

THE INFORMER

Your local newsletter - APTS West-Central Montreal
Spring 2024, 19th edition

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1. Local news

by Léonie Blanchette, president



Hello dear APTS West-Central Montreal members!

Socio-political action:

I encourage you all to take part in the demonstration on May 1:

“United to make our voices heard” is the theme for celebrating May 1, International Workers’ Day. The *Coalition 1^{er} mai*, of which the APTS is a member, is organizing a big rally in Montréal to mark the day. We look forward to a big turnout for this major march for social justice. To find out more:

<https://www.facebook.com/events/2479641748889305>

Wind of solidarity:

Last week, MNA Christine Labrie tabled a motion in the National Assembly supported by all parties urging the government to pay out as soon as possible the pay increases and bonuses for public sector workers set out in the 2023-2028 collective agreement. It passed unanimously. The APTS is making

every effort to ensure provincial contract talks wrap up as soon as possible!

Finally, I would like to thank everyone who mobilized for the historic strike in November and December! We also had a record turnout for the special general assemblies in January-February 2024 to vote on the tentative deal.

Let’s keep mobilizing together, because strength in numbers is what enables us to improve working conditions and safeguard our public services!

In solidarity,

Léonie Blanchette, president



We would like to welcome

Marie-Anne Bleau, planning, programming and research officer, who was elected to the local executive as interim vice-president with an OHS mandate. Congratulations!

2. Mobilization

by Catherine Pigeon, union executive officer, mobilization



Now that the strike is behind us, our next mobilization effort is forming a mobilization committee for West-Central members. We received applications and now have 5 members to sit on the new committee! Our first meeting is at the beginning of May, and we'll keep you informed of our projects and activities.

The annual general assembly for members is approaching fast (June 6, 2024). Léonie Blanchette (president), Josée Quirion (mobilization delegate) and I have started a site tour to talk to members about mandatory procedures during our AGA and to support and guide you so you feel comfortable taking an active part in it (for example, by submitting motions or amendments, contributing to the discussion and debate period, and voting). We can only make a limited number of site visits, so we decided to offer a virtual information session so everyone can participate.

That's basically what's happening on the mobilization front!

I think it's crucial that mobilization be unifying and inclusive, which is possible only with many people's input. I encourage you to write or call me if you have an idea, comment or suggestion about mobilization. I would be happy to talk! You can contact me at cpigeon.06-2@aptsq.com.

Enjoy the spring!

Catherine



APTS West-Central Montréal in action!

Front Commun strike



FC action during the December 2023 General Council



January 2024 General Council: Vote on the tentative deal



Special general assembly tour to vote on tentative deal January-February 2024



3. Sustainable development

by Léonie Blanchette, president



Earth Day was celebrated for the first time in the U.S. on April 22, 1970. Over the years, it has become a major environmental day, celebrated by over a billion people in countries around the world. Founded in 1990, Earth Day Canada is a charitable organization that inspires and supports citizens and organizations across the country in taking action for the planet.

THE EARTH DAY CAMPAIGN

Every year, the goal of the Earth Day campaign is to raise awareness among as many organizations and citizens as possible across the country and to encourage a commitment to the environment. For April 22, 2024, the Earth Day campaign encourages the public to explore and use sustainable means of transportation. #SustainableMobility

The media campaign for Earth Day Canada runs on a range of platforms until April 22. In addition to making citizens and organizations across the country aware of environmental issues, the goal of this high-impact campaign is to encourage as many people as possible to take action.

The 2024 Earth Day campaign was once again developed by the creative agency Sid Lee. Give the movement momentum by mobilizing the people you know to take action for Earth Day and by sharing the campaign on social media!

<https://earthday.ca/april-22/>



4. Occupational health and safety (OHS)

by Marie-Anne Bleau, vice-president



PRATICA PROJECT – PARTICIPANTS WANTED (*in French*)

PRATICA is a **sustainable return-to-work program** designed to **support recovery** for employees who are on disability leave because of a common mental disorder.

The project is currently looking for people to participate in the program; they have to have been **on disability leave for a common mental disorder for 1 to 3 months**.

CRITERIA FOR INCLUSION

- You are on disability leave because of a common mental disorder (depression, adjustment disorder, anxiety disorder, burnout)
- You have been on leave for 1 to 3 months (30 to 90 days' disability leave)
- You are a member of the APTS West-Central Montreal union

CRITERIA FOR EXCLUSION

- You are not able to communicate in French
- You have a known **organic disorder** (such as epilepsy, encephalitis, or a stroke)
- You have already been on disability leave in the past because of a common mental disorder
- You have an employment injury (CNESST)

FOR MORE INFORMATION OR TO PARTICIPATE

- Contact researcher Maud Mazaniello at maud.mazaniello.cemtl@ssss.gouv.qc.ca
- Or click here to fill out the information form: <https://pratica.santementaletravail.ca/etude-en-cours/>

This is a **joint project carried out with your union**.

Don't hesitate to contact Marie-Anne Bleau (vice-president, APTS West-Central Montreal) if you have questions.

- Email: mableau.06-2@aptsq.com
- Phone: **514-216-6241**

This project has been approved by the research ethics boards of the CIUSSS de l'Est-de-l'Île-de-Montréal and the CIUSSS West-Central Montreal.



**Participant·e·s
recherché·e·s**

5. Diversity, Equity, Inclusion and Belonging

by Josée Benoit, union executive officer



Let's celebrate diversity and the inclusion of the LGBTQ+ community on May 17, the International Day Against Homophobia, Transphobia & Biphobia.

May 17 was chosen internationally to draw attention to the violence and discrimination experienced by members of the LGBTQ+ community throughout the world. It is an opportunity to promote inclusion, respect, and equality for all, regardless of gender identity or sexual orientation.



On Wednesday, May 15, your local team will be collaborating with the Fondation Émergence to hold an information booth and an exhibition at the Jewish General Hospital. The exhibition is called *Métro, placard, dodo*, and it depicts LGBTQ+ professionals and presents their stories.

For more information about the Fondation Émergence:

<https://en.fondationemergence.org/a-propos>

Also, the APTS has developed a glossary on gender and sexual diversity to give us a common set of terms in our discussions on matters involving gender and sexual diversity. The concepts presented are complex, and APTS research is ongoing. You can access the glossary here: https://drive.google.com/file/d/1PbzJ4jZUY3GeZuyF5OT84_-coZwBZ8Yx/view.

The French version is available here: <https://aptsq.com/media/6878/lexique-dspg-2022.pdf>.

6. HR development (PDRH)

by Sylvia Bitton, union executive officer



Individual requests to participate in a training activity

	PDRH Human resources development program Article 31.01 (national provisions)	PDPP Professional practice development program Article 31.03 (national provisions)
When	April 1 to March 31	April 1 to March 31
Available funds	\$1000 *	\$1000 *
What costs are covered	<ul style="list-style-type: none"> - Registration fees - Educational materials - Transportation and parking - Food and accommodation 	<ul style="list-style-type: none"> - Registration fees - Educational materials
Your salary	<p>Funds are used to pay your salary and employee benefits while you take the training.</p> <p>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.</p>	The training activity must take place on your own time.
What types of activity are covered	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.**

7. Work-time arrangements

by Véronique Tessier, treasurer



The work-time arrangements committee consists of four employer representatives from the labour relations department and two union representatives: labour relations counsellor Tim Banasik and myself, Véronique Tessier, your local executive treasurer. The committee has had four official meetings since it was set up last fall. Each of the parties has presented its priorities, and the union has also presented the findings of the survey carried out in the summer of 2022. Discussions are going well regarding a 9/10-type compressed schedule, and the employer is being open-minded. We have also discussed the fact that the employer forced APTS members to sign the FIQ form when requests for compressed schedules were renewed. The union party made its disagreement very clear. This is a practice that makes no sense: in most of our departments, we don't apply the compressed schedule in the same way as the FIQ. It was agreed that the previous form (see attachment) will be used this year, since the employer hasn't yet put forward a specific form for APTS members. We encourage you to submit your work-arrangement requests to your employer. Regarding the 4/32 schedule, we're waiting for the new articles of the national provisions. Your local representatives continue to work for you by making it easier to achieve work-time arrangements, and by working to ensure that a wider range of schedule types are proposed and accepted by the employer.

One last thing: the employer has agreed to keep on following practices that were authorized in the past. Everything will continue as it was until we sign a new collective agreement.

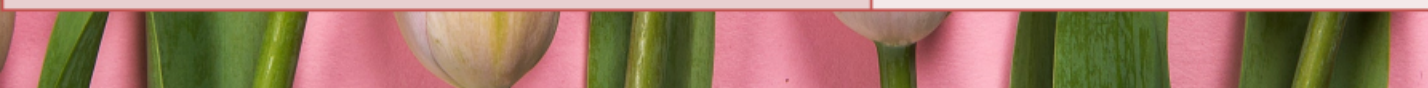
If your requests for work-time arrangements are being systematically refused, please get in touch with your local union representative.



To contact the APTS West-Central Montreal

Phone	Email	Facebook	Instagram	Website
514-609-3039	ccomtl@aptsq.com	@APTSCentreOuestMtl	@apts_centreouestmtl	www.aptsq.com/ccomtl

Local team	Email
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Josée Quirion, mobilization delegate	jquirion.06-2@aptsq.com
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