

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



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WEST ISLAND OF MONTREAL APTS

VOL. 17

A Word From Our President



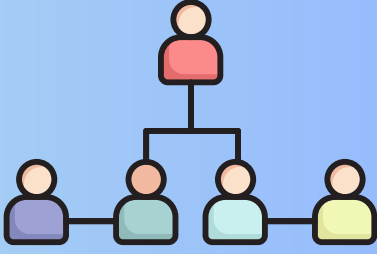
New Environmental Awareness Committee



Batshaw: News and Updates



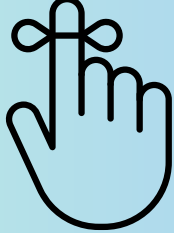
Your Local APTS Team: Roles and Responsibilities



Mobilization - The West Island Gets More Involved



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

Seventeenth Edition - Winter 2025



Alexandra Boisrond
President

A Word From Our President

Hello APTS-ODIM members,

For this edition of our winter newsletter, I can't help but review everything your union has had to deal with in the wake of Santé Québec's implementation last December. Right from the start, a delegation from the West Island joined our colleagues from several Montreal Island executives in protesting in front of Santé Québec's new offices in Montreal, to voice our fears about the Santé Québec machine. In fact, your colleagues expressed their fears about this new reform in several different media (The Gazette, CTV News, CJAD and La Presse).

Shortly after this demonstration, following a meeting with the Employer just before the holiday season, we had the first blow on the West Island, when we received a list of positions cuts with position holders scheduled for mid-January. Many of you had a holiday season filled with anxiety and confusion about your future. While we may not have had many positions cut compared to our other union colleagues, the repercussions of these cuts have affected the collective morale of all our members. If you work in a sector that has lost jobs and have observed the impact, I invite you to contact us at codim@aptsq.com to share with us the impact that job X has had on you, your clientele and the sector as a whole.

It was following these events that your union set up a "crisis management" team to deal with the CIUSSS cuts and reorganization, in order to better support those affected, centralize the information received from human resources and closely monitor the bumping process. Let's just say that the last few months have not been easy for those directly or indirectly affected by this budgetary adjustment.



..CON'T, A WORD FROM OUR PRESIDENT



Which brings us to the snowiest month in years: February - Psychology Month and Black History Month. Two subjects that are no strangers to each other. Let's just say that February is a high-pressure month, not only because we're facing budget cuts in Quebec, but also because we're subject to the political events of our neighbour to the south, who is clearly going backwards by creating an atmosphere of distrust and division on every possible media platform: with record-breaking executive orders signed on topics such as diversity, equality and inclusion, the imposition of tariffs on Canadian products and the abolition of Black History Month celebrations in their public establishments, to name but a few. This indirect influence of American tensions on psychological well-being is a stress factor that cannot be ignored, especially in a context of already heavy domestic economic and political pressure. As Quebecers, we can't ignore the impact that this kind of politics and our internal reform challenges will have on our ability to maintain emotional stability. The month of February, with its snow, reforms and debates, is a reminder of how crucial it is to maintain an open dialogue and seek collective solutions to alleviate the burden of this difficult period.

To conclude on a positive note, following a request received from Kerry Ann Carty, educator at the Batshaw Youth and Family Centre, the union made a donation to the West Island Black Community Association. This organization, which serves many young people on the West Island, will soon begin renovating their premises, and I had the pleasure of meeting President Joan Lee. (photo attached)

Alexandra Boisrond


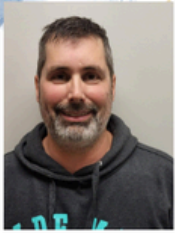

***“My humanity is linked to yours,
because we can only be human
together”.***
by Desmond Tutu







MONTREAL WEST ISLAND LOCAL APTS TEAM

ROLES AND RESPONSIBILITIES:

National Representative	President
 <p><u>National Representative</u></p> <p>Political mandate</p> <p>Josée Asselin</p> <p>jasselin@aptsq.com</p>	 <p><u>Responsibilities:</u></p> <p>General coordination of activities. political mandate, cultural diversity, armed conflicts</p> <p>Alexandra Boisrond</p>

Vice-President	Treasurer	Secretary
 <p><u>Responsibilities:</u></p> <p>Support to the team, labour relations coordinator</p> <p>Ann-Marie Léporé</p>	 <p><u>Responsibilities:</u></p> <p>Finances, union education, IM-RO-EPM-MN table</p> <p>Christian Faucher</p>	 <p><u>Responsibilities:</u></p> <p>Secretariat duties, labour relations</p> <p>Stéphanie Cousineau</p>







CON'T...MONTREAL WEST ISLAND LOCAL APTS TEAM ROLES AND RESPONSIBILITIES:

Director	Director	Director	Director
 <p><u>Responsibilities:</u></p> <p>Occupational health and safety, environmental awareness</p> <p>Isabelle L'Ecuyer</p>	 <p><u>Responsibilities:</u></p> <p>Labour relations, new members welcome, HRDP.</p> <p>Johanne Gouskos</p>	 <p><u>Responsibilities:</u></p> <p>Labour relations, youth centre</p> <p>Paul Malizia</p>	 <p><u>Responsibilities:</u></p> <p>Mobilization, communications, feminist action</p> <p>Renée Mathieu</p>






OCCUPATIONAL HEALTH AND SAFETY TEAM

Director	Vice-President	Union Advisor	Union Advisor
 <p>Local person responsible</p> <p>Occupational health and safety</p> <p>Isabelle L'Ecuyer</p>	 <p>Ann-Marie Léporé</p>	 <p>Aziz Abraham</p>	 <p>Hugues Legault</p>



MONTREAL WEST ISLAND LABOUR RELATIONS TEAM

Directions	Elected Executive Members	Labour Advisors
Groupe #1		
<ul style="list-style-type: none"> • DSMSSS / DITSADP • DIR AFF. ACAD. INNO. • DIR QUAL.EVAL.PERF. • DIR SOINS INFIRMIERS • COMM. PLAINTES QUAL • DIRECTION GENERALE • CHARGES NON-REPARTIE (replacements, on-call) 	 Johanne Gouskos	 Molly Alexander
Groupe #2		
<ul style="list-style-type: none"> • DIR PROG. SM/DEP. • DIR SERV. TECHNIQUES • DIR SN. RI. GBM • DIR VAC S.PUB R. POP • DIR LOGISTIQUE 	 Ann-Marie Léporé	 Aziz Braham
Groupe #3		
<ul style="list-style-type: none"> • DIR PROG. SAPA - SAD • DIR PROG. SAPA - HEB • DIR SERV HOSPITALIER • DIR médicale et services professionnels (DSSP) • DIR RESS FINANCIERES • Dir prev contr infection 	 Stéphanie Cousineau	 Hugues Legault

CON'T...MONTREAL WEST ISLAND LABOUR RELATIONS TEAM

Directions	Elected Executive Members	Labour Advisors
Groupe #4		
<p>For the professionals:</p> <ul style="list-style-type: none"> • DIR PROT. JEUNESSE • DIR PROG. JEUNESSE • DIR RESS. HUMAINES • DIR COM. R. PUB. AJ. 	 Ann-Marie Léporé	 Rachelle Puget
Groupe #5		
<p>For the technicians:</p> <ul style="list-style-type: none"> • DIR PROT. JEUNESSE • DIR PROG. JEUNESSE • DIR RESS. HUMAINES • DIR COM. R. PUB. AJ. 	 Paul Malizia	 Labour advisor to come...
	 Jonanne Gouskos	

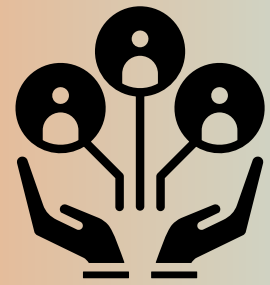
CON'T...MONTREAL WEST ISLAND LABOUR RELATIONS TEAM

Files	Elected Executive Members	Labour Advisor
Groupe #6		
Transversal files coordination	 Ann-Marie Léporé	 Hugues Legault

United we Stand!



LIAISON OFFICERS: UNION COUNCIL AND THE CREATION OF 4 LOCAL COMMITTEES



Renée Mathieu
Director
Responsible for Mobilisation and Communications

Liaison Officers Column

On November 18, an ODIM union council was held at CROM Notre-Dame in Lachine, with your liaison officers, your local executive, your national representative and your union advisors. A very busy, but super productive day!

Rest assured that your liaison officers did an outstanding job of reporting on the current challenges and concerns you face in your respective sectors.

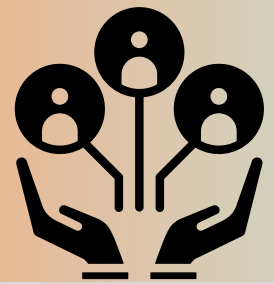
We also talked about the Quebec Health Plan (PL15), workload and, above all, how to promote local union life to better equip our liaison officers in supporting our members on a daily basis and through upcoming changes.

We are also proud to announce that, following the November Union Council, we succeeded in creating 4 local committees:

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



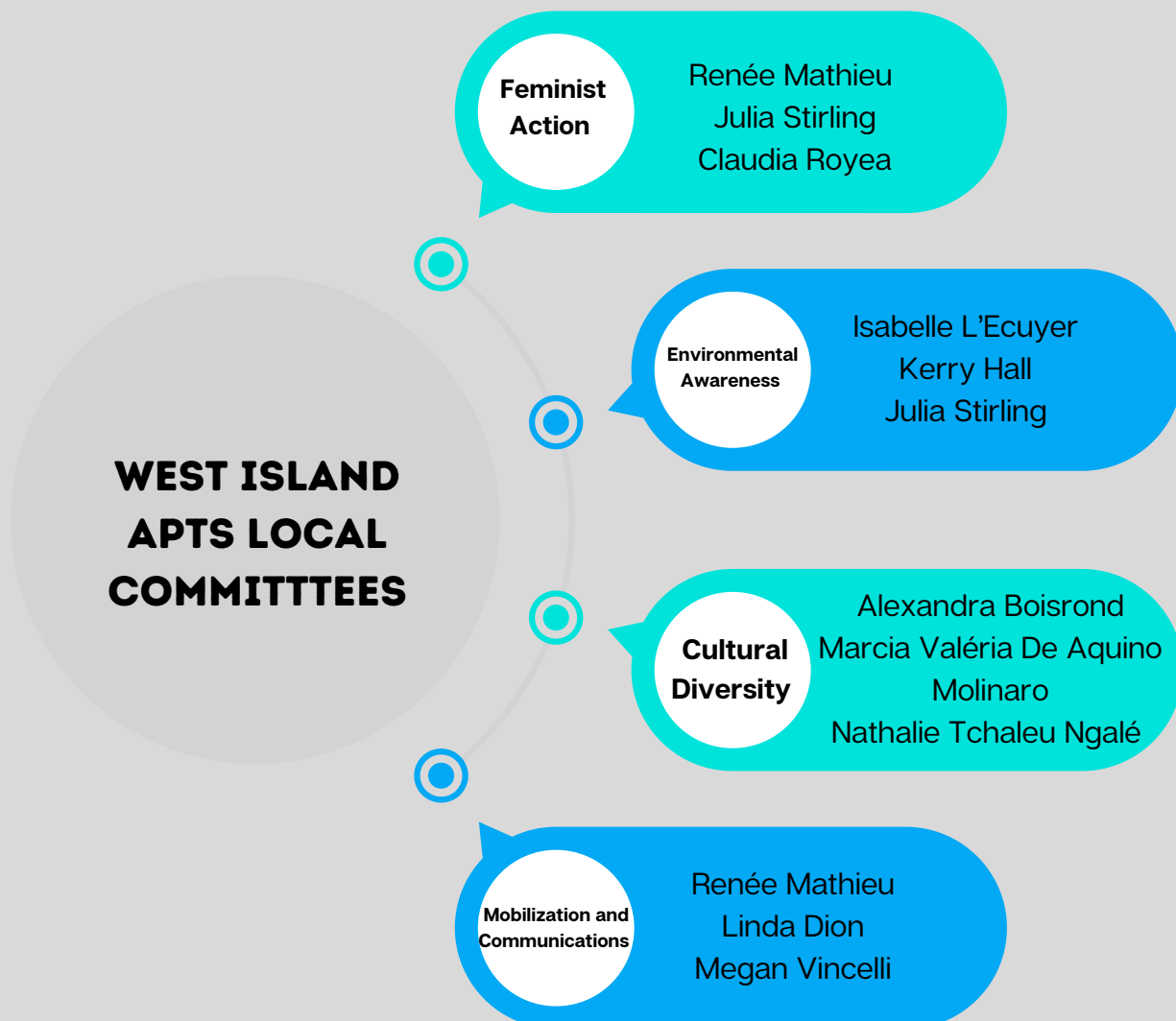
CONT..., LIAISON OFFICERS: UNION COUNCIL AND THE CREATION OF 4 LOCAL COMMITTEES



On January 16, we worked hard together on the respective mandates of each of these committees, as well as the planning of events and actions to come this year, while taking into account the field realities of our members.



Thank you to all our liaison officers for your involvement - it makes all the difference! Keep up the good work!



SUPPORT FOR VICTIMS OF DOMESTIC AND FAMILY VIOLENCE



Isabelle L'Ecuyer
Director
Responsible for OHS

OHS Column

Did you know that since 2021, all Quebec Employers are required to take measures to protect workers exposed to physical or psychological violence in the workplace, including domestic violence and sexual violence?

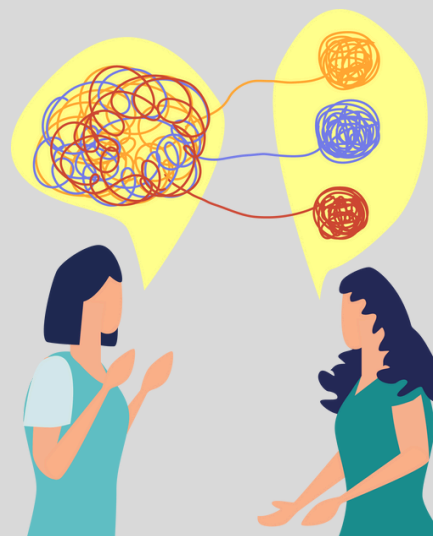
Finally, the CNESST recognizes that domestic violence is not a problem that affects only the personal lives of its victims, and that this type of violence can also have an impact on a person's workplace.

To find out more about domestic violence [**SHOW YOUR SOLIDARITY**](#)

To meet this legal obligation, in 2024 our Employer approved a policy and a procedure for the prevention and management of conjugal, family or sexual violence in the workplace. A resource person has been designated to, among other things, put in place personalized protective measures for workers who are victims, such as accompaniment at the end of shifts to get safely to their vehicle, a temporary change of site, or a schedule accommodation.

If you are experiencing domestic, family or sexual violence, don't hesitate to ask for help. If you are aware of a co-worker in this situation, we encourage you to pass this information on to them.

For more information or to get help, visit the MWI IUHSSC intranet: My life at work > Workplace well-being > Domestic violence.



NEW COMMITTEE: ENVIRONMENTAL AWARENESS



Isabelle L'Ecuyer
Director
Head of the Local Environmental Awareness Committee

Environmental Awareness Column

To determine our local sustainable development priorities, you may recall that at the June 2023 AGM, we adopted the local APTS CIUSSS ODIM sustainable development policy.

As a result of this policy, your local executive has recently formed the environmental awareness committee. As with all our local committees, this committee is made up of one member of the local executive and two liaison officers. The committee's mandate is to bring the sustainable development policy to life through concrete means. [**Bilingual Mandate**](#)

The environmental awareness committee will be headed by Isabelle L'Ecuyer, director on the local executive and we extend our warmest thanks to Kerry Hall and Julia Stirling, liaison officers, for their involvement on this committee.



MOBILIZATION - THE WEST ISLAND GETS MORE INVOLVED!



Renée Mathieu
Director
Responsible for Mobilization and Communications

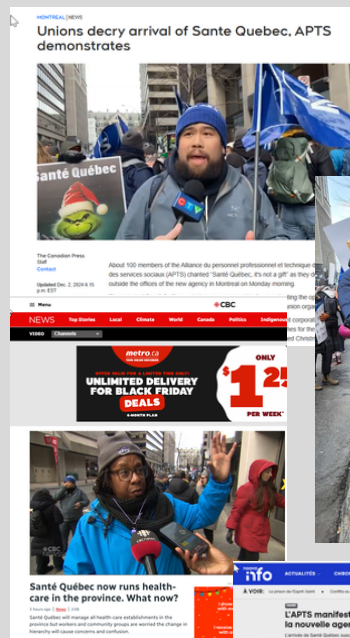
Mobilization Column

Santé Québec, It's no Prize!

Like the government, the APTS would like to see major changes implemented to correct the flaws in the health and social services system. Unfortunately, the measures proposed in PL 15 will adversely affect the quality of care and services, in addition to costing taxpayers more. For this reason, a demonstration was organized by all Montreal APTS executives.

On December 2, under the theme “Santé Québec, ce n'est pas un cadeau”, a hundred or so activists gathered in front of the offices of the Santé Québec agency in Montreal to denounce the implementation of the new agency, made official on December 1, 2024.

Of course, we, the West Island, were there! Your executive and several of our liaison officers spoke to the media, and we weren't afraid to voice our concerns about this reform!



CONT..., MOBILIZATION - THE WEST ISLAND GETS MORE INVOLVED!



Where Are our Premiums?

Faced with the government's inexcusable delays in paying the premiums agreed during the last round of negotiations, your local executive took part in a flash action over Highway 20 in Drummondville while at a general council by unraveling a banner over the highway. Our message was clear: **“WHERE ARE OUR PREMIUMS?”** 🤔

Following this action, many of you are collectively participated in our “jam-fax” or rather “jam-email” action by collectively communicating directly to upper management and the payroll department.

THANK YOU and **BRAVO** to all the members who took part in this action. By collectively demanding the premiums we're owed, we're putting pressure on the Employer to take action. We confirm that your actions are having an impact.

Did you take part in this mobilization campaign? We'd love to hear from you! Please include codim@aptsq.com in bcc (blind copy) or forward us the e-mail you sent. We're curious to know what impact we're making in the West Island. For those of you who haven't yet participated, we invite you to send in your requests.

Never forget that together, we can make a difference!

HEALTH AND SOCIAL SERVICES

WHERE ARE OUR PREMIUMS?



STILL WAITING FOR THE PROMISED PREMIUMS TO BE PAID!

Since the collective agreement was signed, the government has been dragging its feet on paying most of the premiums negotiated.

That's unacceptable!

The government claims that the bottleneck is the employer's responsibility.
You have the power to get things moving. Act now!

The APTS is stepping up the pressure:

- filing grievances
- obtaining hearing dates
- analyzing the possibility of further legal action

Contact your payroll department or your executive director to request payment of the amounts due.

dan.gabay.comtl@ssss.gouv.qc.ca
ou
paie.ciuss.comtl@ssss.gouv.qc.ca



United to defend your rights!



CONT.., MOBILIZATION - THE WEST ISLAND GETS MORE INVOLVED!



The Private Sector is Everything but Healthy!

For several months now, dozens of organizations from independent community organizations, human rights, unions and medical sectors have been denouncing the growing role of the private sector in Quebec's health and social services network. Beyond the many promises made by successive governments, alarming facts persist: increasing waiting times, precariousness of community organizations, excessive centralization, etc. At the same time, we are witnessing a growing role of the private, for-profit sector.

It was in this spirit that hundreds of people from all corners of Quebec gathered on February 21 and 22 at Collège de Maisonneuve in Montreal. West Islanders attended the event and actively participated in discussions and workshops. The privatization of health and social services concerns us all. Want to learn more?

Visit the TOUT SAUF SANTÉ Facebook page:
<https://www.facebook.com/toutsaufsante>

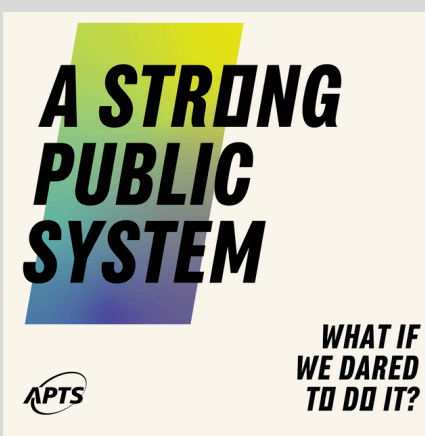
A Strong Public System – What if we Dared to do it?

Finally, I'm proud of our members who took the time to sign the letter addressed to the CAQ government to demand:

- A budgetary shield for health and social services
- Bold fiscal measures
- A redefinition of physicians' status
- An energetic plan to deprivatize health and social services

If you haven't already done so, we encourage you to sign it. In our fight for a strong public network, we have little to lose and everything to gain. So, for once, **what if we dared to do it?** Here's the link to learn more about this campaign and to sign the letter addressed to Premier Legault and Ministers Dubé and Girard: <https://aptsq.com/en/current-issues/dare-to-do-it/>

In the West Island, we understand that it's “one for all and all for an active union life!” Change doesn't happen alone! We won't give up, together we're stronger👊



IS THERE STILL A BUDGET FOR TRAINING?



Johanne Gouskos
Director

HRDP Column

You bet your bottom dollar there is! The recent budget cuts have unfortunately created some confusion in terms of the budget reserved for training related to your work. This budget is protected thanks to article 31 in the national collective agreement and matter 413 in the local provisions.

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 send us your form which must include the manager's reason for refusing the request. This will 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 "Toolbox", and then click on "Continuing Professional and Personnel Development".



BATSHAW : NEWS AND UPDATES



Paul Malizia
Director

Batshaw Column

Take 1, 2, 3....

Yes, some families and kids can and enjoy recording us during our interventions and interviews with them and it is not illegal as well as it being one hundred percent admissible in court as per recent case law. It is up to a judge's discretion to rule regarding the credibility of this information if submitted in court. All that being said, it is best to stay as professional as we always are and to stick to the topic being discussed re: weekend visits, IPR, court reports etc. in order to not overly empower clients who feel unjustly treated and out for unnecessary retribution against workers.



Client Complaints Process

As many if not all of you are aware, there is a client complaint procedure along with a box for them to be deposited in which should only be opened by the manager who then sends them to our complaints commissioner for analysis and processing. Most of these complaints are dealt with in-house (unit or group home, service) or on the phone with families and they very rarely move on to higher levels but do so occasionally. Albeit it is a clear right for clients and sometimes another venue for them to be heard, your local union cannot attend meetings related to this complaint process but does encourage you to try and remember as best as possible what happened around the complaint and to write everything down you can recall as to better prepare if you are called to verify facts around such a complaint.

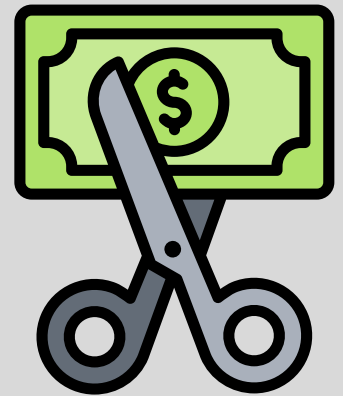


CONT., BATSHAW : NEWS AND UPDATES



Staff Scheduling:

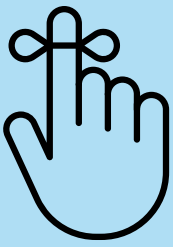
We are well aware that many if not all of our residential units and group homes have been forced to scale back in their staffing patterns compared to previous ones; ex: 2 in the A.M. with now 2 in the P.M. or 1 in the A.M. with 2 in the P.M. etc. due to severe budget cuts, with extra staffing permitted only after consultation and permission with the manager. Our clientele is not getting any easier and won't be in the near future; hence, we are asking you to fill in the declaration of dangerous situations forms that are to be sent to your manager, with a copy sent to the union at: codim@aptsq.com if you feel unsafe due to the mix or number of clients present or if you are refused a request for extra staffing. In absence of that, if you are in a sector where intervention agents are available, feel free to call Permanence to ask them to send an agent to the unit while the mood of the client group is heated or tense.



Clients With Double Mandates

As you are all aware and have noticed, both in residential services as well as services in the community, there are more and more clients with developmental delays that are under youth protection for different reasons. For those in placement, it may take a few months before an appropriate resource is found to match the client's needs based on their profile. For members working in the community such as AM, there are often long waiting lists before a client can get the appropriate services that they need and thus, we are expected to continue to provide support to the families until a service or assessment becomes available. In consulting with many of you, our local executive has come to notice that there is a gap in the training we receive with such a specific clientele and has as moved forward to make headway with HR in order to provide more trainings that are related to these children and families as we do not have the same training as our colleagues at CROM. Stay tuned for further developments around this topic.





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 CIUSSS intranet.

or contact us at codim@aptsq.com



CODIM@APTSQ.COM



CONTACT INFO

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Secretary : Stéphanie Cousineau
Treasurer : Christian Faucher
Director : Isabelle L'Ecuyer
Director : Paul Malizia
Director : Johanne Gouskos
Director : Renée Mathieu

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