

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



OFFICIAL PUBLICATION OF THE  
WEST ISLAND OF MONTREAL APTS

**VOL. 18**

## A Word from Our President



## National Representative Column



## Batshaw : News and Updates



## Do Not Forget !!!



## Earth Day



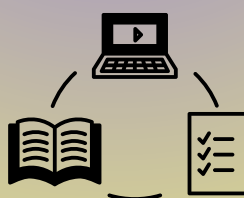
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# Once Upon a Time in the West Island of Montreal...

**Eighteenth Edition-Spring 2025**



**Alexandra Boisrond**  
**President**

## A Word From Our President

Hello everyone,

Spring is finally with us, and with the arrival of fine weather comes the time to bring a breath of fresh air into our operating methods. The last few months have been particularly intense for the entire network. So, I'd like to take this opportunity to give you a few important reminders about how to streamline our methods.

We have a new signature for the [codim@aptsq.com](mailto:codim@aptsq.com) e-mail address. Upon receipt of your message via this address, you will receive a reminder of the response time that the entire team will now have to reply to you. This is largely due to the many follow-up files that require a lot of our time, such as PURA and everything related to budgetary adjustment measures.



Hello,

Your e-mail has been received. Thank you for contacting the MWI APTS team. It has been forwarded to the person at your local APTS union executive who deals with labour relations in your directorate. She will get back to you as soon as possible. Please note that we receive a high number of questions, an answer may take 24 to 72 business hours.

**We ask that you refrain from multiplying emails and communication methods.**

**\*\*\* If you are contacting us about an issue with payroll and/or HR AND you have already had dealings with these departments, please attach these elements to your message. This will speed up the processing of your situation. \*\*\***

Thank you for your understanding, patience, and cooperation.

Have a nice day.

Your local executive,  
APTS MWI IUHSSC



# ..CON'T, A WORD FROM OUR PRESIDENT



In addition, the coming weeks will be marked by a reduced workforce - for all the members of your local union. It's well-deserved vacation time! So, you'll need to be patient, understanding and independent, referring as much as possible to the instructions already in place.

Here are a few things to remember in the meantime.

## **Before contacting your union:**

- If you have any problem with your pay: you must first make an Octopus request, including all the relevant details and documents.

- You haven't received a reply concerning a training approval request?

Contact [drhenu.comtl@ssss.gouv.qc.ca](mailto:drhenu.comtl@ssss.gouv.qc.ca)

- And, finally, if you're thinking of requesting a modification of your working hours: you must first fill in a form that you can find on the intranet and have it approved by your manager who will forward it to

[inforh.comtl@ssss.gouv.qc.ca](mailto:inforh.comtl@ssss.gouv.qc.ca).



I invite you to take a close look at this local newspaper, prepared by the usual members of the executive and two new external contributors who will tell us about Earth Day and Speech-Language Pathology Month. This is one of our biggest issues of the year, with topics including the introduction of four new bills that will have a direct impact on the union movement.

I leave you with one final reminder: **we will be holding our annual general assembly on June 10**, as indicated in the invitation you received. As category 4 employees, this meeting is for **YOU**, and we're expecting you in large numbers. Simultaneous translation will be offered.

We continue to be in a period of transition following the arrival of Santé Québec. This government initiative is causing many of us to question our future at work; however, our professional duty compels us to continue to give the best of ourselves for the clientele we serve.

Your President,

Alexandra Boisrond







# ..CON'T, NATIONAL REPRESENTATIVE COLUMN

## Bill 100

On April 23rd, Sonia LeBel, Chair of the Treasury Board, presented Bill 100, an act respecting the negotiation and determination of working conditions requiring national coordination, notably in the public and parapublic sectors.

Bill 100 represents a decisive step in the evolution of collective labour relations within the Quebec public sector. This reform proposes a complete overhaul of the collective bargaining regime in the health and social services, education and public service sectors.

Here are the Highlights:

- The 4 categories of the personnel in the health and social services sector will remain as they are;
- Bargaining units per establishment will be maintained;
- All working conditions will be negotiated at the national level, with the possibility of local “special agreements”;
- Transfer of seniority for employees moving from one bargaining unit to another.

The APTS has reservations about the government's stated intention to “modernize” the bargaining regime. The draft bill raises a number of concerns, including the risk of moving away from the realities in the field, the lack of clarity surrounding key notions such as special agreements or the transfer of seniority, and the introduction of mechanisms enabling the government to unilaterally publicize written bargaining proposals within a very short timeframe.



*“APTS reaches out to the government to build the future of public services, together.”*

# ..CON'T, NATIONAL REPRESENTATIVE COLUMN

## Bill 101

Now, Bill 101 tabled by the Minister of Labour, Jean Boulet on April 24, plans to amend various labour laws, including the Labour Code, the Act respecting occupational health and safety (LSST) and the Act respecting industrial accidents and occupational diseases (LATMP).

We denounce this bill, which seriously weakens prevention in the health and social services and education sectors by imposing special rules. We are continuing our analysis and preparing a brief for the parliamentary committee.



## Bill 98

Finally, Bill 98, An Act to amend the Election Act principally to preserve the integrity of the electoral process, tabled by Minister Jean-François Roberge on April 3rd, 2025, deals, among other things, with the interpretation of rules governing third-party spending during an election period.

Under the guise of preserving the integrity of the electoral process, the bill introduces substantial restrictions on citizen participation in the pre-electoral context. The reform creates an unfavorable environment for the participation of voices from civil society, notably unions, community groups and citizens' organizations. By conferring broad powers on the Chief Electoral Officer of Québec (DGEQ) without sufficient safeguards, it risks weakening democratic expression in favour of centralization political discourse around the parties already in place.

Although the bill contains some advances (e.g., modernization of electoral processes, control of false news, etc.), several provisions raise serious concerns about freedom of expression and the fairness of democratic debate in the pre-election period. The National Assembly will hold only one day of consultations on the subject, to which a handful of stakeholders have been invited. We recently submitted our concerns to the political parties about the lack of consultation and the problems posed by the bill.

In conclusion, through its numerous bills, the CAQ continues to infringe on many of our rights, including the right of association, freedom of speech, the right to strike, and the right to work in a healthy and safe environment, by undermining prevention in the workplace. We will therefore continue to denounce and, protect our hard-earned rights acquired through the many unions' struggles of the past decades.

# LIAISON OFFICER COLUMN THE SPRING UNION COUNCIL



**Renée Mathieu,**  
**Director**  
**Mobilization and Communications**

## Liaison Officer Column

On May 29, a MWI union council meeting was held at Douglas MHUI, with your liaison officers, your local executive, your national representative and your union advisors, to discuss Occupational Health and Safety, PURA (unique seniority recognition process), the AGA and mobilization.

We were pleased to welcome guest speaker Alexandra Pierre, who gave a presentation entitled: "Unionism in an uncertain context: the importance of mobilization".

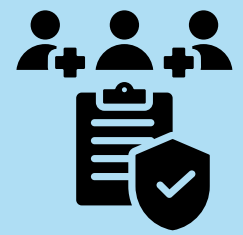
Thank you all for attending!

Keep up the good work! 🙌





# PREVENTION AND PARTICIPATION MECHANISMS IN OCCUPATIONAL HEALTH AND SAFETY



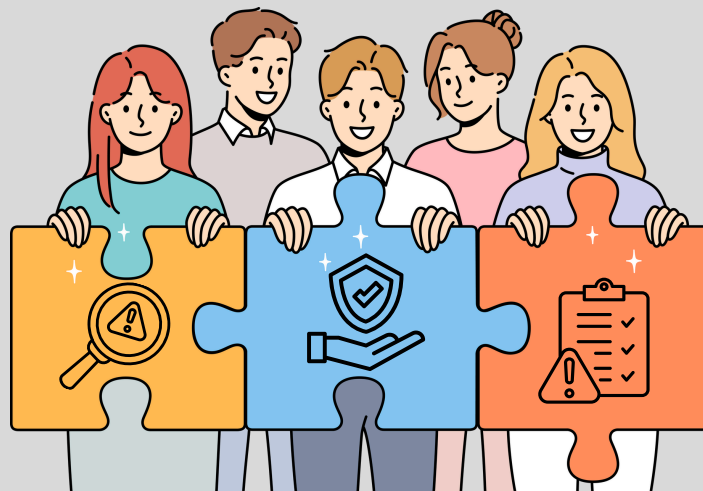
**Isabelle L'Ecuyer**  
**Director**  
**Responsible for OHS**

## OHS Column

In one of the last issues of our newsletter (Fall 2024, vol 16), we discussed the introduction of Health and Safety Committees (HSC) and Health and Safety Representatives (HSR) which are being deployed throughout the MWI IUHSSC. Among other things, these mechanisms aim to encourage worker participation in the identification of occupational health and safety risks and are proving to be a promising means of reducing work-related accidents and injuries. Moreover, the *Commission des normes, de l'équité, de la santé et de la sécurité du travail's* (CNESST) initial gamble was that 5 years after the introduction of these mechanisms, the savings generated by the reduction in CNESST compensation payments would finance the cost of these preventive measures. We'll have to wait until at least 2030 to measure the real impact. In concrete terms, for MWI IUHSSC, 7 HSC will be set up, and more than twenty HSR will be designated from among the workers.

Since MWI IUHSSC comprises several dozen sites, the Employer, with the agreement of the unions, initially proceeded to group these sites as follows:

- Mental health group (Douglas MHUI and Stillview Clinic)
- Hospital centres group (all three hospitals)
- Batshaw group (all Batshaw sites, excluding Prévost)
- WMRC group (all CROM sites)
- Long-term care centres group (CHSLD, Ex-Lachine, SAH and IR)
- Services to the population group (CLSC, screening and vaccination centres and FMG).



# **..CON'T, PREVENTION AND PARTICIPATION MECHANISMS IN OCCUPATIONAL HEALTH AND SAFETY**

Each group will have its HSC. Batshaw Prévost, which is too far away, will not be part of the Batshaw group and will have its own HSC.

All HSC will be made up of as many, if not more, worker representatives as employer representatives.

That's right! There could be more worker representatives than Employer representatives on these committees.

It is the unions who will designate the worker representatives who will sit on the HSC, and it is also them who will designate the twenty or so HSR who will carry out the functions conferred on them by law. This whole implementation represents a colossal amount of work for the unions, without any additional staff!

If you're interested in occupational health and safety, keep an eye out for the calls for interest we'll be sending you by e-mail over the coming months.

**Your participation in identifying OHS risks is essential!**



# EARTH DAY 2025 : A DAY TO CELEBRATE THE EARTH AND EVERYDAY TO PROTECT IT



**Julia Stirling**  
**Liaison Office**  
**Local Environmental Awareness Committee**

## Environmental Awareness Committee Column

On April 22, the « *conscience environnementale* » local committee organized a videoconference for Earth Day. We were fortunate to welcome Dr. Claudel Pétrin-Desrosiers, a family physician at the FMG-U of CLSC Hochelaga-Maisonneuve and Notre-Dame Hospital. She holds a master's degree in environment and is president of the Association québécoise des médecins pour l'environnement since 2018. She recently published her first essay with Écosociété, "*Santé planétaire: prescriptions médicales pour un environnement sain*". She gave us an hour-long presentation on the importance of taking climate change into account, and the effects it is having and will have on health. You can watch her presentation **until June 30** by clicking on this link: [Watch the conference](#)

We encourage you to read her book and share your impressions and comments with us. We suggest you check to see if her book is available at your local library or buy it at an independent bookstore. You can do your research on the *libraires* website: <https://www.leslibraires.ca/en>

For Earth Day, the « *conscience environnementale* » local committee also compiled a list of resources that you can consult by clicking on this link: [English Resources](#)





# MAY 1ST INTERNATIONAL WORKERS' DAY



**Renée Mathieu**  
**Director**  
**Mobilization and Communications**

## Mobilization Column

Thousands of activists took to the streets of Montreal to say **NO** to the Legault government's austerity policies.


**Your local executive was there!**

**These political choices are undermining our public services and our social safety net, and accentuating inequalities.**

**Still standing against austerity...**

- For access to education, health care, housing and public services. Budget cuts undermine these essential rights and jeopardize our quality of life.
- For the dignity of employees with precarious and temporary job status, who for too long have faced appalling working conditions such as low pay, excessive working hours, abuse of power and lack of social protection.
- For women, marginalized people and vulnerable populations. Social safety nets are essential to guarantee equal opportunities. Austerity is eroding them and deepening social inequalities.
- Against the catastrophic cuts to education, health and social services. The state of our schools, hospitals and public transport is deteriorating, while the private sector profits from these shortcomings.

Now more than ever, we must stand up against austerity and demand a fairer, more united model of society!

 **Together, we resist.**



# PREMIUMS AND REIMBURSEMENT OF PROFESSIONAL ORDER DUES



Hugues Legault,  
APTS Union Advisor



Rachelle Puget,  
APTS Union Advisor

## Labour Relations Column

### Status Report on the New Premiums Obtained During the Last Round of Negotiations

Hello,

Many of you are asking us the following questions: "What's happening with the premiums?" or "When will we get our premiums? These are legitimate questions. Indeed, these premiums should have been paid since October 2024.

The APTS's demands at the national level, via our complaint for obstruction of union activities to the Administrative Labour Tribunal (*Tribunal Administratif du Travail- TAT*) last February, seem to have FINALLY caused the IUHSSC and IHSSC/Santé Québec to take steps to implement the payment of premiums provided for in the 2023-2028 national provisions. You can read more about this in the following article (French newspaper *La Presse*) (<https://www.lapresse.ca/actualites/sante/2025-02-05/primes-non-versees-a-des-travailleurs/l-aptis-depose-une-plainte-contre-sante-quebec.php>).

In fact, the Employer confirms that as of May 1, 2025, the residential resources with continuous assistance (RAC) premium, as well as the premium for employees working with clients presenting severe behaviour disorders (TGC) are applied to those subject to them.

In addition, as of April 6, 2025, the following sector premiums have been modified to comply with the new collective agreement: psychiatric, youth center, critical care and specific critical care premiums. For further details, please refer to Article 37 of the [COLLECTIVE AGREEMENT](#) .

The Employer has informed us that the other premiums provided for in the collective agreement will also be implemented shortly.

Please also note that payment of the portion retroactive to June 16, 2024, will be made at a later stage, probably in the fall of 2025.



# ..CON'T PREMIUMS AND REIMBURSEMENT OF PROFESSIONAL ORDER DUES

We know that unjustified and unreasonable delays in the application of negotiated and ratified premiums are causing serious prejudices to many. To help us document and support the representations we are making to this effect, we invite you to share with us, via the local executive's main e-mail address, the impacts and prejudices that the delay in premium payments has caused you, if any. This will help us assess your claim for additional damages.

## **Lump-sum Payment for Employees Working with Clients in Residential and Long-Term Care Centres, *Maison des Aînés*, or Alternative Seniors' Residences (article 37.09)**

As with the other premiums, we also made representations to the Employer to ensure progress on this issue. On April 13, 2025, we were informed that the Employer was in the process of making the necessary corrections so that Category 4 members would have access to the expected amounts provided for in the collective agreement.

As with the other premiums, we would have liked to have seen this matter settled by October 2024. At least there are developments, and we remain confident that we'll soon be able to announce some good news.

## **And What About Dues Paid to a Professional Order?**

For members whose membership of a professional order is a requirement of your position, you are entitled to a refund of 50% of your membership dues, up to a maximum of \$400.

Although reimbursements began to be made in January, the Employer did not include its calculations the costs for: liability insurance (where applicable), the Office des professions and taxes (GST and QST). However, the other establishments (now part of Santé Québec) did include these costs when calculating reimbursements.

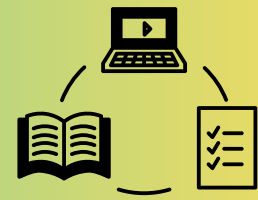
On May 5, we learned that the Employer was going to change its policy and these expenses in its calculation. This means that those who did not receive their full reimbursement will have their payments adjusted in the coming weeks. We urge you to remain vigilant.

(NOTE: Employer reimbursement of professional expenses is considered a taxable benefit under provincial law. It is therefore normal for the Employer to deduct provincial income tax and QPP when paying the reimbursement).

If you have any questions, please contact us at our e-mail address: : [CODIM@aptsq.com](mailto:CODIM@aptsq.com)



# TRAINING BUDGET NO LONGER SUSPENDED



**Johanne Gouskos**  
**Director**  
**Human Resources Development Plan**

## HRDP Column

A few weeks ago, I was made aware that the funding for training requests was being suspended. I met with my Human Resources counterparts (DRHENU) on June 5. They informed me that there had been a short suspension on their part regarding the acceptance of external and internal trainings.

**This suspension has ended as of June 5.** The DRHENU will be studying all completed requests that they have received and proceed to approving requests that meet the usual criteria. For some, I am aware that your training has passed. For others, if your request was sent in, it will be evaluated and that includes those who received a letter informing you of the suspension.

For those whose manager opted to not accept trainings requests due to the suspension, please inform her/him that it has been lifted and to please approve the request so that you can send in your completed form as soon as possible.

To increase the chances of your request being accepted without delay, follow the procedure stipulated on the intranet.

To access the form and instructions go to the MWI IUHSSC intranet, click on "Toolbox," and then click on "Personnel Development."

I encourage you to continue requesting trainings and keep me updated if you receive negative responses. As usual send them to [codim@aptsq.com](mailto:codim@aptsq.com)



# BATSHAW: NEWS AND UPDATES



**Paul Malizia**  
**Director**



## Batshaw Column

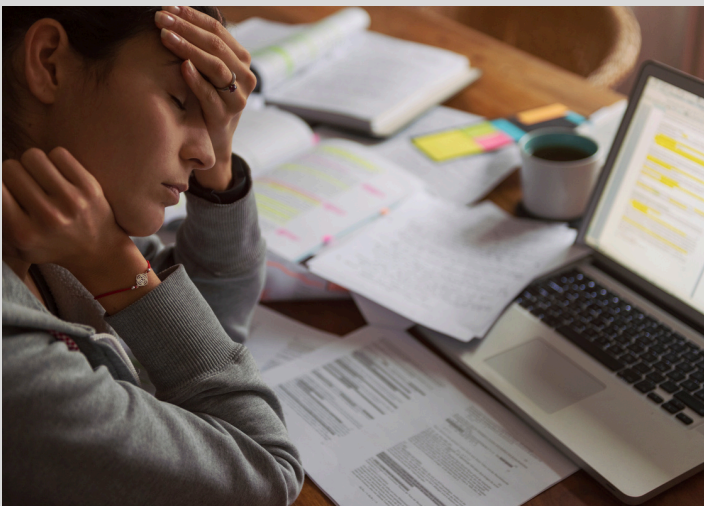
### Do's and don'ts of being a CAS :

Several members have been questioning how far their roles and responsibilities can be stretched lately. We are well aware of all the extra time and effort that you put in on a weekly basis and often without overtime compensation.

However, almost all CAS (Clinical Activity Specialists) are asked to perform tasks that are over and above their job descriptions which make many colleagues uncomfortable; ex: time sheet approval, ghost writing of reports, general administrative task reminders, carrying caseloads in addition to your regular workload and more.

CAS are an integral part of all teams at Batshaw and are there to provide support, clinical supervision, welcome and help integrate new members to the various teams, as well as organizing training sessions on various topics when requested and when they can be fitted into their schedules.

Any and all overtime hours should be indicated on your time sheets to clearly reflect any extra time that is worked during a pay period despite having a flexible schedule because as we know, more often than not, you are not able to take time back within the current pay period nor the next one as it is often too busy to do so.

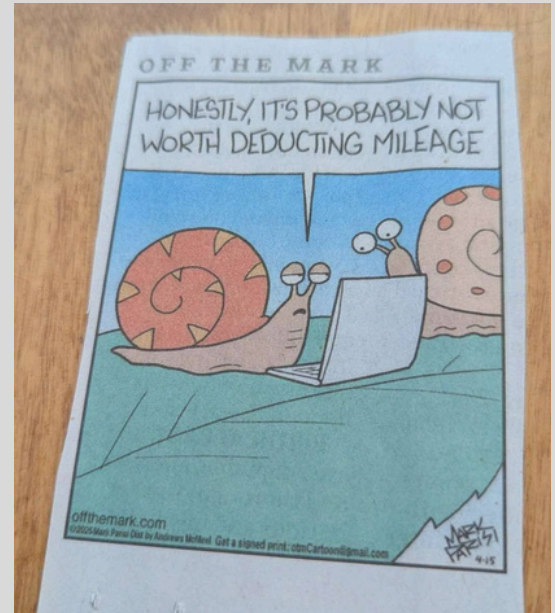


# .. CON'T BATSHAW: NEWS AND UPDATES



## We're on the road again...

Yes, many of our members are required to drive in their weekly work tasks and the coming of our city's renewed summer road construction and appearance of our **beloved orange cones** will just make driving to and from clients' homes as well as other sites from one corner of the island to the other a real nightmare. The Employer is applying the provisions set out in the collective agreement (article 33.01) as well as those in the local provisions (matters 426.01 and 426.02). Additionally, teams in AM and EO as well as YOS and others have been asked to include the file numbers of our clients as to be cross referenced with our PIJ notes for verification purposes.



This is seen as an acceptable request by the Employer, but any other info asking to be added to the description box of the expense claim (ex: initials, address etc.) that may identify a client, or their families should be questioned. In addition, please be reminded that members who are not required to drive such as those in Residential Services, are not required to drive clients to and from activities, appointments etc. and if they choose to do so, they must contact their car insurance company to ensure they have the proper insurance to have and drive clients in their vehicle.

Please contact your local executive at: [codim@aptsq.com](mailto:codim@aptsq.com) for any questions related to this topic.

## Job Postings:

As most of you know, internal job postings are open until June 16th. The last internal posting only had four positions related to Batshaw, which is the lowest number of such postings in many years. We are hoping that the current one has quite a few more and we encourage all members to apply to any and all positions that may interest them. It is also important to note that some job postings may also be found on external job site postings which are also being documented by your local executive.





# WORKLOAD



**Ann-Marie Léporé**  
**Vice-President**

## WORKLOAD

Successive reforms in the network, budget cuts, loss of professional autonomy, performance based on statistics, less time devoted to users in order to process more files, files given without analysis of your ability to actually handle them, undeclared overtime and unrealistic demands: sound familiar? **THIS IS NOT NORMAL!!**

The workload – or rather the work overload - of professional and technical staff is constantly increasing. Is it possible to prevent it? To eliminate it? **YES!!!**

*Le groupe d'intervention sur la charge de travail (GICT)*, made up of salaried employees from the national APTS as well as several members of all the local executives, after several months of hard work, have produced the **Workload Guide** for professional and technical employees. You've probably seen the ads for it. This Guide is made up of twelve (12) simple, accessible factsheets on a variety of subjects to help you find ideas and solutions. It's very important to **TAKE THE TIME TO READ IT.**

### The Titles of the Twelve (12) Factsheets: :

What is “workload”?	Performance Culture
Workload and Feminism	Reprisals
Expansion of Professional Practices (EPP)	Artificial intelligence and the Digital Transformation
Professional Autonomy	Professional Codes of Conduct or Ethics
Labour Relations	Psychosocial Risks
Occupational Health and Safety	Mobilizing

### Here are excerpts from some of these factsheets:

#### What is “Workload”?

To better understand the complexity of workload, the Fournier and Montreuil model identifies three dimensions: prescribed workload, experienced workload and real workload.

The discrepancy between expectations and means available creates considerable tension. It can be difficult, even impossible, to simultaneously meet all expectations in terms of quality, efficiency and productivity. This puts employees in a difficult position, affecting their well-being and ability to do quality work.

# ..CON'T WORKLOAD



## Performance Culture

Whether people should perform at work is not an issue: employees want to do their best and achieve the best possible results. But performance doesn't always mean the same thing for employees and employers. Often a synonym of quality for employees and of quantity for employers, performance is associated with diametrically opposed visions that put constant pressure on employees in the health and social services system.

## Reprisals

Fear of reprisals refers to the fear among employees that they will suffer negative consequences for expressing concerns, denouncing inappropriate practices or sharing their opinions. This fear can make employees reluctant to report problematic situations or actively participate in discussions about improving services.

## Professional Autonomy

We generally say that employees are exercising their professional autonomy when three conditions are met:

- they can define their activities and missions for themselves;
- they can exercise discretionary power in their day-to-day work;
- they can use their judgement to prioritize tasks, including assigned work.

## Psychosocial Risks

Workload is consistently identified as a risk factor because its implications for employee health are clear. Many studies have shown explicit correlations between excessive workload and health problems, both mental (depressive disorder and burnout) and physical (cardiovascular and musculoskeletal problems). An excessive workload also limits employee creativity and initiative, regularly creating a loss of meaning at work, and this too has been identified as a psychosocial risk factor.

This is why, as part of its [action plan on hazard prevention in the workplace and general health promotion for the 2019-2023 period \(in French\)](#), the MSSS asked employers to produce and implement an intervention strategy for psychosocial risks, including workload risk (mentioned several times in the action plan). Plus, [the INSPQ has identified management practices](#) designed to reduce psychosocial risks associated with workload, such as allowing for time for discussion among colleagues, implementing skills development plans, and encouraging employee participation in changes.

# ..CON'T WORKLOAD



## Professional Codes of Conduct or Ethics

In some cases, you may quickly realize that you can't meet your professional obligations. You should report the problem to your manager and discuss it before initiating more serious efforts. Clearly define the ethical limitation you're facing and focus the initial discussion on working collaboratively to find solutions rather than refusing tasks. For example, you could ask your manager the following question:

"It's impossible for me to take on this person's case because in terms of my professional obligations, I can't adequately ensure the person's safety as required by my professional order. Can you help me find a solution?"

Or you can say:

"It's impossible for me to respond appropriately to the number of patients I'm being assigned. This is impairing my work. I'm open to finding solutions."

Even if you don't belong to a professional order, you can rely on documents that can help address your workload: reference frameworks, standards of practice guides or the institution's code of ethics. These are effective tools to support you in any effort to evaluate your workload based on your ethical obligations.

## Occupational Health and Safety

### MAKE A REPORT — IT'S IMPORTANT!

Filling out an accident or incident form may not immediately come to mind as something you need to do when you're facing a heavy or increasingly heavy workload. And yet, workload is a risk factor that can produce serious consequences, both physical and psychological (see the factsheet on psychosocial risks on [page 23](#)).

Reporting your work overload and its consequences is useful in several different ways.

At the end of the guide, you'll find two appendices: Professional Codes of Conduct or Ethics and a Guide to Professional Autonomy.

To consult the entire guide, click on the link: [2024 APTS Workload Guide](#)

To consult the page dedicated to workload on the national APTS website, click on this link: [Current issues: Workload](#)



# FEMINIST ACTION - KIOSK FOR 8 STRUGGLES FOR MARCH 8TH AND PARTNERSHIP WITH PARADOS



**Renée Mathieu**  
**Director**  
**Feminist Action**

## Feminist Action Column

Thank you to everyone who visited our virtual and in-person kiosks. We managed to raise \$361.05 in cash for “Le Parados”, a community organization in Lachine whose mission is to welcome, and shelter abused women and their children.

This doesn't even include online donations! **Congrats WEST ISLAND APTS!**

We raffled off eight (8) duo candle and plant-to-grow prizes from local company Mano Verde ♥.

Here are the winners of the “Girls just want to have FUNdamental Rights” feminist action kiosks:

- 1) RAMANDEEP KAUR (RAMMY) PADDA
- 2) KEISHA MOORE SYDNEY
- 3) OLIVIA MEDALSY
- 4) WILLY-DAC GIA-HA HUYNH
- 5) ALEXANDRE OLGA ERICKSON
- 6) SAMIA HENEIN
- 7) LAETITIA MABLEWO AMEDOME
- 8) NATALIYA ATANAS DRAGIEVA



CONGRATULATIONS AGAIN!

Didn't get a chance to learn more about our 8 struggles? Here's a link to the information explaining the 8 struggles that we raised: [The 8 struggles](#)

## The 8 Struggles

We've taken note of the three struggles that concern you most:

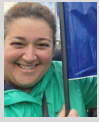
- 1- Femicide
- 2- Vulnerability of immigrant women
- 3- Access to abortion services



While all the struggles we've raised are important, we're going to focus on these three, because they're the ones our members are most concerned about. However, we won't ignore the other struggles!

**Thanks again for your participation!**

# MAY: SPEECH AND HEARING MONTH



**Rodeina Bechara, M.P.O. (Elle, She)**  
**Speech-Language Pathologist, Professional Coordinator**  
**Liaison Officer**

## Promotion of Professions Column

Every year, the month of May is dedicated to promoting communication. It is an opportunity to raise awareness among all staff about the challenges that some people may face in their daily interactions, and to highlight the measures put in place to support more accessible and effective communication.

Communication is much more than just an exchange of words. It is at the heart of our human relationships, our professional collaborations, and our overall well-being. For some people, young or old, expressing themselves clearly or understanding others can be a daily challenge. Speech-language pathologists and audiologists play a crucial role in supporting these individuals, whether they are children developing their language skills, adults living with neurological disorders, or for anyone else who has difficulty communicating effectively.

As part of this year's Speech and Hearing Month, we launched a special initiative on our intranet: an online questionnaire on nonverbal communication. The purpose of this short activity was to reflect together on what nonverbal communication is and how to recognize it in our professional and personal interactions.

Your participation was outstanding! Thank you to everyone who took a few minutes to complete the questionnaire. Thanks to the generosity of the APTS local executive committee, participants were entered into a draw for 10 Renaud-Bray gift cards worth \$25 each. A little nod to the love of language, books, and knowledge!

🎉 **Congratulations to our winners!** 🎉

- |                   |                          |
|-------------------|--------------------------|
| - Pascal Boutin   | - Lin Guo                |
| - Andrea Nassif   | - Mandy Steiman          |
| - France Jodoin   | - Julie Girouard         |
| - Caroline Claeys | - Laurie Ainsley-Germain |
| - Lisa Turnbull   | - Rosalie Lamont         |

Winners will be contacted directly by e-mail to claim their prize.

**Let's keep promoting communication in May and throughout the year!**

# RESULTS SUMMARY OF THE SURVEY: LOCAL APTS RECOGNITION ACTIVITIES



**Renée Mathieu**  
Director  
Mobilization and Communications

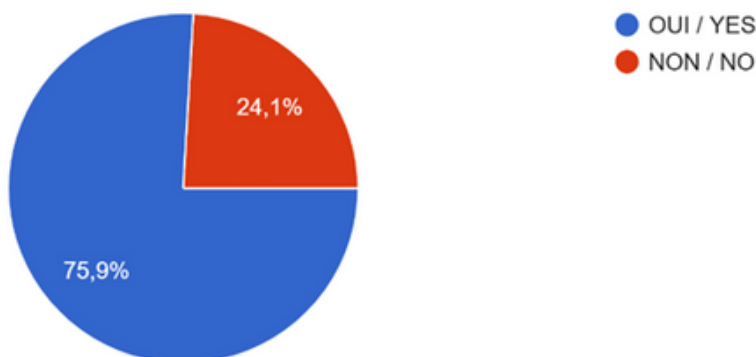
## Results Summary of the Survey: Local APTS Recognition Activities 2025-2026

**162 members answered the survey**

**1) What's the best way to reach you about our recognition activities? (Please note that we cannot use your work e-mail address)**



**2) Do you usually participate in recognition activities (e.g., food truck, March party, lunchbox lunches, etc.)?**





# **..CON'T RESULTS SUMMARY OF THE SURVEY: LOCAL APTS RECOGNITION ACTIVITIES**

## **3) If not, why don't you take part?**

Distance followed by lack of time were the 2 main reasons why members who responded to our survey did not participate. 5.6% of respondents felt that the timing of activities was not ideal and 4.3% of respondents had no interest in activities organized by their union. 3.7% didn't think that organizing recognition activities was their union's role \*\*\*and many comments were recorded in this sense even though respondents participate in our activities (see question #7 below- comments).

Other issues related to participation include work overload and travel difficulties (e.g., telecommuting or too much time to travel by public transport to another site).

## **4) If you participated in the 2024-2025 recognition activities, could you share your opinion for the activities in which you took part (N/A if you did not attend this activity).**

In general, respondents gave a feedback mark of excellent or super for the activities in which they participated.

## **5) Your opinion is important to us. What activity did you enjoy most in 2024-2025? How do you think the event could have been improved?**

Out of 162 respondents, 88 identified the food truck as the most popular activity. 43 people identified the spring party and 31 people answered that they participate in the Batshaw/CROM tours or that they didn't want to or couldn't participate in the activities

### **Recurring Comments:**

#### **Food Truck Activity :**

- More food trucks at more sites (i.e. CLSC) to avoid travel
- Food trucks at various times
- Healthier and/or vegan menu options

#### **March Party:**

- Activity should be available to all members
- Line too long for drinks
- Change DJ
- Improved sound for animation
- Change menu

#### **Batshaw and CROM Tour**

- Preference for gift cards vs food
- Ensure that gifts are delivered to the person if they are not present on the day of the tour.

# ..CON'T RESULTS SUMMARY OF THE SURVEY: LOCAL APTS RECOGNITION ACTIVITIES

## 6) In the future, what activities would you most enjoy? (You can choose more than one.)

Food truck activity = 132- 81.5%

Lunchbox lunches on worksites = 86 - 53.1%

Kiosks with snacks on work sites = 73 - 45.1

A big party = 72 - 44.4%

Tour of sites with gift cards = 48 - 29.6%

Tour of sites with snacks = 33 - 20.4%

A dinner off-site = 23 - 14.2%

Family activity on weekends = 20 - 12.3%

Brunch one weekend = 18 - 11.1%

Several people indicated that they prefer gift cards, mainly for reasons of inclusiveness (reaching those who can't participate in activities).

## 7) General Comments

**Many positive comments of thanks and praise were received (thanks to all our members!).**

**On the other hand, there were a good twenty (or more) negative comments, the subject being the same - the link between the organization of recognition activities and the role of the union.**

**Here are a few examples (English + French) written as received:**

*"I would rather pay less union fees and have no activities. The employer should be doing appreciation activities, not the union with our own money, especially when the activities do not benefit every single person paying for it."*

*"I'd like something where people can't just get their prizes or food and then leave. it would be important to me for people to like, have to stay around to eat or whatever and for the union people to hang around and talk. otherwise it's dine and dash."*

*« Je trouve que les gros partys sont une probable mauvaise utilisation de nos cotisations. »*

*" While it is nice to be recognized, personally I would prefer to have lower union dues and then I can choose what I do with my money. If I am unable to participate in any of the activities, not for a lack of trying, then it does not feel fruitful"*

*"Although I do appreciate the work that everyone puts in for us at the APTS, I don't think that the union should be like a social club. Money from dues should not be spent on activities and or advertising trinkets. If there's extra money, the union due should be reduced"*

*« Je ne peut pas participer aux activités. Je préférerais une reduction des contributions ou un remboursement partiel, aux activités planifiées par mon syndicat. »*



# DO NOT FORGET !!!

## DO NOT FORGET!!!

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:
  - All **WRITTEN** communications (Octopus request and response, e-mails with managers, e-mails with HR and/or payroll)
  - Time sheet(s) and pay stubs(s) corresponding to the problem.

**It is 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.

**Be sure** to keep a copy of all requests for refunds, changes in availability, vacation choices, etc.

**Written communication (e.g. e-mail) stays. Verbal communication does not!**

**We would like to remind you that it is essential to report a workplace accident, and just as important to report any dangerous situation. A dangerous situation is a risk that could lead to a work accident and cause harm to your physical or psychological health and safety, or that of your colleagues.**

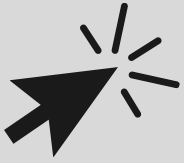
To access the form, consult the UIHSSC intranet.  
or contact us at [codim@aptsq.com](mailto:codim@aptsq.com)



CODIM@APTSQ.COM







**REGISTRATION LINK**



## Annual General Assembly

Mark your calendars! Come and take part in your Annual General Assembly (AGA) which will take place on June 10th! Why is it important for you to participate in this democratic and vital exercise in union life?

Here are some reasons:

- To be informed of your union's achievements during the year
- To participate in decision-making
- To exercise your right to vote
- To elect your local union representatives
- To share your opinion
- To know and understand union issues and increase solidarity.
- To help improve your working conditions.

Don't Forget  
the “U” in  
Union!



June 10th 2025  
5:30pm



Videoconference

# 2025

## **CONTACT INFORMATION**

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### **Local Executive:**

**President : Alexandra Boisrond**

**Vice-President : Ann-Marie Léporé**

**Secretary : Stéphanie Cousineau**

**Treasurer : Christian Faucher**

**Director : Isabelle L'Écuyer**

**Director : Paul Malizia**

**Director : Johanne Gouskos**

**Director : Renée Mathieu**

**APTS Head Office in Longueuil** : 1-866-521-2411

**National Representative** : Josée Asselin : [jasselin@aptsq.com](mailto:jasselin@aptsq.com)

### **Union Advisors:**

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