

L'INFORMATEUR

*Your local newsletter – APTS West-Central Montreal
Winter 2024-2025, 22nd issue*

IN THIS ISSUE

- 1. Local news**
- 2. Celebrating retirements**
- 3. Feminist action**
- 4. Occupational health and safety**
- 5. Mobilization**
- 6. Environmental issues**
- 7. Diversity, equity, inclusion and belonging**



APTS

**CENTRE-OUEST-DE-
L'ÎLE-DE-MONTREAL**



1. Local news



by **Léonie Blanchette, president**



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

SANTÉ QUÉBEC AND THE NEW BILL: You may have heard recently about changes affecting Santé Québec and an upcoming bill to modify the process of negotiating collective agreements.

Treasury Board president Sonia LeBel announced in December that she intends to carry out a reform of the collective agreement negotiating process for the public and parapublic sectors. She also said that in this context, she wants to avoid major changes to union certifications that would lead to union raiding soon.

The National Assembly resumed its work on January 28, and the bill won't be tabled before the end of February. When it is tabled, we'll analyze its provisions and their impact on the public sector bargaining process, and we'll suggest improvements. But we'll have to wait for the actual text of the bill to understand the rules that would officially put an end to raiding and to know for sure that it will not take place. Until then, we think it is wise to act cautiously.

AUSTERITY MEASURES: On December 19th, we told you about our local action, "Riposte contre les mesures d'austérité dans le RSSS". We contacted six MNAs from ridings in West-Central Montreal territory (D'Arcy McGee, Notre-Dame-de-Grâce (NDG), Westmount-Saint-Louis, Laurier-Dorion, Maurice-Richard and Nelligan) to denounce budget cuts.

So far, we have heard back from five MNAs. First to respond were the MNA for Nelligan, Moussef Derraji (Québec Libéral Party), and the MNA for Maurice-Richard, Haroun Bouazzi (Québec Solidaire). They told us they had shared our information with the MNAs responsible for health and social services, i.e., for the Liberals, Pontiac MNA André Fortin, who is the health care spokesperson for the official opposition, and for Québec Solidaire, MNAs Guillaume Cliche-Rivard and Vincent Marissal. I had several written exchanges with Mr. Marissal, the MNA for Rosemont and Québec Solidaire spokesperson for health care issues. He was receptive and available to join in a mobilization action.

Désirée McGraw, the Liberal MNA for NDG, told us she shares our concerns about the current state of the public health and social services system and that we can count on her commitment, and on the commitment of her colleagues André Fortin, Linda Caron and Elisabeth Prass, to speak on behalf of professionals employed in the system and defend the interests of Québec patients. She emphasized the fact that "the CAQ government had promised to significantly improve the health care system by making it more efficient and more human. But we are seeing the opposite. Service users are entitled to safe and humane care; care workers deserve a safe, healthy and stimulating work environment." Elisabeth Prass, the Liberal MNA for D'Arcy-McGee, has asked to meet us in person on March 13th.

DECLARATION IN THE MEDIA: Last week, we denounced cuts to our CIUSSS Info-Social program:

Interview in La Presse (in FR): <https://www.lapresse.ca/actualites/sante/2025-02-10/montreal-et-monteregie/nouvelles-coupes-dans-les-services-sociaux.php>

Television interview for CTV News (in ENG):

https://www.ctvnews.ca/montreal/video/2025/02/10/positions-cut-at-quebec-help-line-offering-mental-health-support/?fbclid=IwY2xjawlh4gRleHRuA2FlbQlxMAABHUMATdU4Fla8Y3Kv9c8-TFYevM9tJWUmR5rgmRvGMVBiJ5Y6ziJ4qXxG1A_aem_RqObJbSw2sYJk9P8M1oyw

Meanwhile, we're still collecting your stories. If you see an austerity measure being implemented in your sector, please tell us about it: <https://fr.surveymonkey.com/r/JSCSSY5>.

In solidarity,

Léonie Blanchette, president of your local executive

2. Honouring our members when they retire



Happy Retirement!

DID YOU KNOW THAT WHEN AN APTS MEMBER RETIRES FROM CIUSSS WEST-CENTRAL, THE LOCAL APTS TEAM SENDS A GIFT IN RECOGNITION OF ALL THEIR YEARS OF SERVICE TO THE RSSS?

IF YOU'RE RETIRING SOON, OR IF YOU KNOW OF A COLLEAGUE WHO'S RETIRING IN THE NEXT FEW MONTHS, PLEASE WRITE TO US AT CCOMTL@APTSQ.COM!



3. Feminist action



by Viviane Grégoire, secretary



As part of International Women's Rights Day, which takes place every year on March 8, we would like to mark this day with a few activities.

1. We invite you to read the description of the “Still Striving!” quebecois theme below, of the “Collectif 8 mars”



The clock is ticking. Time moves forward, but our hard-won rights can slip back. Every grain of sand that falls reminds us not to give up. The right continues to rise, and everything can change.

On this March 8, we stand up, fist raised. This fist is our collective strength, our cry of refusal. The symbol of Venus, in the palm of our hand, embodies our freedom: the freedom to decide about our bodies and our lives.

Like the resilient spider weaving its web, we continue to build a world where no one is left behind. Each victory, each added thread, bears witness to our strength in the face of obstacles. Together, we weave an anti-racist, anti-imperialist and resolutely inclusive feminism.

*On March 8, the international World March of Women gets underway. In Quebec, on October 18, we'll be marching alongside women the world over to affirm that our solidarity is stronger than ever. Faced with the rise of the right, the struggle is intensifying and transforming. Today, we are **STILL STRIVING**.*

2. We invite you to **use the official 'Still Striving' visuals**, available as digital material in English and French on the following site: <https://reseautablesfemmes.qc.ca/mobilisations/journee-internationale-des-droits-des-femmes-2025/>

3. Annual donation and associated draw

We invite you to vote for the organization of your choice, for which our APTS West-Central-Montréal union will donate \$1/member, by completing the following survey:

<https://www.surveymonkey.com/r/QVQR7H9>

By completing this survey, you'll be entered in a draw for \$50 gift cards to the BKIND boutique. We chose this boutique because it's a Montréal-based company offering all-natural, plant-based, vegan, eco-friendly beauty and skincare products made in Québec.

The survey closes on Saturday, March 8, 2025, and gift cards will be drawn the following week.

3. Feminist action (continued)



by Viviane Grégoire, secretary



4. Kiosks/booths with distribution of official pins and small treats, donation box, women's struggles historical dates game

We invite you to come and meet your local team at the International Women's Rights Day 2025 kiosks/booths, during your lunch break, at the various proposed sites.

We ask you to bring a donation of a feminine hygiene product (e.g. pack of tampons or sanitary pads, toothpaste, shampoo, soap, lotion, etc.). -- only new, unopened packaging will be accepted) so that we can donate these products to an organization that helps women in need.

By making a donation, you'll be entered for a chance to win a \$50 gift card to the BKIND boutique. This prize will be drawn on the day of the event, among those who donate at the APTS booth.

Here are the sites and dates of the booths (if you work near one of the sites, we encourage you to drop by), no registration necessary:

- **Thursday, February 20**, 12:00 (noon) to 1:30 p.m., **Jewish Eldercare Centre**, Schweitzer Room 2C26, 2nd floor, Hope Pavilion, 5725 Victoria Avenue
- **Thursday, February 27**, 12:00 (noon) to 1:30 p.m., **Richardson Hospital**, room 202, 2nd floor, 5425 Bessborough Avenue (Henri-Bradet members also invited)
- **Wednesday, March 5**, 12:00 (noon) to 1:30 p.m., **CLSC Métro**, rooms 5A-5B, 5th floor, 1801 boul. de Maisonneuve Ouest
- **Thursday, March 6**, 11:30 a.m. to 1:30 p.m., **Jewish General Hospital**, Carrefour Léa Polansky, Pavilion K, 3755 ch. Côte-Sainte-Catherine (CLSC Côte-des-Neiges members also invited)

You'll be offered treats and official International Women's Rights Day 2025 pins, and you can take part in a women's struggles historical dates game. We look forward to seeing you there!



3. Feminist action (continued)



by Viviane Grégoire, secretary



5. Evening dinner talk March 12, 2025

The APTS is privileged to welcome feminist novelist and essayist Martine Delvaux for an evening talk on the theme of “Still Striving”. Broadcast live from the APTS head office in Longueuil, the discussion will focus on how to prepare, mobilize and maintain hope in the face of the rise of the right and extreme right around the world, and the setbacks it portends. Quite a program!



We invite you to join us for a **screening of the live broadcast**. As the saying goes, “the more feminists, the better”! We’ll welcome you at 5:00 p.m. for a **complimentary dinner**, followed by the screening starting at 7:30 p.m. (N.B. Dinner at 5:00 p.m., or as soon as you can arrive after work.)

Wednesday, March 12, 5:00 p.m. to 9:00 p.m., **Constance Lethbridge Rehabilitation Centre**, 1st floor, Edith Strauss rooms ESA-112, ESB-114, ESC-115.

Register now, by Wednesday March 5th at noon, so we can order the meal, by clicking on the following link: <https://fr.surveymonkey.com/r/TRQ6PKY>

You can also scan the following QR code:



N.B. If you would like to organize a team viewing at your work site, please contact us.

All participants will automatically be entered into a draw to win a book by Martine Delvaux!

We look forward to your participation in all these activities!

4. Occupational health and safety



by Marie-Anne Bleau, vice-president



Looking back at the OHS tour on workload

Many of you participated in one of our activities on workload over the past three months. Thank you, and congratulations to the 20 people who won a participation prize (a \$25 gift card from PC Optimum).

The tour included four lunch conferences given by the ASSTSAS (*Association paritaire pour la santé et la sécurité du travail du secteur des affaires sociales*), six lunchtime presentations on actions to prevent or address work overload, and an information quiz on “Demystifying workload” to give you more information on this topic.



Daniela Orjuela Ortiz, social worker at the Benny Farm CLSC, won a gift card!

OHS TOUR |
WORKLOAD

"DEMYSIFYING
WORKLOAD" INFORMATIVE-
QUIZ

SCAN ME!

Communicate at mableau.06-2@aptsq.com for any questions

4. Occupational health and safety



by Marie-Anne Bleau, vice-president



Looking back at the OHS tour on workload (continued)

Information quiz: "Demystifying workload"

Want to learn more? You can still take the quiz here: <https://www.surveymonkey.com/r/DXP73KB>

For more information on workload, see the following factsheets:

- Factsheet 1 | Workload – or work overload
<https://new.express.adobe.com/webpage/zSpaP6gCVHDNL>
- Factsheet 2 | A performance-driven culture
<https://new.express.adobe.com/webpage/gk7NW5T6m18qJ>
- Factsheet 3 | Workload and psychosocial risks
<https://new.express.adobe.com/webpage/0XhgFjluHn79A>
- Factsheet 4 | Expanding professional practices
<https://new.express.adobe.com/webpage/VcqtAHrW0IQma>
- Factsheet 5 | New technology: for better or worse
<https://new.express.adobe.com/webpage/KxZfQBJpNCry1>
- Factsheet 6 | Ethics and workload
<https://new.express.adobe.com/webpage/59FnXe8uM4mdU>
- Psst ... Stay tuned to the *Fil@pts* for upcoming factsheets!

Lunchtime presentations on site

Lunchtime presentations focused on actions to prevent or address work overload. Here is a recap of possible actions: <https://gems.aptsq.com/public/RapportTemp/Images/e1e7a35b-3458-4d15-9ea0-413c65680702.pdf>.

Before taking an initiative to deal with work overload, don't hesitate to contact me at mableau.06-2@aptsq.com.



4. Occupational health and safety



by Marie-Anne Bleau, vice-president



Looking back at the OHS tour on workload (continued)

ASSTSAS lunchtime conferences

The ASSTSAS (*Association paritaire pour la santé et la sécurité du travail du secteur affaires sociales*) is dedicated to the prevention of work-related accidents and occupational diseases. We drew on its expertise to offer four conferences on occupational health and safety.

Note: All documents are in French.

- Two conferences dealt with psychosocial risks and workload:
 - [PowerPoint presentation](#)
 - [More information](#)
- One conference addressed potentially traumatic events:
 - [PowerPoint presentation](#)
 - [More information](#)
- A conference about domestic violence in the workplace was postponed.
 - [Information](#)

What's coming in OHS this winter

Your APTS local OHS committee is developing a **reporting kit** to clarify the **process for reporting a risky or dangerous situation**. The kit will also provide examples of completed forms for the **six types of risk** (chemical, biological, related to safety, ergonomic, physical and psychosocial). At our next Union Council meeting, liaison officers will be trained to support their team members in filling out reporting forms for risky or dangerous situations. This will help us reach a large number of teams at once. The kit will be available through our local page.

The **conference on domestic violence in the workplace** will be offered to liaison officers on March 11.



5. Mobilization



by Catherine Pigeon, union executive officer,
mobilization



Dear colleagues,

CALL TO ACTION - DELAY IN IMPLEMENTING THE COLLECTIVE AGREEMENT

For months now, we have grown increasingly frustrated and concerned about the situation in the health care system. These delays compromise not only the quality of care we can offer Quebecers, but also the quality of services we are entitled to as system users.

Without worker mobilization, the health and social services system will continue to slip through our fingers.

If you are eligible for **premiums, lump sums, work-time arrangements or the reimbursement of dues paid to a professional order**, we encourage you to take action today to put pressure on the employer and receive what you're owed.

How to take action

- 📩 **You and your colleagues can write letters to:**
 - Your coordinator (the manager above your line manager)
 - Carrie Bogante, director of finance for the CIUSSS → carrie.bogante.ccomtl@ssss.gouv.qc.ca
- 📄 **Use the following sample letter:** [English sample letter](#)

🔍 **Find your coordinator** using this document (*in French*): [Coordinators by department](#). (You received an email on January 24 with more details).

Your mobilization is essential to ensure your rights are respected and to guarantee better working conditions for everyone.

Thank you for your commitment!

**HEALTH AND
SOCIAL SERVICES**

**WHERE ARE OUR
PREMIUMS?**



6. Environmental issues



by **Marie-Anne Bleau, vice-president**



Members wanted for the local working group on environmental issues (*table locale sur les enjeux environnementaux*)

Are you interested in environmental issues? Do you want to get involved in developing projects that will have a positive impact on APTS West-Central Montreal members? If so, we're looking for people like you to be part of our APTS West-Central Montreal working group on environmental issues!

You will be part of the committee with vice-president Marie-Anne Bleau and a member who is a delegate. We're looking for **2 other people** to complete the team.

Committee objectives

Develop and implement the working group's action plan on environmental issues, and work with representatives from the local executive and other local committees to raise members' awareness of environmental issues and ways to take action on the ground.

As a member of the committee, your mandate will be to:

- Help design projects on environmental issues and follow through on all project stages;
- Act as an advisor and make recommendations about environmental issues based on your knowledge of what's happening on the ground;
- Help make APTS West-Central Montreal members more aware of environmental issues.

Term: 1 year. Average time involved: 4 to 6 committee meetings (2 hours each) per year, and occasionally 1 to 3 hours to perform related tasks.

If you're interested: Write to Marie-Anne Bleau, vice-president, at mableau.06-2@aptsq.com.

Deadline: February 28, or, after that date, until such time as the positions are filled. If there are more than two applicants on February 28, we will draw lots.

7. Diversity, equity, inclusion and belonging



by **Josée Benoit, union executive officer**



February: Black History Month

The APTS is proud to mark Black History Month in February.

Every year, a theme is proposed to shape activities and celebrations throughout the month. This year, the theme in Québec is “The History of Afro-Descendants: Educate and Inspire”. Activities and celebrations are listed on the Facebook page for Black History Month in Québec: https://www.facebook.com/MoisHistoireDesNoirsQC?locale=fr_CA (in French).

The annual theme may vary, but it’s always focused on recognizing the impact of Black people on history, culture and social struggles. The goal of the month is to promote education about Black history, to celebrate the achievements and contributions of people of African descent and to raise awareness about historical and contemporary injustices related to racism.

The role of unions in defending the rights of Black people today

Black History Month is a moment to reflect on progress made, and also to understand that the fight for workers’ rights and Black people’s rights is still an issue today. Unions continue to play a role in the fight against systemic racism, particularly when it comes to pay inequality, workplace discrimination, and Black people’s working conditions.

Black History Month and the labour movement are connected through the fight for equality, workers’ rights and social justice. The labour movement exists to defend workers’ rights, but unions have often been on the front lines in the fight against racism, and this has helped build bridges between social struggles.

Your local APTS team hopes you enjoy learning about Black history and celebrating it this February.



To contact the APTS West-Central Montreal

Telephone	Email	Website
514-609-3039	ccomtl@aptsq.com	www.aptsq.com/ccomtl

Local team	Email
Léonie Blanchette, president	lblanchette.06-2@aptsq.com
Marie-Anne Bleau, vice-president	mableau.06-2@aptsq.com
Véronique Tessier, treasurer	vtessier.06-2@aptsq.com
Viviane Grégoire, secretary	ccomtl@aptsq.com
Josée Benoit, union executive officer, hospital mission	jbenoit.06-2@aptsq.com
Sylvia Bitton, union executive officer, rehabilitation mission	sbitton.06-2@aptsq.com
Jean-Marc Perin, union executive officer, primary care mission (interim)	jmperin.06-2@aptsq.com
Union executive officer, mobilization	VACANT
Noémie Parent, mobilization delegate	nparent.06-2@aptsq.com

Labour relations counsellors	
Jasmine Zarbatany Mélanie-Vanessa David Mélicha Lacroix Tim Banasik	450-670-2411

Provincial representative	
Catherine Pigeon	cpigeon@aptsq.com