

La Réplique

Year 4, No. 9

November 2019



This month's edition:

Local negotia- 1-2
tions

Joint SST 3
Committee

Annual Gene- 4
ral Assembly

In short 5

Local negotiations: talks about transitional measures are slow going!

The negotiation committee met with the employer a few times in September and October to discuss transitional measures. Talks are ongoing over when and how to transition all of the current collective agreements to the new universal collective agreement that will apply to everyone.

As regards matter 1, for example, we will have to verify all nurse, licensed practical nurse and respiratory therapist jobs (4,375 jobs total!!!!) because the employer wants to integrate the wording of former jobs into the wording of the new collective agreement. We will need to make sure the positions are basically the same.

For example, an employee who has a job in a centre of activity will keep their position and all the rights associated with it. However, in some cases, the name of the position will be changed to adapt to the new collective agreement. For example, in a CLSC, in home care, employees have a single position, but in future these positions will become external service and client support positions. Don't worry though, one way or another, the nature and elements of your position will remain the same.

Syndicat Fiq SPSO

syndicat des professionnelles en soins de l'Outaouais

Téléphone : 819-893-7117

Télécopie : 819-893-6242

Messagerie : fiq07@hotmail.com

Site web : www.fiqsante.qc.ca/outaouais

Regarding matters 6 and 10, the employer gave us a calendar to record all nurses', licensed practical nurses', and respiratory therapists' availability. That way the employer can coordinate availability with the call-back list and overtime once the new collective agreement takes effect.

We are also talking about the date the new collective agreement takes effect and, consequently, about seniority merging. While it has yet to be confirmed, seniority merging should be done in early February 2020, which will be the starting point for the new collective agreement.

As for schedules planned for matter 9, the employer must develop the schedule for February in January while taking into account each of the collective agreements. The employer cannot yet enforce the regulations from the new collective agreement. Among the transitional measures under discussion, there's one that is against automatically assigning shifts and reassignments for the February schedule. As such, the provisions of the new collective agreement won't be applied until the March schedule.

As regards job postings covered by matter 7, an appointment process is currently underway. According to what the employer is saying, these will be the last postings until seniority is merged. However, we are holding further discussions so that the employer will post more jobs in January in each facility to allow nurses, licensed practical nurses and respiratory therapists to have one last round in their facility. Also, the SPSO-FIQ Union insists that all jobs currently being appointed remain in the original facility until the end of the process.

We recently heard that some managers are already beginning to enforce certain provisions from the new collective agreement. **Remember** that until the effective date of the new collective agreement, **each of your local collective agreements will still apply in each of your territories, as before.** There will be no mergers or integration until the new collective agreement comes into effect.

Lastly, on Monday, November 4, we submitted our demands regarding local arrangements related to the provincial collective agreement. For example, we are asking to be able to convert the night premium to time off for full-time employees. We are also asking that, at an employee's request, all full-time job assignments that are for six (6) months or more be considered jobs with a full-time status, with all of the associated benefits.

In conclusion, as soon as an agreement is reached, we will inform you of the various transitional measures that will apply to you, based on your original collective agreement.

Keep your eyes peeled.



Joint Occupational Health and Safety Committee

A great collaboration to promote workplace safety!

Formed this year, the Joint Occupational Health and Safety Committee brings together managers and union representatives. What's the objective of the committee? To work together to eliminate, reduce and monitor risks to health, safety and the physical and mental integrity of workers in the organization. Five subcommittees will soon be set up to analyze the risks in our workplaces and to study solutions (environmental risks, violence/healthy environment; musculoskeletal disorders/ergonomics; quality of life at work/recognition/mobilization, biological and chemical risks). A sixth subcommittee (Information), will analyze the findings and oversee the committee's communications. What's more, for months now, several work groups have been coming up with concrete solutions to boost the prevention of certain occupational health and safety risks:

- ⇒ Pilot project with the ASSTSAS in the special care unit at the CHSLD Bon Séjour
- ⇒ Prevention of violence against community workers in the Pontiac and Vallée-de-la-Gatineau sectors
- ⇒ Reporting accidents, incidents and risky situations (create digital forms)
- ⇒ Employee suicide prevention



Members of the Joint Occupational Health and Safety Committee from left to right: Chantal St-Aubin (FIQ), Louise Bergeron (FIQ), Michelle Bourgouin (CSN), Jérémy Berthiaume (CSN), Marie-Ève Gauthier (APTS), Jean-François Bruneau (APTS), Annie Gauthier, Thibaut Coulangeon, Lynn Samson, Nicole Boucher-Larivière, Martine Bilodeau, Stéphane Pleau. Absent: Pauline Mineault.

Annual General Assembly

The assembly will be held in three meetings to maximize the number of participants. There will be door prizes.

Agenda:

- * Appointment of the chairperson
- * Reading and adoption of the agenda
- * Reading and adoption of the minutes
- * Finances (vote)
- * Constitution and bylaws (vote)
- * Committees' report
- * President's report

November 26, 2019, 4:30 p.m.

Hôpital de Papineau Salle 432	Hôpital de Hull Salle c-009
CHSLD Petite-Nation Salle A-128	CLSC Fort-Coulonge Salle du conseil
Hôpital de Gatineau Salle b0303	Hôpital du Pontiac Salle RH
Hôpital de Wakefield Salle visio	CLSC de Gracefield Salle communautaire
Hôpital de Maniwaki Salle Carl-Fleury (<i>conférence tél.</i>)	Hôpital Pierre-Janet Salle 2103 (<i>conférence tél.</i>)

November 27, 2019

At 8:30 a.m. and 1 p.m. (by conference call)

Hôpital de Hull Salle c-009	Hôpital de Papineau Salle 433	Hôpital de Maniwaki Salle hémodialyse
Secteur de Gatineau 370 rue main	CHSLD Petite-Nation Salle A-128	Hôpital Pierre-Janet Salle 2103

*****Ce qu'il faut savoir, les membres qui voudront apporter des propositions ou amendements pourront le faire seulement à la première assemblée du 26 novembre 16h30 afin que celles-ci soient votées aux trois assemblées.**

Seniority in another job category

If you previously worked in another job category in your facility, as a beneficiary attendant for example, you should ask that your manager send a request to the pay service regarding seniority accumulation. This seniority is not accumulated automatically—you have to request it. Please contact your union representatives with any questions you may have.

La Personnelle insurance contest



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Homeless Night 2019

We would like to once again thank the volunteers from FIQ-SPSO, Groupe Champlain Gatineau, and FIQ Vice-President Nathalie Lévesque for their help with the event. We would also like to thank Doctors Gilles Aubé and Marie Pinault for their partnership. Lastly, we would like to thank Daniel Lacelle from Chez Lou Patate for the hot-dog bun sponsorship.

Please contact your union representatives if you have any questions.