

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



OFFICIAL PUBLICATION OF
THE WEST ISLAND OF
MONTREAL APTS

VOL. 21

**A Word From
Our President**



**National
Representative
Column**



**Batshaw : News and
Updates**



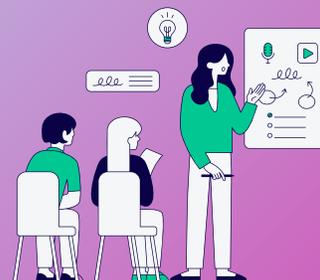
**Labour Relations
Column
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Do Not Forget !!!



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

Twenty-First Edition - Winter 2026



Alexandra Boisrond
President

A Word From Our President

Dear members,

As we begin 2026, it is time to take stock, but above all to take action! With economic pressures mounting, your union has set out a clear political agenda: we will not let anyone sacrifice our rights on the altar of profitability.

Here are the four pillars of our demands for the coming year:

1. No to Austerity

We reject disguised budget cuts that strangle our services and devalue our work. Austerity is a political choice, not an inevitability. We demand massive investment in our working conditions.

2. Priority to Health and Well-Being

Working should not mean exhausting oneself. We will place the mental and physical health of our members at the heart of all our negotiations. A healthy workplace is a non-negotiable right.

3. Keep the Private Sector out of the Public Sector

The healthcare system belongs to the people, not to shareholders. We will fight hard to curb the expansion of the private sector in our public institutions. Healthcare is an essential service, not a commodity.

4. Members' Voices Above all Else

Above all else, 2026 will be the year of **your voice**. No decision will be made without truly listening to the members. You are the ones who live the reality in the field, and it is your experience that must guide our demands. We invite you to share your concerns for the next round of negotiations with us. You can write to us at any time at our email address: codim@aptsq.com.

Let's stick together. It is through our solidarity and mobilization that we will defeat unfair policies. **Be ready for the actions to come!**



..CON'T, A WORD FROM OUR PRESIDENT



A Historic Opportunity at the National Assembly

Following the water damage at the Douglas MHUI on January 26, your local union took a crucial step forward to bring our fight directly to the heart of the National Assembly: we accepted an invitation from Verdun opposition member Alejandra Zaga Mendez.

This was an opportunity we could not refuse: to vigorously denounce the government's inaction in the face of the urgent need to modernize our Douglas Mental Health University Institute. Through this forum, we highlighted the deplorable working environments in which our professionals work every day, as well as the unacceptable conditions imposed on our patients.

This intervention marks the beginning of constant pressure on the government to make human dignity and healthcare safety national priorities once again.

POINT DE PRESSE

EN DIRECT



Point de presse de Mme Alejandra Zaga Mendez, porte-parole du deuxième groupe d'opposition en matière de finances, et M. Guillaume Cliche-Rivard, porte-parole du deuxième groupe d'opposition en matière de santé

Field Presence and Tours

Finally, we would like to inform you that there will be no spring party this year. In accordance with the results of last year's poll, we have chosen to reinvest this energy where it matters most : **with you**. From this month through June, your union representatives will embark on a major tour to visit members at numerous sites. We want to meet with you, talk face to face, and work together to prepare a mobilizing follow-up. Rest assured, we are preparing something special and unifying for the rest of the year to highlight our collective strength.

Let's stay united in solidarity.

Alexandra Boisrond T.E.S.

President, MWI APTS



NATIONAL REPRESENTATIVE COLUMN



Josée Asselin
National Representative

National Representative Column

Ending Austerity: What if we Truly Dared?

With a projected deficit of \$14 billion, the latest budget from the Government of Quebec clearly marks a return to austerity policies. To justify its choices, the government invokes fiscal discipline and claims that healthcare has not been affected. Yet the numbers tell a very different story.

In 2025–2026, the health and social services budget increased by only 1.8%, or \$1.1 billion. However, the real growth in population needs would have required an increase of approximately 5%. As a result, the system is facing a shortfall of \$1.1 billion as early as this year. This represents structural underfunding and marks the third cycle of austerity in less than 30 years.

This underfunding affects all service programs across the system: home care and long-term care (\$417M), public health (\$49M), intellectual disabilities and autism spectrum disorders (\$72M), youth in difficulty (\$118M), addictions (\$12M), mental health (\$102M), and physical health (\$704M). These figures show that the problem is one of political choices, while the private sector is gaining ground.

The current situation is directly linked to the legislative framework imposed by the Balanced Budget Act and the Debt Reduction Act. These laws place deficit and debt at the top of the government's priorities, to the detriment of social needs. Austerity thus becomes structural.

In response, the APTS is proposing the creation of a budgetary shield for health and social services as part of its campaign **A Strong Network: What If We Truly Dared?** This approach seeks to establish a legal framework requiring the government to protect public system funding from political cycles and to ensure it meets the population's needs.

In this election year, the APTS will continue to defend service quality for the public and improve working conditions for its members. To truly dare means rejecting permanent austerity and choosing health.



APTS Alliance du personnel professionnel et technique de la santé et des services sociaux

2026 Agenda
aptsq.com/StrongSystem2026

..CON'T, NATIONAL REPRESENTATIVE COLUMN



What is the Budgetary Shield?

It is based on three key principles:

1. Objectively Assess Needs

Funding must take into account:

- the impact of demographic changes on healthcare spending;
- changes in medical practice;
- projected inflation in the coming years.

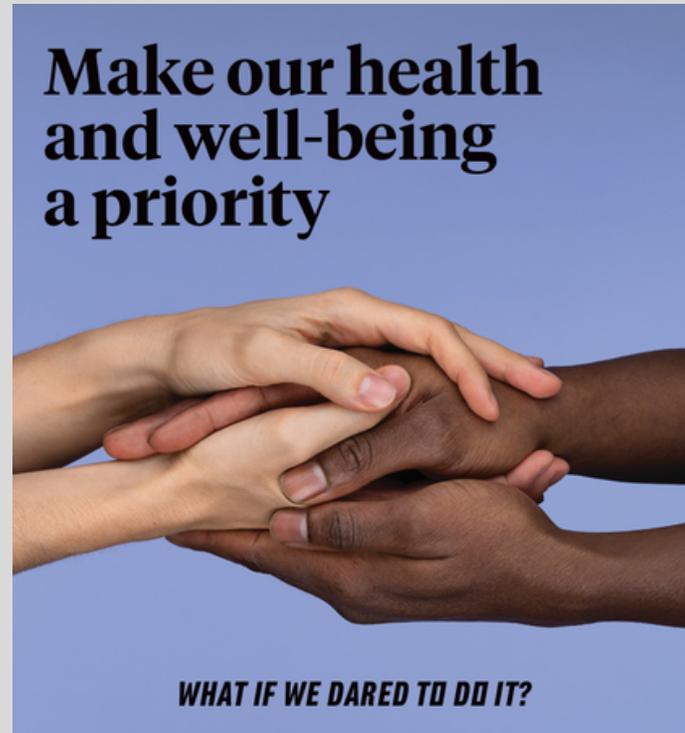
2. Assign the Evaluation to an Independent Body

An independent organization, such as the Auditor General's Office, would be mandated to calculate each year, before the budget is tabled, the minimum amount required to adequately fund the system.

3. Make This Funding Mandatory

The law would require the Ministry of Finance to allocate the identified amounts. Health and social services would therefore benefit from protected budgetary status, similar to debt-related commitments.

This mechanism would remove healthcare from the logic of austerity and make it a non-negotiable priority.



PORTRAIT OF A HEALTH AND SAFETY REPRESENTATIVE (HSR)



Isabelle L'Ecuyer
Director
Responsible for OHS

OHS Column

In previous editions of this newsletter¹, we told you about the implementation of health and safety committees (HSCs) and the designation of health and safety representatives (HSRs) under the Act respecting occupational health and safety. Both of these, HSCs and HSRs, are intended to get workers more involved in Occupational Health and Safety prevention.

We told you about the seven groups initially set up by the Employer with the agreement of the unions. We also mentioned that some twenty HSRs had been designated among CIUSSS employees. However, changes to the Act have unfortunately led to a significant reduction in the number of HSRs that unions may designate. Only 5 HSRs will be designated for the CIUSSS as a whole, and they will cover the seven groups.

In concrete terms, what is a health and safety representative and what impact can she/he really have on the workplace? To find out, we met with Mireille Couture, who has been the HSR since November 2024 for the mental health group consisting of the Douglas Mental Health University Institute (DMHUI) and the Stillview clinic.

Mireille has been working at the DMHUI for eight years. Trained as a kinesiologist, she holds a position as a clinical activities specialist (CAS) at the psychotic disorders outpatient clinic. In October 2024, Mireille responded to a call for interest sent out by the unions to all employees in the mental health group. Mireille saw this as an opportunity to support employees working with patients. She knew that they were completely drained and that work accidents that could be prevented were happening. She wanted to help make their daily lives more pleasant and their work environment safer, as they are on the front lines providing care and services to patients.

After an interview with local APTS union representatives in which she explained her motivation, Mireille was designated as a HSR. The Employer then released her from her responsibilities as a CAS so that she could take on her duties as a HSR while keeping her position. This measure has been established to enable employees to keep their position throughout the period they are designated as HSRs.

Mireille was, of course, provided with OHS training to ensure that she would be able to fulfill her HSR responsibilities.

..CON'T, PORTRAIT OF A HEALTH AND SAFETY REPRESENTATIVE (HSR)

What are Mireille's Main Responsibilities as an HSR, and What is her Day-to-Day Experience Like?

Although Mireille is unionized as an APTS member, as a HSR she represents all of the workers in the mental health group, regardless of their union affiliation. HSRs do not represent either the union or the Employer. They represent workers from all job categories.

HSRs spend a lot of their time on workplace inspections. When conducting an inspection, Mireille identifies any occupational health and safety risks that might cause a work-related accident or occupational disease. After each inspection, she writes a report and makes recommendations to managers. Mireille is also a member of the mental health group's health and safety committee (HSC) and presents her findings to this committee. In addition, in cases where the Employer fails to meet their obligations, for instance, if they fail to implement the preventive or corrective measures needed to address identified risks, Mireille can file a complaint with the CNESST.

When she's visiting a workplace, Mireille takes the opportunity to raise awareness about OHS prevention and the importance of declaring both dangerous situations and workplace accidents. After more than a year as an HSR, however, she finds that too few workers are likely to get in touch with her directly. This may be because the Employer has not yet announced the existence of the HSR in the mental health group, but also because the role of the HSR is not well understood.



..CON'T, PORTRAIT OF A HEALTH AND SAFETY REPRESENTATIVE (HSR)

What Changes or Improvements Have Taken Place Over the Past Year as a Result of Mireille's Recommendations as a Health and Safety Representative?

During Mireille's first inspection tours, she was able to observe broken or obsolete equipment and cluttered spaces making it unsafe to work or move around. Employees who spend every day in such a workplace often no longer notice these problems. Because of her trained, outside perspective, the HSR is in a better position to identify aspects that don't comply with standards, both outside of buildings, ex.: in the parking lot or on the grounds or indoors.

What are the Qualities That can Lead Someone to be Designated as a Health and Safety Representative for Their Group?

Obviously, you need to show an interest in health and safety in your workplace, but curiosity, a keen sense of observation and sound judgement are equally important. In addition, it is important to demonstrate autonomy, have a constructive attitude, and be able to work well with others.

For employees part of the mental health group (DMHUI and the Stillview clinic), you can contact your group's health and safety representative, Mireille Couture, by phone at 438-869-683 or by email: rss.iusmd.stillview.comtl@ssss.gouv.qc.ca.

For workers in other groups, watch for the call for interest that will be sent to you later this year.

For more information on groups, HSCs, and the role of HSRs, contact us at codim@aptsq.com or by phone at 514-378-8124.

¹ Fall 2024, Vol. 16, and Spring 2025, Vol.18.



IS THERE REALLY A BUDGET FOR TRAINING?



Johanne Gouskos
Director
Responsible for HRDP

HRDP Column

Yes, there is. Possibly the integration into Santé Quebec has unfortunately created some confusion regarding the budget reserved for training. This budget is protected thanks to articles 31 in the National Collective Agreement and matter 413 in the Local Provisions.

I am painfully aware that many of you have had issues accessing this budget and this fact upsets me. I have been and continue to intervene with Human Resources on your behalf. I am happy that I was successful for some of you but am disappointed that there were others who could not access the budget in time.

There are two budgets that are included in our collective agreement.

1- The older budget commonly referred to as the HRDP budget. This budget would be used for in-service training and professional development. Basically, training that is related to your current work.

2- The newer budget is called development of employees' professional practice (PPD). This budget could be used for professional conferences, seminars, and conventions; coaching; mentorship; co-development; scientific literature; subscriptions to periodicals; educational books; educational materials and reference tools; membership fees for groups and/or associations providing access to training, information or networking, but that have no impact on the employment relationship (they do not provide professional insurance, power of representation, right to use a particular title, permission to perform specific acts, etc.).



..CON'T, IS THERE REALLY A BUDGET FOR TRAINING?

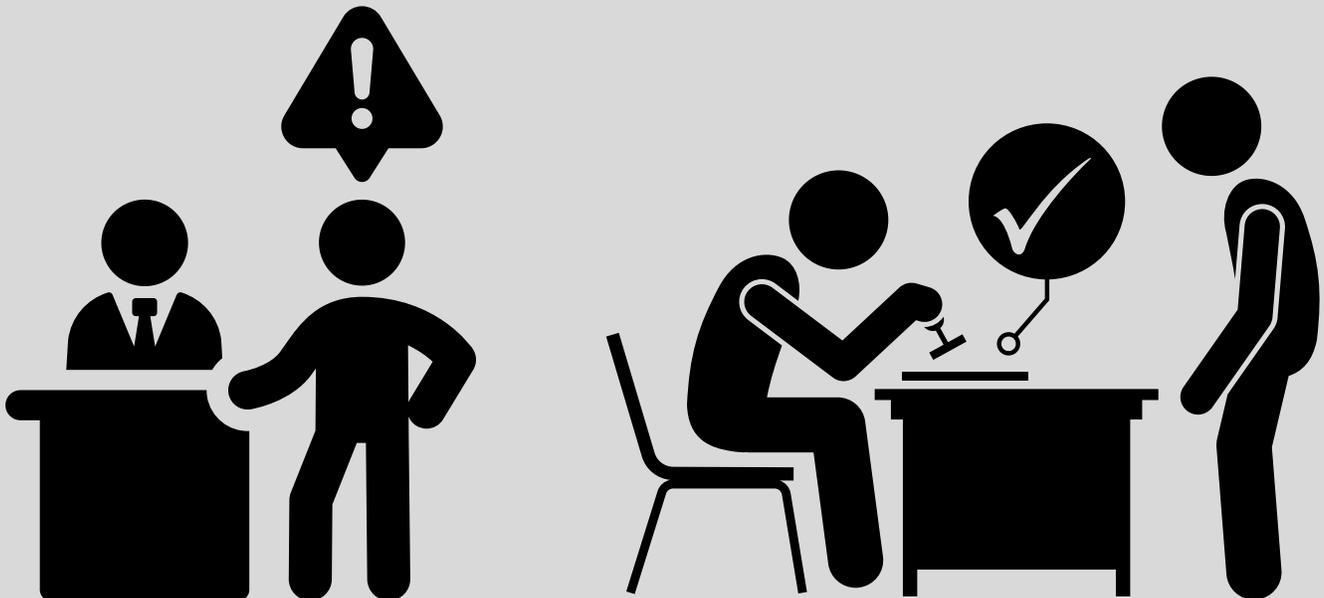
Both budgets reimburse your salaries, benefits and related expenses. The same request form can be used when requesting access to either budget.

Please continue to request access to the above-mentioned budgets. I understand that it can be very disappointing when you and/or your colleagues are being discouraged in requesting training, and/or have had training refused when requested. As I mentioned, **these budgets are in our collective agreement, and we need to continue using them.**

The steps to follow for a training request, the steps to follow to be reimbursed for the training and the form that you would need to fill out, are available on the MWI IUHSSSC intranet.

If your manager refuses your request without a valid reason or if you have any questions, you can write to codim@aptsq.com. If your request is refused, please include your request form which will state the manager's reason for refusing it. This would be useful when we follow up with our Human Resources counterparts.

To access the form and instructions go to the MWI IUHSSSC intranet, click on "My life at work, and then click on "Continuing Professional and Personnel Development".



BATSHAW: NEWS AND UPDATES



Paul Malizia
Director

Batshaw Column

Calling all Recall!:

As many of the more senior educators at Batshaw are aware and as many of the newer educators are coming to see, recall workers (on the availability list) have historically filled in 60%-70% of weekend shifts for a myriad of reasons. Your local union has very recently been in discussions with the Employer to raise some of the concerns and questions forwarded to us by various members.

These Include, but are not Limited to the Following:

- How do educators change their availability in a timely manner in order not to be penalized?
- Are you notified in writing for any long-term replacements? If these are extended, how are you notified?
- How are educators made aware of long-term replacements (re: more than 6 months)?
- If you cannot complete a shift in the morning for various reasons, are you called back for an evening shift if you are available and there is a shift needing to be filled?
- How do you request or notify the Employer of any needed time off (sick days, stat holidays, personal days, vacation (split vacation days included))?

As mentioned, this is not an exhaustive list, but we would like to hear from you if you have any more specific questions as this is only a part of the list we have shared with the Employer so far and there will be another meeting scheduled in the coming weeks.

In the meantime, we hope you will take the time to forward us any questions or concerns you may have as to enable us to obtain more clarity on the way the Replacement Activities Service (Recall) manages shift allocations and replacements. Please feel free to contact us at: codim@aptsq.com

LABOUR RELATIONS THE FRONT LINE



Ann-Marie Léporé
Vice-President



Stéphanie Cousineau
Secretary

Labour Relations Column The Front Line

WHAT TO DO BEFORE CONTACTING YOUR LOCAL UNION

We receive a large number of emails and phone calls every day. Before contacting your local union, and in order to respond to you as quickly as possible, you should **IDEALLY**, depending on the situation:

- ✓ Have contacted your manager in **writing** to communicate your question, issue, concern, etc.
- ✓ Have consulted the 2023-2028 collective agreement (salary insurance, parental rights, premiums, special leave and unpaid leave, 4-day work week, overtime, etc.) [2023-2028 Collective Agreement](#)
- ✓ Have consulted the local provisions (probation and initiation and trial periods, assignments, positions, unpaid leave, overtime and on-call duty, holiday and vacation, etc.) [Local Provisions](#)
- ✓ Have consulted the intranet to find, among other things, information related to: positions available after posting, internal job posting calendar, etc. (*My Life at Work > Internal Mobility*), group insurance, social benefits (resignation, leave requests, retirement, atypical and 4-day schedules, parental leave), replacement activities service (RAS) or recall list, etc. (*My Work Life > My Employee file*), the civility office (*My Work Life > Civility Office*).

You can access the intranet from outside the work sites:

<https://www.ciusss-ouestmtl.gouv.qc.ca/en/staff-portal>

Username: *employesodim*

Password: *Ciusss06*

- ✓ Have consulted the eEspresso employee guide: [eEspresso Employee Guide](#)
- ✓ Have made an Octopus request (payroll: corrections or missing pay, forms; health and safety: I need..., I have a problem with..., etc.).

..CON'T, LABOUR RELATIONS

THE FRONT LINE

You can access Octopus from outside the work sites: [Octopus web platform](#)

There are two ways to connect:

1. Enter user@comtl. Your COMTL user name consists of four letters, namely the first two letters of your last name and of your first name, together with your number 65XX, as follows: **XXXX65XX@comtl**

2. Enter COMTL\ and your COMTL user name, as follows: **Comtl\xxxx65XX**

Your password is the same as the one you use in eEspresso.

Example of a COMTL user name for Mark Roberts: roma6501

- Have contacted Human Resources Customer Service: inforh.comtl@ssss.gouv.qc.ca
- Have contacted the Expense Report Service (expense account): rap.depenses.comtl@ssss.gouv.qc.ca
- Have contacted the Payroll Department: paie.ciuss.comtl@ssss.gouv.qc.ca
- Filled out the [form](#) of declaration, investigation and analysis of an accident or a dangerous situation
[Form](#)

When you contact us, here are some of **the documents we need to receive**, depending on the case:

- **All WRITTEN communications** between you and the Employer, **as well as the response** (manager, Octopus request, HR, payroll department, continuing education and professional development, health office, etc.) related to your question/issue.
- **All WRITTEN communications** between you and an external resource (SAAQ, QPIP, CNESST, etc.)
- Attendance records and corresponding pay stubs

Please remember to include **your last name, first name, employee number, job title, department, and work site.**

LABOUR RELATIONS THE SECOND LINE



Hugues Legault (he/him)
Labour Relations Advisor

LABOUR RELATIONS COLUMN THE SECOND LINE

Dear APTS members,

I would like to take advantage of the platform provided by your local executive in your newspaper to discuss two issues that, due to their sensitivity, deserve special attention.

1. The Procedure for Contesting Your Seniority

Article 13.12 of the collective agreement says that the Employer has to post a seniority list for employees by mid-April. Once the list is posted, you have a **maximum of 60 days** to contest the seniority indicated (article 13.13). Once this period has elapsed, the list becomes final.

If you want to contest seniority, what conditions do you have to meet?

- Only seniority accumulated since the previous posting may be contested.
- Since lists are usually posted in April, you will be contesting seniority accumulated over the past year.

In 2025, however, we went through a one-time process for recognizing seniority (PURA, or processus unique de reconnaissance de l'ancienneté). As part of this process, a seniority list was posted on September 30, 2025, and seniority on this list could be contested until November 29, 2025, or thereabouts.

If you think you might want to contest seniority when the next list is posted in April 2026, you should know that the one-time process we went through in 2025 may make dealing with certain situations a little more complex.

To make things easier for you, please feel free to contact us at codim@aptsq.com to find out about your rights.



..CON'T, LABOUR RELATIONS THE SECOND LINE

Resuming the Bumping Process

Although this issue affects only a small number of people, considering the impact it may have on those affected, it is a priority for us.

Those affected are aware that, as part of the PURA process, a moratorium on job cuts and the bumping process had been in place since June 2025. We were informed around January 15, 2026, that the bumping process would resume. Those affected received a communication on this subject from Internal Mobility in the days that followed.

It's important to remember that when someone is affected by a bumping procedure, the analysis is always based on "the present moment," meaning the moment when the decision has to be made. Therefore, even in the event of a change in seniority, it is not possible to 'undo' or "restart" a bumping process.

If, in the coming days, weeks, or even months you receive a communication from internal mobility informing you that you are affected by this process, as usual, please do not hesitate to contact us. We will be there to support you.

In solidarity,



Rachelle Puget
Labour Relations Advisor

Dear Members

Disability Leaves

We are seeing a higher frequency of short-, medium-, and long-term disability leave for reasons related to work situations or personal matters. In order to facilitate the process of determining your eligibility for disability leave with the health bureau, it is important that specific information be included in your medical note submitted to the health bureau (servicedesante.comtl@ssss.gouv.qc.ca) in order to meet the definition of disability as defined in the collective agreement (Article 30.03 of the national provisions).



..CON'T, LABOUR RELATIONS

THE SECOND LINE

At a Minimum, Your Physician's Note Must Include the Following Information:

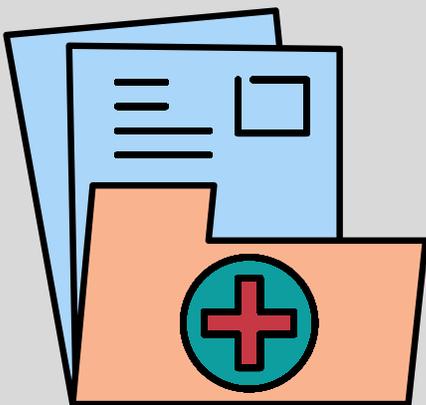
- A state of incapacity resulting from illness or accident.
- This state renders you unable to perform the usual duties of your job
- This state is subject to medical monitoring.

To avoid delays in being recognized as eligible for disability leave, it's important to note that these criteria are cumulative, meaning that you have to fulfill all of them to meet the definition of disability. If one of these criteria is not met, there is a risk that the Employer may not recognize your disability, in which case you will not receive disability benefits.

****IMPORTANT****

- Always keep a copy of **written communications** with the health bureau agent who is responsible for your file. If delays in recognizing your eligibility persist, if your request is turned down, or if you are told that you must undergo expert medical assessment in order to be eligible, **make a clear request in writing to be told the reason, and contact your union so that we can follow up as soon as possible.**
- If your physician thinks that your health condition is caused by an event or cumulative events from your workplace, it's important to fill out the form for reporting a dangerous situation and to file a claim with the CNESST. Contact us at codim@aptsq.com if you have any questions.

If you are currently facing issues related to the management of your disability file by the health bureau, or if you have experienced issues in the past that you would like to share with your union, please write to us at our general email address: codim@aptsq.com. We will get in touch with you to address the situation as needed.



..CON'T, LABOUR RELATIONS

THE SECOND LINE



Kimberly Jérôme (pronoun her)
Labour Relations Advisor

Minimum Availability - Matter 406.04 of the Local Provisions

This clause specifies how employees on the availability/recall list should indicate their availability, namely:

- Employees without positions;
- Employees who hold part-time positions and indicate an additional availability;
- Employees who hold full-time positions and have expressed an interest in taking on an assignment of more than six (6) months;
- Employees with less than 2 years of seniority who have been laid off under the national provisions of the collective agreement pertaining to job security;
- Employees who left their position to be registered on the availability list

Employees on the availability/recall list must indicate their availability according to the following criteria using the prescribed form (in eEspresso):

- a) job title(s);
- b) day(s);
- c) work shift(s);
- d) activity centre(s)**

The minimum availability to be provided for employees who do not hold a position is:

1. Three (3) days per week (Sunday to Saturday)
2. Two (2) shifts (day, evening, and/or night)
3. Four (4) activity centres
4. One (1) weekend out of every two (when required by the Employer)

Employees with part-time positions may indicate additional availability if they wish.

Newly hired employees must provide availability suited to the Employer's needs for a period of 6 months. The Employer cannot require increased availability from these employees during that period.

****If you have questions regarding the activity centres, you can ask the person responsible for your availability/recall list and/or consult the information in your eEspresso account.**

You can also contact us, if necessary.



A COLD WINTER, BUT A TEAM ON FIRE!



Renée Mathieu
Director
Mobilization and Communications

Mobilization Column

This winter has been long and cold, but as per usual, your West Island APTS team is on **FIRE!** Regardless of the below freezing temperatures, we have been out and about for various causes this winter season

THE 12 DAYS

As part of the 12 Days to End Violence Against Women, and in partnership with the Women's Shelter "Parados", we hosted three information booths last December 3rd at:

- Lakeshore Hospital (at the entrance to the cafeteria, in the basement)
- LaSalle Hospital (to the right of the main entrance)
- Douglas MHUI (at the entrance to the Perry cafeteria)

Throughout the day, many employees, visitors, and patients came to learn more about domestic violence and the importance of taking action to protect others.

A huge thank you to our partners and liaison officers: your commitment makes a real difference in our workplaces and in our community.

In addition, we designed a quiz to promote awareness of violence against women. By answering the quiz, our members had the chance to win one of our prizes related to this campaign. Congratulations to Guylaine Carrier-Cyr, Marie-Ève Pomerleau-Laroche, and Dr. Simon Racicot, and thank you for participating!

 **Together, we continue to raise awareness, inform, and support.**



.. CON'T, A COLD WINTER, BUT A TEAM ON FIRE!

FACING THE REALITY OF OLD AGE : WHAT IF WE DARED TO DO IT?

We join our voices with other local APTS union teams and community organizations in Quebec to highlight the campaign FACING THE REALITY OF OLD AGE : WHAT IF WE DARED TO DO IT?

<https://aptsq.com/en/current-issues/facing-the-reality-of-old-age/>

We would like to thank the Lachine Multi-Resource Center for welcoming us and joining us on December 11 for the launch of this campaign in the West Island of Montreal, and for sharing what they see, hear, and experience on a daily basis in the field. Thank you for braving the storm and sharing your ideas to bring this campaign to life.

Then, on February 12 at the Jean-Talon Market, your Montreal APTS executives joined forces for our seniors. We met with citizens, collected testimonials and, above all...listened.

The concerns are real. The discussions are essential.

Let's continue to dare to talk about it.

👉 **Together, we continue to pave the way for dignified aging for everyone.**



THIS VALENTINE'S DAY WEEK,
WE WANT TO EXPRESS HOW MUCH

We care about our Seniors

Are you or someone you know facing difficulties? Or have you faced difficulties in the past? Share your story with us and break the silence to build a society where aging with dignity is the norm, not the exception!

**FACING
THE REALITY OF
OLD AGE**

WHAT IF WE DARED TO DO IT?

The logo for APTS MONTREAL, featuring the letters 'APTS' in a blue circle with 'MONTREAL' written below it.

.. CON'T, A COLD WINTER, BUT A TEAM ON FIRE!

International Social Justice Day

On February 20, on International Social Justice Day, more than 300 people gathered inside the Eaton Centre with the Coalition Main route and FRACA Montréal.

We were there!

To say **NO** to austerity.

NO to privatization.

NO to anti-democratic abuses.

Social and economic rights are not privileges – **THEY ARE RIGHTS!**

Your local APTS executive stood in solidarity alongside more than 85 organizations united to defend universal, accessible, high-quality public services.

👊 We will not back down. Solidarity.

U are the “u” in Union!

Lastly, I would like to thank our local committees who worked hard together to plan this year's upcoming events and actions:

- Feminist Action Committee
- Cultural Diversity Committee
- Environmental Awareness Committee
- Mobilization and Communications Committee

Thank you to all our liaisons agents and members who have supported our actions. Your involvement makes all the difference!



.. CON'T, A COLD WINTER, BUT A TEAM ON FIRE!

Mobilization Scoring and Issues or Impacts of Cuts

The engagement score or mobilization rate is an indicator that measures members' commitment, satisfaction, and sense of belonging to their union. From June 16 through to September 17th 2025, during our summer and fall activities, we asked you to fill out a coupon and invited you to tell us what issues and impacts were concerning you. You may remember filling such coupon during a food truck activity or when we brought you some chips and a mocktail at your work site during the summer. There were more than 500 coupons that were filled out. It took approximately 3 months for us to enter all the data written on each member's coupon into our system. Members who filled out coupons more than once were identified and their comments were amalgamated. The most recent entry for scoring was conserved. In the end, the approximate number of members who participated was **398**.

SCORING:

Choices for Scoring went as followed:

Core :These are the people who are always looking for ways to mobilize and involve others. They may be members of the local executive, liaison officers, local delegates or anyone else actively involved in mobilization.

Activists: Close to the core, these are people who can be counted on to help when a problem arises. They take responsibility for informing others and asking them to participate in mobilization efforts.

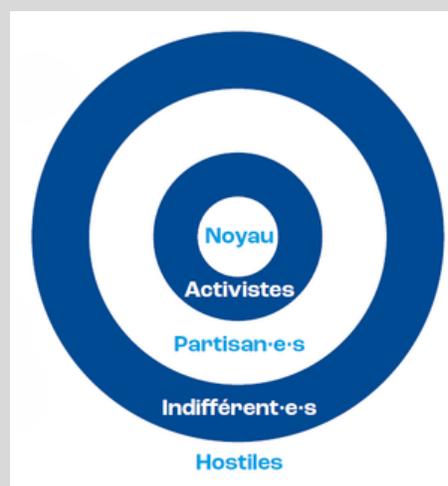
Supporters : These people will take part in mobilization actions (e.g. wearing a button, signing a petition, attending a meeting), but will not take responsibility for mobilizing others.

Indifferent : These are people who are not interested in union life because they don't see the point.

UN RÉSEAU FORT **A STRONG PUBLIC SYSTEM**
ET SI ON DSAIT POUR VRAI? *WHAT IF WE DARED TO DO IT?*

Nom complet (lettres Moulées svp) /
Full Name (please print):

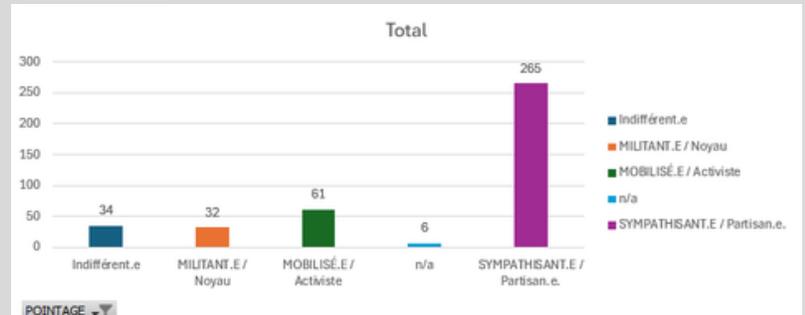
Enjeux ou impact des coupures/
Issues or impact of cuts:



.. CON'T, A COLD WINTER, BUT A TEAM ON FIRE!

Out of the 398 people who filled out coupons:

- 6 did not write anything;
- 34 considered themselves “indifferent”;
- 32 considered themselves “core”;
- 61 considered themselves “activists”;
- 265 members (most people) consider themselves “supporters”



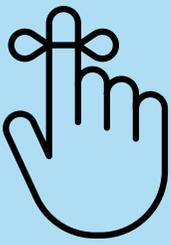
Issues or Impacts of Cuts

Members were also encouraged to write about issues or impacts of cuts that affect them on a day to day basis. At times, there were several issues or impacts noted on each coupon. We decided to divide the comments we received into many categories, and here are the results:

ISSUES OR IMPACTS OF CUTS	NUMBER OF TIMES NOTED BY MEMBERS
Workload	123
Lack of resources (materials or personnel)	174
Work environment (including stress, anxiety, burnout, uncertainty)	71
Unsuitable working environment (physical location, health and safety, lack of space, security)	43
Lack of communication or organization	13
Refusal or lack of training or clinical support	35
Direct impact on clients or the population (cuts, lack of services or quality of services, etc.)	83

We would like to thank all who took the time to fill out a coupon to let us know your degree of mobilization and what concerns you most in relation to your current working conditions.

These results are concerning and are a true indicator as to what is happening on the front line. Moving forward, we can shape our mobilization actions accordingly to match the level of motivation and type of issues that concern our membership the most.



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



CODIM@APTSQ.COM



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