for certification to represent a staff category, a union allegiance vote will be triggered. At the end of this raiding period, new local provisions will have to be negotiated within 18 months.

We understand that this transition may raise many questions. We invite you to consult our evolving Frequently Asked Questions (FAQ) page, available at <https://aptsq.com/en/current-issues/sante-quebec-faq/>, to find answers to your questions. You can also write to us at codim@aptsq.com

Stay tuned for further updates. We will keep you informed as things evolve.

Your National Representative,

Josée Asselin

LIAISON OFFICERS: THE LINK BETWEEN THE FIELD AND THE LOCAL UNION TEAM



Renée Mathieu
Director
Responsible for Mobilisation and Communications

Liaison Officer Column

Together with the local executive committee, liaison officers form the Union Council. They take part in various local union activities, as well as Union Council meetings. They serve as a link between the local union team and members, for the transmission and exchange of information.

A warm welcome to the following liaison officers:

Moshe Guerrier for our spiritual care workers (All of the IUHSSC)
and
Hind El Houss for CHSLD Dorval and Nazaire Piché

Congratulations on your new role! On behalf of the executive committee, we'd like to welcome you. We're delighted and excited to be working with you! Thank you for accepting this interim role for your sector until the next elections in 2025.

We'd also like to highlight the following changes:

Evelyne Manny will now be representing the Maison Alternative in Dorval
and
Claudia Royea will be representing occupational therapists and physiotherapists at LaSalle Hospital



“WE WANT YOU!”

Do you have an interest in union issues?

**Would you like to be the eyes, ears and voice of the union team in
your sector?**

Contact us to learn more and see if your sector needs you!

codim@aptsq.com



PREVENTION AT THE HEART OF OCCUPATIONAL HEALTH AND SAFETY!



Isabelle L'Ecuyer
Director
Responsible for OHS

OHS Column

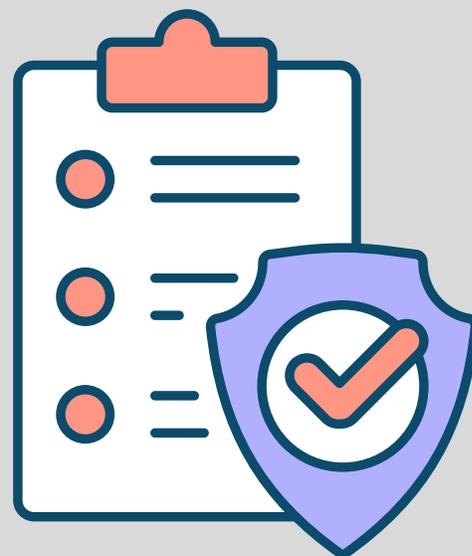
“Did you know that the health and social services sector generates 45% of the injuries recognized by the CNESST for the entire province, even though the sector accounts for less than 10% of workplaces in Quebec? « The cobbler always wears the worst shoes », we might add!

What happened to the old saying “An ounce of prevention is worth a pound of cure”?

In fact, it is to encourage Employers to focus on prevention and increase their coverage of occupational health and safety (OHS) that the Act to modernize the occupational health and safety system stipulates that prevention and participation mechanisms must be put in place in workplaces.

One of the aims of these mechanisms is to encourage worker participation in the identification and management of OHS-related risks. Who better to identify risks than the people who work in the workplace!

Therefore, by October 6, 2025, the Employer, in collaboration with the unions, will have to set up Health and Safety Committees (HSC), and more than twenty Health and Safety Representatives (HSR) will have to be appointed across the MWI IUHSSC. These HSR will be released from their jobs to carry out their new functions.



CONT., PREVENTION AT THE HEART OF OCCUPATIONAL HEALTH AND SAFETY!

Just recently, the first HSR were appointed for the “Mental Health Group”, which includes the Douglas Mental Health University Institute and the Stillview Clinic in Pointe-Claire. The employees working in these sites all received a call for interest, and the designation of 4 HSR and 2 substitute HSR was agreed upon between the union representatives. For the APTS, Ms. Mireille Couture was designated as the HSR for this group. We congratulate her and thank her for accepting this new challenge!



Over the course of the year, the process of setting up the HSC and designating the HSR for the other MWI IUHSS groups will continue.

If you're interested in OHS, keep an eye on the emails we send you, because you'll receive the call for interest for the HSR for your group.

TOGETHER, let's help reduce the number of workplace accidents, so that working in the Health and Social Service sector no longer represents a risk to our health and safety.

1. Source <https://new.express.adobe.com/webpage/qzAxo8dmPJns0>



We would like to remind you of the importance of declaring a workplace accident and reporting any dangerous situation. A dangerous situation is defined as one that is likely to cause harm to your health and safety, or that of your colleagues.

Don't forget to indicate the exact work site where the situation occurred.

To access the form, consult the CIUSSS intranet or contact us at codim@aptsq.com



RESULTS OF THE TRAINING SURVEY: MAIN FINDINGS



Rodeina Bechara
Director while replacing Johanne Gouskos

HRDP Column

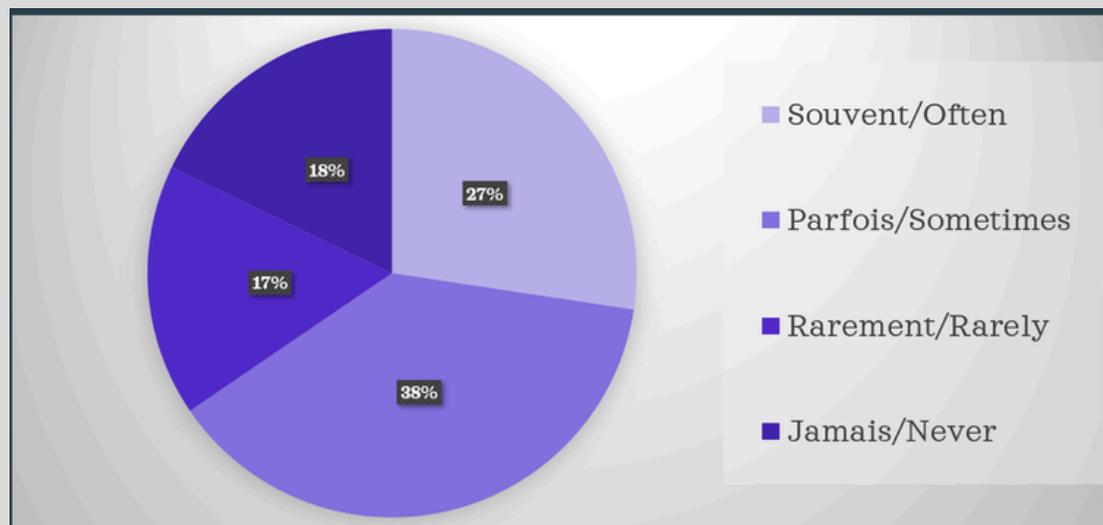
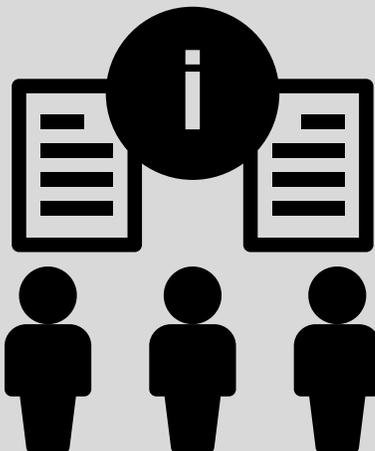
This summer, your APTS executive met over 300 members at various sites to inform them about the IUHSSC's training budgets. Many of you also responded to our survey to share your training needs and tell us about your experience with training requests. Thank you to all 140 of you who responded, your answers were very helpful!

Here are the main findings:

- Only half of the respondents reported having made a request last year. Knowing that we haven't used the entirety of our budget in the last 3 years, we invite you to send your manager requests to participate in training activities that interest you.
- Many members report that they are unaware of the existence of training budgets, or do not know how to access them. For your information, in 2023-2024, we used less than 1% of the professional practice development budget (PPD). To learn more, consult our FAQ on the local APTS website: <https://aptsq.com/codim> (Plans de développement des ressources humaines section).
- Around a third of respondents reported that their manager rarely or never encourages them to apply for training. We note different experiences from one team to another, and not all managers are aware of training budgets.

Get informed about your rights!

“My manager encourages me to make training requests”



CONT..., RESULTS OF THE TRAINING SURVEY: MAIN FINDINGS

The survey enabled us to collect winning conditions to facilitate access to the IUHSSC's training budgets, as well as a list of issues that need to be resolved with the Employer.

Despite the challenges encountered, 94% of respondents still wish to continue requesting training to improve their practice. **That's a real credit to you!**

We are pleased to announce that we now have an updated agreement for the use of the PPD budget (2024-2025).

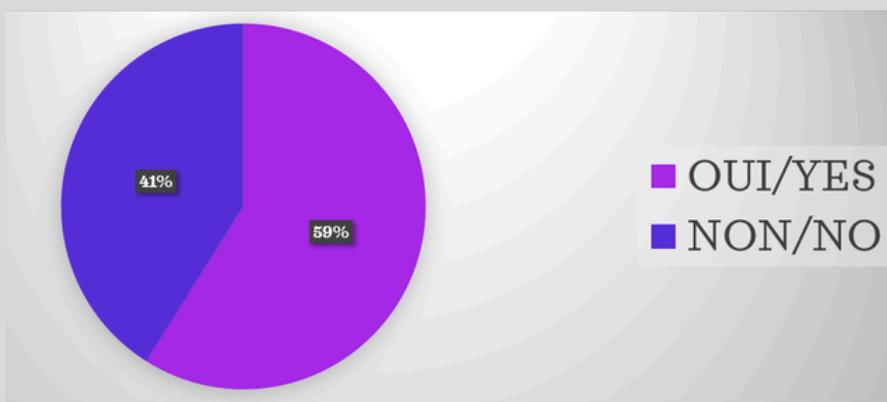
To find out more : <https://aptsq.com/actualites/signature-de-l-entente-relative-au-budget-de-developpement-de-la-pratique-professionnelle-signing-of-the-professional-practice-development-budget-agreement/>

Your union is here to help you with your training requests. Write to us at codim@aptsq.com with your completed training request form, and we'll follow up with you.

Negotiations With the Employer:

There have been several changes within the human resource team that handles training requests, which makes our exchanges more complicated. Please be assured that the union team continues to advocate your rights. We encourage you to make your requests as far in advance as possible and let us know if your request is refused (has to be received **IN WRITING**) or if you still have no answer after following up with your manager.

“ Was your training request accepted ? ”





FRIDAYS FOR FUTURE DEMONSTRATION SEPTEMBER 27TH



Renée Mathieu
Director
Responsible fo Mobilization and Communications

Mobilization Column

On September 27, the National APTS and some members of your local executive took part in the “Fridays for Future” demonstration in Montreal. But why? What does this have to do with the union, APTS members and the public?

Heat waves, forest fires, floods... Quebecers are increasingly facing the consequences of the climate crisis. Did you know that the heat killed 14 people last June in Montreal? Meanwhile, the government is dragging its feet in implementing effective measures to help us fight and adapt to the climate crisis. Our social safety net is insufficient to protect the most vulnerable.

Our natural habitats are disappearing in favour of economic “growth” that is driving us straight into the wall. Protecting our forests, wetlands and local natural environments is crucial in fighting and adapting to climate change. A true energy transition must not be achieved by worsening the biodiversity crisis! It's time to take back our power to act and stop the destruction of our natural habitats.

While the climate crisis and the crisis of inequality rage on, the government is abandoning our public services, our social programs and the community. This has a direct effect on the population, on us (health and social services employees) and above all on our vulnerable clientele!

It's time to take back our power to influence the future!



That's why we and 50 other organizations were present on September 27th. To create a movement and take back the power to influence our future! To demand a social and environmental transition.

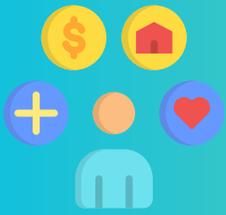
1% of the richest emit as much CO2 as two-thirds of humanity. Large multinationals accumulate billions by exploiting people and our planet.

The money for transition is there, let's go and get it!

To learn more: <https://fridaysforfuture.ca/>



Image:
“So there can be a world tomorrow, let's be heard on September 27th”.



I NEED TIME OFF BUT I ALSO NEED A SALARY



Johanne Gouskos
Director

Did you know that there is a way to take time off from work while still receiving a pay cheque and contributing fully to your RREGOP (Retraite Quebec)?

I am lucky enough to have taken advantage of this type of leave called: Leave with Deferred Pay. For all the details, refer to the 2023-2028 collective agreement, article 27 (including a table stating the percentages of pay received depending on the duration of the plan).

In a nutshell, it is a contract between an employee and the Employer where for a period of time, the employee is paid a percentage of his/her salary including during the time of the leave. The duration of leave that is possible can range between 6 and 12 months. The plan (time at work + the time on leave) ranges from 2 to 5 years. The longer the plan, the higher the percentage of salary that will be received. The leave can be taken at anytime during the plan.

There is another possibility offered to those needing 3 months of leave to pursue full-time studies. In this case, the leave must be taken at the end of the plan which requires preparation in advance. The plan in this case would be either 2 or 3 years.

Here's my example to give you a better understanding of the Leave with Deferred Pay:

My plan started in April of 2020 where I requested a deferred leave during 6 months from April 1st to September 30, 2024. My plan will end in April 2025. During the time of the plan (5 years), I am paid 90% of my salary.

Interested? To request this leave you must fill out a form called "Request for a leave of absence or for an alternative work schedule". This request must include the start and end date of the requested leave and be accepted by your manager. You then email the approved request to inforh.comtl@ssss.gouv.qc.ca who will draw up the contract and send it to you.

In my case I travelled during most of my leave.

What would you do?



LABOUR RELATIONS THE FRONT LINE



Ann-Marie Léporé
Vice-President

Labour Relations Column

All labour relations (LR) questions should be forwarded to us either by our central e-mail address (preferably): codim@aptsq.com or by telephone at (514) 378-8124. Once received, they are transferred to the appropriate people on the local APTS team (the union advisors (UA) as well as the people on the local executive who do LR). They work together on the LR files.

THE FIRST LINE OF LABOUR RELATIONS:

This first line is answered by the people on the local executive.
What are the questions and interventions of the first LR line?

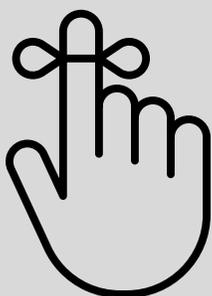
Here are a few examples:

- Answering questions related to the collective agreements (National and local).
- Gather the information related to the issues and situations brought forward
- Ask for relevant documentation to be sent in order to fully understand the issues at hand
- Discuss with the UA complex cases requiring their expertise, and transfer information received on the subject to them.



To optimize the evaluation of situations sent to us, **it is essential to send us basic information :**

- Your: last name, first name, employee number, job title, **DIRECTION**, work site
- If you have questions about your time sheet and/or pay stubs:
 - o All **WRITTEN** communications (Octopus request and response, e-mails with managers, e-mails with HR and/or payroll)
 - o Time sheet(s) and pay stubs(s) corresponding to the problem.



Don't forget that it's essential to always review the time sheets (work schedule, premiums, departments worked, etc..) **as well as the pay stubs** so that issues can be addressed quickly. It is strongly recommended that the time sheets be saved, if possible, as soon as they are approved by the employees. This will help to compare with the one approved by the manager as well as the one by payroll department, if necessary...

BATSHAW: NEWS AND UPDATES



Paul Malizia
Director

Batshaw Column

A Little More Alone on a Shift?

As many of you who work in Residential Services may have noticed, the Employer is going about and reducing staffing ratios in order to get to a zero budget deficit as per the CAQ government's directives. This means that after numerous years of fighting and negotiations on the part of the APTS, many so called open positions or add-ons are being eliminated from your schedules, unless your manager makes a direct request to justify having a third employee on.

Therefore, the fight to have 3 staff on in the morning shifts is pretty much a thing of the past and some 0.6 full-time equivalent (FTE) positions are being scaled back to a 0.4 FTE.

A few of you have reached out to express your concerns which is much appreciated.

However, we urge you to forward any questions and concerns around this matter to: codim@aptsq.com for further follow up in our Labor relations meeting with the employer.

Recall Service:

A staff memo was sent out in early September to inform members that a new method for shift allocation has been put in place.

A few members have called and written to the us around various concerns:: family-life and work balance, conflicting schedule with other job opportunities, being scheduled for shifts without being informed etc. The most frustrating thing seems to be that many members cannot modify their availability online via eEspresso and that there is no concrete reason as to why...

For those concerned, we urge you to write to us at : codim@aptsq.com so that we can review this process with HR and the replacement activities service (RAS).



UNION INVOLVEMENT IS ALSO A MATTER OF THE HEART



IN THIS EDITION:

INTERVIEW WITH STÉPHANIE COUSINEAU



Renée Mathieu
Director
Responsible for Mobilization and Communications



Stéphanie Cousineau
Secretary

Interview Column

Stéphanie, I'm meeting you so you can tell me about your union path. Before you got involved in the union world, what was your profession and how did you go from that to the union?

My profession is dietetic technician and I wouldn't actually say that I've moved from my profession to the union. I'm still a dietetic technician, but I'm currently liberated full-time as a union representative. In the beginning, I was involved on a small scale. My position is at the Grace Dart Extended Care Centre site, and it was a co-worker involved with the union who encouraged me to get involved. I've always been someone who names things, both the good and the bad. She saw the potential in me for this role. I slowly began to get involved in the union movement. The APTS was not yet born, and it was the Centrale des professionnels de la santé union (CPS-ATDQ -(Association des techniciennes et techniciens en diététique du Québec Inc)). The mergers hadn't yet taken place, so there were about 25-30 members in 2 pavilions. I was lucky enough to occupy several roles during this time: secretary, vice-president and even president. I was barely liberated from my duties as a dietetic technician, I supported the members, my colleagues, throughout the day-to-day during my breaks and lunch hour. It was only later, during the HSSC and other establishments mergers, that I was liberated more often and had a full-time role on the transitional executive (during the amalgamation of sites) as well as the IHUSSC executive.

Do you consider yourself an activist, and do you think you've had a path of activism?

I've always been involved in strikes, numerous demonstrations, joint struggles and raiding, but I see myself more as a union "representative" than a union "activist". I'm thinking of the mergers when the Grace Dart Pavillion on Sherbrooke Street closed and the employees were transferred to the Sainte-Anne's Hospital site. It was very difficult for the staff who were transferred to the other side of town. I was very involved during this time with the union advisor, members and management. It wasn't an easy time. I was there to support and reassure people, while making sure that the collective agreement was respected by the Employer. I see my role in the union as one of support and representation.



CONT.., UNION INVOLVEMENT IS ALSO A MATTER OF THE HEART



You're the secretary on the local executive, but lately you've taken on more responsibility and you're doing labour relations. Could you tell us a little about these two roles and how these new responsibilities have changed your path?

As secretary, I have a front-line role. In other words, I answer certain e-mails that come in. For more complex files, I'd pass them on to the people assigned to labour relations. I'd read these e-mails, and I'd start to formulate my own opinions and thoughts on these files. Seeing great potential in me, the former president asked me if I wanted to do labour relations. I thought it was big shoes to fill, but I agreed and started working in labour relations slowly but surely, with the support of an APTS labour relations advisor. I became more and more confident and today I feel I belong. I'm independent and confident in this role.

What are the main struggles in labour relations?

The Employer's compliance with our collective agreement is a daily battle. When there's a shortage of staff, everything becomes even more complicated. Ensuring compliance with a new clause in the agreement concerning evening premiums for example, or correcting a pay error, etc. Employees question us on many subjects, since the Employer takes a long time to reply and deal with their files. What's more, members sometimes receive contradictory answers from their manager vs. human resources. They come to us for advice. Sometimes they're even referred directly to the union for an answer to their question. In short, we're always there for all our members and their respective files.

Do you have any general recommendations for a union member who needs help with a work-related situation?

We can help with a wide range of issues: all questions concerning the local and national collective agreements (probationary period, salary scales, leave requests of all kinds, schedule modification, vacations, etc), pay errors/pay corrections, premiums errors or non-payments, disciplinary procedure support, and assistance in dealing with the Civility Office. When you write to codim@aptsq.com, make sure you have discussed the matter with your manager and that you have a written reply (Octopus, e-mail sent to inforh, pay stub, etc.). When you've had no response for some time or your request has been refused, that's when the union can help you enforce your rights.

CONT.., UNION INVOLVEMENT IS ALSO A MATTER OF THE HEART



Being involved in the union isn't a typical job but rather a way of life. How do you reconcile your union life with your family life?

I don't see my role in the union as any more difficult than my job/profession as a dietetic technician. I believe that every job has its challenges and you have to adapt. I consider myself lucky to be liberated to defend the rights of our members.

What lessons have you learned from your union path?

With perseverance, anything is possible. When you believe and go forward with your convictions, you get results.

What advice would you give to the next generation of unionists?

Believe in your ideas and values, and if you feel like getting involved, it's worth it, to defend our rights. The first step is to get involved as a liaison officer. We often say it, but our liaison officers are our ears and eyes in the field, essential to our organization and our common struggles.

Is there anything else you'd like to share with us about your new responsibilities, your union path or the APTS in general?

Representing members in applying the collective agreement is a privilege for me, I feel I'm helping, reassuring, listening and supporting people. It's also what I love the most about being a dietetic technician, the helping relationship with residents.

I encourage all members to consult their collective agreements.

For any changes that may impact your daily life or your workplace, I invite you to question your union, to ensure that your rights are respected.

Thank you Stéphanie for your time and I wish you continued success!



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Treasurer : Christian Faucher
Director : Isabelle L'Ecuyer
Director : Paul Malizia
Director : Johanne Gouskos
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