

# L'INFORMATEUR

*Your local newsletter – APTS West-Central Montreal*  
*Fall 2024, 21<sup>st</sup> edition*

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**Bienvenue!**

**Welcome!**



L'équipe locale APTS Centre-Ouest est heureuse de souligner l'arrivée de Noémie Parent au sein de notre équipe!

Noémie est travailleuse sociale au PRAIDA et elle occupe la fonction de personne déléguée à la mobilisation!

The local APTS West-Central Montreal team is pleased to welcome Noémie Parent to our team!

Noémie is a social worker at PRAIDA and is now our mobilization delegate!



# 1. Local news

By Léonie Blanchette, president



Hello, dear members of the APTS West-Central Montréal!

I hope you rested up during the summer! Your local union was active on the ground despite the summer holidays, to present you with the new collective agreement, answer your questions and conduct a summer recognition tour.

The fall offers a glimpse of major challenges for the coming months, particularly the Plan Santé. We will also continue our efforts to ensure the fair application of our new collective agreement as we approach the threshold of 450 grievances that haven't been settled by the Employer.

We are making representations with CIUSSS senior management to explain the labour relations situation, both in terms of settling grievances and implementing the collective agreement. Since mid-October, regular meetings with the Employer's labour relations counterparts have resumed; the last meeting was June 20.

## **October 2024 General Council**

On October 8-9-10, an APTS General Council was held in Rivière-du-Loup. The General Council is a union decision-making body that meets approximately 4 or 5 times a year, between Conventions (the Convention is the supreme decision-making body that meets every 2 years to set orientations and make decisions about important issues of union life). The General Council addresses political issues, internal union rules and progress made by APTS provincial committees.

We took the opportunity of the General Council to be part of a province-wide mobilization against private health care organized at the Rivière-du-Loup Medway. The theme of this October 9 mobilization was *NO TO PRIVATIZATION IN QUÉBEC'S REGIONS!* Hundreds of people turned out. Your local team participated, in solidarity with the local team for Bas-Saint-Laurent, to denounce real estate developer Medway and its controversial Complexe Santé – a major threat to the accessibility and universality of public health and social services in the region.

Finally, we are continuing our efforts and visits on the ground to ensure we represent you effectively and offer you the best protection there is: a local union that's listening, mobilized and drawing on the strength of its members' involvement! I look forward to seeing you soon.

In solidarity,

Léonie Blanchette, president of your local executive



## 2. Plan Santé



By Teresa Muccari, provincial representative



### What is the “Plan Santé”?

The Plan Santé is an ambitious plan presented by Christian Dubé, Minister of Health and Social Services, at the end of March 2022. It will profoundly and radically transform the organization of health care and social services. The plan will have a major impact, to varying degrees, on the entire health care community – and you, members of our community, are no exception.

Three years. That’s how long the Legault government has given itself to implement its reform, the third major upheaval in the health care system in 20 years, coming on the heels of the Couillard (2003) and Barrette (2015) reforms.

### Bill 15 “to make the health and social service system more efficient”

Bill 15 is the cornerstone of the Plan Santé; its key purpose is to create the Santé Québec agency. It will group over 1,500 facilities (CLSCs, CHSLDs, hospitals, etc.) under one umbrella, making it the sole employer in a system that has over 325,000 employees. Separate from the Ministère de la Santé, this entity will be responsible for coordinating the system’s activities on the ground, while the Ministère focuses on defining major orientations and strategies.

### Private sector “top guns” to manage Santé Québec

Santé Québec’s inception was marked by the appointment of Geneviève Biron, a businesswoman from the private laboratories that bear her name, as CEO. Her right-hand man is Frédéric Abergel, former CEO of the CIUSSS du Nord-de-l’île-de-Montréal, as vice-president.

This new administrative machine, whose mission is “*to change the culture of the health care system in order to make it more efficient*”, will be supported by a well-endowed board of directors that includes a manager, an economist, an engineer, an analyst, a nurse, a pharmacist and two medical specialists. Strangely enough, no one thought it would be relevant to include representation from the social services side of our system.

### Integration of institutions to Santé Québec

During the summer, you received a memo from your employer informing you that the CIUSSS West-Central Montreal would become part of Santé Québec as of December 1, 2024. This has no impact on your position or status. The national provisions of the 2023-2028 collective agreement remain in effect, and your bargaining unit hasn’t changed. We understand that you may have questions about the transition. We encourage you to consult our FAQ, which we will update regularly, at [aptsq.com/santeqc-faq](https://aptsq.com/santeqc-faq), for answers to your questions. You can also write us at [ccomtl@aptsq.com](mailto:ccomtl@aptsq.com).

Stay tuned for updates; we’ll keep you informed as the situation evolves.

# 3. Feminist action

By Viviane Grégoire, secretary



At one of our Action Féministe meetings, we were fortunate to welcome guest speaker Marie-Ève Surprenant, author of “Manuel de Résistance Féministe”, sociologist and coordinator of the TCLCF (Table de Concertation de Laval en condition féminine). She reminded us that feminism is more necessary than ever, in a context where inequalities between women and men persist. She presented the following topics: the basic concepts of feminism, a feminist reading of history, the mechanisms behind the reproduction of inequalities, and myths to debunk.

Here's the third installment presented in this journal: mechanisms in the reproduction of inequalities, part 1 (text taken from “Manuel de Résistance Féministe”, Éditions du remue-ménage, and translated to English).

## PATRIARCHY:

### 1. The idea of nature: concepts and men

“Patriarchy is a global economic, political and socio-cultural system based on the supremacy (superiority and authority) of men as the dominant sex class, and the appropriation of women's bodies and labor power as the dominated social group.” This system divides women and men into two distinct groups, giving them a different value and order (and assigning them distinct, hierarchical spheres), and is based on the constraint of heterosexuality. It's a system in which men dominate women. It's a system of privilege in which men have an advantage over women (men's words are given more credibility, they climb the professional ladder more quickly, they have few doubts about their skills and abilities to occupy a position of power). The oppression of women continues as the dominant group of men seeks to preserve its privileges by maintaining the status quo, despite the progress of women's rights and their presence in the public sphere.

In the sexual division of labor, women are assigned to the invisible private sphere (motherhood, care of children and relatives, domestic work, work-family balance), so that men can invest themselves in the visible public spheres (work, the economy, politics and culture), free from domestic responsibilities. Women's work in the domestic sphere is taken for granted, and the professions that derive from it (childcare workers, nurses, teachers, etc.) are devalued and underpaid.

The patriarchal system is also based on the constraint of heterosexuality, “i.e. the belief that men and women are naturally complementary and therefore made for each other, positing heterosexuality as THE norm, by nature. It's a way of appropriating women's bodies and sexuality, subjugating them to men's desires.” Thus, with marriage, women were obliged to fulfill their wifely duty and obey their husbands in everything, regardless of their needs and desires. From this constraint stems heterosexism, the belief that everyone is presumed to be heterosexual, leading to the marginalization and exclusion of people who don't identify with heterosexuality. Finally, there's the idea of nature, where men of all eras and cultures have contributed the theory that women are inferior by nature, in order to justify their power and privilege.



# 3. Feminist action (Continued)

By Viviane Grégoire, secretary



## 1. Socialization and stereotypes

From an early age, girls and boys learn the values, norms and rules assigned to their sex. This socialization takes place through the family, school, peers and the media, which often convey stereotyped images of the sexes.

Sexual stereotypes (prejudices, clichés, preconceived and arbitrary ideas that confine the sexes to distinct and limiting roles, behaviors and tastes) and sexist stereotypes (pejorative clichés about women) contribute to this differentiated socialization, and to the continuation of inequalities.

## 1. Archetypes or the reproduction of the same

Archetypes are myths that we integrate and transmit: they help us to value our social roles. Marie-Ève Surprenant presents the following archetypes:

- The diabolical woman: A dangerous woman, both witch and siren, who must be controlled. In fact, the witches hunted down were women of power and knowledge who stepped out of unexpected roles: the hunt continues today (women who think, study, break glass ceilings are still mistrusted or discredited).
- The weak woman: Physically and intellectually inferior, to be protected and kept in a state of dependence. Women's abilities and skills are denied (pay inequity, devaluation of so-called women's professions, women lack the strength to perform several predominantly male jobs).
- The nurturing woman: Women are reduced to their maternal role, in an attempt to deprive them of their power over their bodies and their lives. The belief in the maternal instinct assigns a predominant role to the mother and child. Labor market structures are not adapted to reconciling work and family.
- The female object: This archetype reduces women to their aesthetic dimension (cult of feminine beauty), subjecting them to the gaze and approval of others. This reduces women to an object function: "a passive function in which self-affirmation is not an option."

"In short, all these stereotypes and archetypes are mechanisms for internalizing and reproducing gender inequalities. They are restrictive, limiting and outdated models. Hence the need to shatter them for greater freedom, equality and diversity, for everyone!"

Watch the next journal for mechanisms in the reproduction of inequalities, part 2 (women's history: struggles and resistance, and antifeminism).

Also watch your inbox for upcoming local APTS activities in connection with the annual 12 Days of Activism Against Gender Violence campaign, from November 25 to December 6. Here are a few interesting links:

<https://www.quebec.ca/gouvernement/ministeres-organismes/secretariat-condition-feminine/journees-action-contre-violence-faite-femmes>

<https://ffq.qc.ca/portfolio-items/12-jours-daction-contre-les-violences-basees-sur-le-genre/>

<https://www.canada.ca/en/women-gender-equality/commemorations-celebrations/16-days.html>

<https://www.unwomen.org/en/what-we-do/ending-violence-against-women/unite/16-days-of-activism>



# 4. Occupational health and safety

By Marie-Anne Bleau, vice-president



**Plenty is happening this fall in occupational health and safety!**

## **OHS TOUR**

An **OHS tour** is kicking off this fall! Organized by the local OHS committee, the tour will look at the issue of **workload**. There's often a fine line between workload and work *overload*. It's a complex subject that affects everyone, and the **informative quiz "Demystifying workload"** was designed to help you gain a clearer perspective. To take the 3-minute quiz and be eligible for a **participation prize**, click here: <https://fr.surveymonkey.com/r/DXP73KB>

**SCAN ME!  
INFORMATIVE QUIZ  
"DEMYSTIFYING  
WORKLOAD"**



A series of **online lunchtime sessions** (*in French*) about **psychosocial risks** is also being offered by the joint association for occupational health and safety in the social affairs sector (*Association paritaire pour la santé et la sécurité du travail du secteur affaires sociales*, ASSTSAS: <http://asstsas.qc.ca/>) as part of this tour.

**Psst...  
Watch for  
workload  
factsheets in  
the *Fil@PTS!***

- ❑ **October 22: *Psychosocial risks & workload*, 12 pm - 1 pm**  
Click here: [Join the meeting now](#)
- ❑ **October 29: *Psychosocial risks & workload*, 12 pm - 1 pm**  
Click here: [Join the meeting now](#)
- ❑ **November 26: *Potentially traumatic events*, 12 pm - 1 pm**  
Click here: [Join the meeting now](#)
- ❑ **December 12: *Domestic violence in the workplace*, 12 pm - 1 pm**  
Click here: [Join the meeting now](#)

At the same time, the local OHS committee, accompanied by Vanessa David, labour relations counsellor, will visit **CLSCs and CHSLDs** to address the issue of **workload**. Those who work in these institutions should watch for an email invitation. Feel free to contact me at [mableau.06-2@aptsq.com](mailto:mableau.06-2@aptsq.com) if you have questions.

There will be a draw for a **door prize** at the end of the tour for those who participated in at least one of the tour activities.

## **LOCAL OHS COMMITTEE**

I am pleased to announce that after a call for candidacies, your **local OHS committee** is now complete with **two new members**, Cindy Potechin, psychologist, and Amina Imène Damouche, planning, programming and research officer. They join Mika Takada-Leduc, physiotherapist, and Ana Sofia Mota, social worker. The committee's goal is to promote **prevention in health and safety** for APTS members of the CIUSSS West-Central Montreal through a variety of projects.

Continued...



# 4. Occupational health and safety

By Marie-Anne Bleau, vice-president



## LOCAL OHS COMMITTEE (continued)

I would like to express my enthusiasm about the number of candidacies we received: nine of you responded to the call for candidacies this summer. This shows that you want a **safe, risk-free work environment**. I am hopeful that the next year will be pivotal for progress in a **culture of prevention** in all our work environments.

Work surrounding the *Act to modernize the occupational health and safety regime* will soon result in calls for candidates for **many positions as workers' representatives or health and safety representatives**. These people (who could be you!) will be working to promote health and safety principles that reflect your **realities on the ground**. It's time to **increase our vigilance, report** risk or dangerous situations (to create a record) and raise awareness by taking part in conferences to become an **agent of change where you work**. Let's mobilize for a more humane culture of prevention, because OHS prevention is something that starts with all of us on the ground.

## 2024 APTS PROVINCIAL CAMPAIGN FOR OCCUPATIONAL HEALTH AND SAFETY

"Play it safe!" is not only the slogan for the 2024 OHS campaign, but also the general theme to be promoted year-round.

There are different types of risks:

### Related to safety



### Ergonomic



### Chemical



### Psychosocial



### Physical



### Biological



Identifying risks is central to prevention!  
<https://aptsq.com/media/4606/annex-3-declaration-of-a-dangerous-or-at-risk-situation-form.pdf>

To find out more about the different types of risks (*in French*):  
[http://asstsas.qc.ca/sites/default/files/publications/document/Formulaire\\_Grilles/gp70\\_b-typologie\\_risques.pdf](http://asstsas.qc.ca/sites/default/files/publications/document/Formulaire_Grilles/gp70_b-typologie_risques.pdf)

After the fall OHS tour, your local OHS committee will focus on a **tour about identifying risks in your workplace**.





# 5. Mobilization

By Catherine Pigeon, union executive officer,  
mobilization



Hello, dear colleagues!

I hope you are all doing well!

I am pleased to announce that the mobilization committee has put down roots and has been working for several months on exciting projects.

Stay tuned for announcements of upcoming events, because the holidays are just around the corner!

Our role on the mobilization committee is to organize festive activities and evenings, as well as to mobilize our base.

And who is that base? **It's you!**

You know better than anyone else the solutions and efforts that will improve your work environment.

Do you have an initiative you would like to put forward?

Feel free to drop me a line. We can meet to discuss the resources we can mobilize to support your initiative. That's our mission: to help you get involved so we can better represent you!

P.S. Halloween is the 31<sup>st</sup> this year (haha!...). Don't forget to send us your photos to enter the costume competition! You received an email with details about the competition.

On that note, I hope you have a great fall!

Catherine



# 6. Sustainable development

By Marie-Anne Bleau, vice-president



I am pleased to take responsibility for the issue of sustainable development, and excited by the idea of re-energizing our local SD committee. We'll be calling for candidacies soon.

Here is the vision I want to put forward as I take on this mandate: *Our fight as a labour union in the health and social services system can't be kept separate from the fight against climate change, because climate change has a direct impact on Quebecers' health.* As health and social services technicians and professionals, we need to understand the current and future effects of climate change. That's what will make it possible for us to mobilize and take preventive action that will **mitigate the impact of climate change on our workplaces.**

To find out more, participate and become an agent of change, here are some **webinars you can watch:**

On October 2, the *Institut national de santé publique du Québec* (INSPQ) presented the webinar **“Municipalités, réseau de la santé et action intersectorielle: pour une vision systémique face aux changements climatiques.”** It's available here:

<https://campusvirtuel.inspq.qc.ca/course/view.php?id=195>

Last spring, the *Observatoire québécois des inégalités* hosted the webinar **“Équité environnementale: Comprendre les réalités des populations souvent oubliées”**. You can watch it here: <https://www.youtube.com/watch?v=idJuBPIIH0s>

**COMING UP:** Lunch conference on **“Intégration des changements climatiques dans l'évaluation des risques en santé au travail et mesures d'adaptation envisagées .”** To register:

<https://www.inspq.qc.ca/formation/institut/sante-au-travail-conferences-2024/integration-changements-climatiques>

Friday, September 27

**At the demonstration calling for an ecological and social transition**

Mika Takada-Leduc,  
member of the  
local OHS  
committee

Your local  
team was  
there!



# 7. Diversity, equity, inclusion and belonging

By **Josée Benoit**, union executive officer



On October 11, we celebrated Coming Out Day!



International Coming Out Day is celebrated every year on October 11. It was created in 1988 by American activists to raise awareness about issues related to sexual orientation and encourage people to come out. It's a day to celebrate diversity and promote support for LGBTQ+ people.

International Coming Out Day spotlights the realities of LGBTQ+ people, helping reduce stigmatization and discrimination. This day also encourages people who are hesitant to come out by showing them they aren't alone and that there are communities that will support them. Coming out is empowering and can be liberating. Celebrating this day encourages authenticity and self-acceptance.

By raising awareness, this day contributes to positive changes in society, fostering more inclusive, respectful environments, and providing an opportunity to inform Quebecers about the challenges facing LGBTQ+ people.

The APTS is proud to participate in actions, including a discussion forum, about gender diversity and plurality.

\*Pride Parade, August 11, 2024\*



September 30 is the National Day for Truth and Reconciliation.

This day is an opportunity to foster greater mutual understanding and respect by educating Quebecers about the history and culture of Indigenous people.

It marks the importance of reconciliation and the efforts made to repair relations between governments and Indigenous communities.

For Indigenous peoples, this day offers a platform where their voices can be heard and valued.

Let's celebrate this day, which encourages concrete action for an inclusive, respectful future., by promoting harmonious relations among all of us.



# 8. Joint human resources development committee

By Sylvia Bitton, union executive officer



Don't forget you can apply for training with your manager by completing the form available on the intranet. Here is a summary of reimbursable expenses.

## Individual requests to participate in a training activity

	<b>PDRH</b> Human resources development program  Article 31.01 (national provisions)	<b>PDPP</b> Professional practice development program  Article 31.03 (national provisions)
<b>When</b>	April 1 to March 31	April 1 to March 31
<b>Available funds</b>	\$1000 *	\$1000 *
<b>What costs are covered</b>	<ul style="list-style-type: none"><li>- Registration fees</li><li>- Educational materials</li><li>- Transportation and parking</li><li>- Food and accommodation</li></ul>	<ul style="list-style-type: none"><li>- Registration fees</li><li>- Educational materials</li></ul>
<b>Your salary</b>	Funds are used to pay your salary and employee benefits while you take the training. If the training takes place outside of your regular work hours, you can ask that training hours be included in your time bank on Espresso.	The training activity must take place on your own time.
<b>What types of activity are covered</b>	Training sessions, courses, symposiums, conferences, etc.	Courses given by an institution that is recognized by the MEQ; coaching and development related to your field or career path.

**\*Following a grievance settlement agreement, an additional \$1,000 is available every year until 2026-27 to increase either the PDRH or the PDPP. For any year until then, you can submit both a PDRH request and a PDPP request for a total of \$3000.**

# To contact the APTS West-Central Montreal

<b>Telephone</b>	<b>Email</b>	<b>Website</b>
<b>514-609-3039</b>	<a href="mailto:ccomtl@aptsq.com"><u>ccomtl@aptsq.com</u></a>	<a href="http://www.aptsq.com/ccomtl"><u>www.aptsq.com/ccomtl</u></a>

<b><u>Local team</u></b>	<b><u>Email</u></b>
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<b>Karyne Lavoie, union executive officer, primary care mission (absent)</b>	<a href="mailto:klavoie.06-2@aptsq.com"><u>klavoie.06-2@aptsq.com</u></a>
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<b>Noémie Parent, mobilization delegate</b>	<a href="mailto:nparent.06-2@aptsq.com"><u>nparent.06-2@aptsq.com</u></a>

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<b>Jasmine Zarbatany Tim Banasik Alexandre East Mélanie-Vanessa David</b>	<b>450-670-2411</b>

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