

Be aware that

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A new local collective agreement, a signature, a step-by-step start

On December 20, 2019, the SPSO union signed the provisions of the **new local collective agreement** and related transitional measures. This is a new start for all the nurses, licensed practical nurses and respiratory therapists at the CISSS de l'Outaouais.

All the new provisions of the local collective agreement **go into effect on March 29, 2020**. However, certain transitional measures are planned to facilitate the gradual implementation of certain provisions.

Hereafter is a summary:

⇒ **Seniority**

Now, everyone is in the same boat and some say, at last!

The merger of the seniority lists will be on March 29, 2020, the same date the new local collective agreement goes into effect. Therefore, there will no longer be separate seniority. Your seniority will be valid in the whole CISSS de l'Outaouais.

⇒ **Availability list and assignments**

A new procedure for everyone

All assignments in progress on March 29, 2020 continue for the employees working in them.

In addition, **as of January 2020**, the Employer will ask employees to complete a new availability form (electronic) for new assignments. Your new availability will go into effect on March 29, 2020.

All former availability will end on March 28, 2020.

Short-term assignments (28 days or less) that come up between March 29 and April 25, 2020 will be offered to employees. After April 25, they will be granted as stipulated in the new local provisions.

The planners 2020 are here!

⇒ **Overtime**

On a voluntary basis

As of January 2020, the Employer will ask employees to complete a new availability form (electronic) for overtime. Your new availability will go into effect on March 29, 2020.

The previous availability for overtime will end on March 28, 2020.

⇒ **Probation period**

Welcome new employees

All newly hired employees who begin work **before March 29, 2020** remain subject to the number of probation days set out in her current local provisions. A new employee who begins work **as of March 29, 2020** will be subject to the new local provisions.

⇒ **Positions**

Rest assured: everyone keeps her position and the Employer will not change the nature or components of your position

Starting December 20, 2019, the Employer will send every employee a written notice indicating her position and its components, based on your current position.

If all the information complies with your position, keep the confirmation for your files. However, if one or more components does or do not correspond to your position, you must inform the Employer in writing by completing a “formulaire de demande de correction” (correction request form). All correction requests must be sent to the Employer by **February 3, 2020**.

During January and February 2020, a joint committee will look at the correction requests and ensure a follow-up. If your correction request is accepted, a new letter will be sent to you. If the request is not accepted and a disagreement persists, the employee may file a grievance in the thirty (30) days following the Employer’s response.

The purpose of this step is to draw up a portrait of all the positions for when the new local provisions go into effect on March 29, 2020.

The Union is still discussing the nature of the care counsellor, FMG and SNP positions with the Employer. The work should conclude in January, but in the meantime if you think your position does not comply, it is important to fill out a correction request.

⇒ **Bumping procedure**

As little as possible

If an employee received a notice **before February 29, 2020** that her position will be abolished, the bumping procedure will be the one set out in the local provisions for the respective bargaining units. **As of February 29, 2020**, the procedure will be the one set out in the new local provisions.

⇒ **Schedule**

At last, weekly days off put on the schedule

The schedule covering the period from **March 29 to April 25, 2020** will be drawn up in accordance with the provisions for the **former bargaining units**.

However, the schedule covering the period from **April 26 to May 23, 2020** will be drawn up as of March 29, 2020 in accordance with the **new local provisions**.

The **starting point for the four-month period** for calculating the percentage of rotation (**50%**) begins as of the April 26, 2020 schedule.

⇒ **Statutory holidays**

When we can have them!

The **list of 2019-2020 statutory holidays** in the local provisions for each bargaining unit is **maintained** except for the CRDO, where four statutory holidays will be added so their number is equal to that of other institutions. **As of July 1, 2020**, the **new list of 2020-2021** statutory holidays will be published in June.

⇒ **Annual vacation**

At last, a good time to relax

The **annual vacation period** schedule applies as of **March 1, 2020** for all the former institutions (**bargaining units**).

PERIOD	SUMMER (extended and normal)
Posting of annual vacation program	By March 1 st
Expression of preference	March 15 to March 30
Posting of annual vacation schedule	By April 15

The **rules in the local provisions of the former bargaining units are not changed** and apply for taking the 2020 annual summer vacation.

⇒ **Leave without pay**

One way to unwind

Leaves without pay obtained **before March 29, 2020** are **maintained** in accordance with the local provisions of the bargaining unit where they were obtained.

The start or renewal date determines the applicable local provisions for **new requests** for leaves.

⇒ Human resources development (training)

A budget of two million: it's up to you

Training activities planned between **April 1, 2019 and March 31, 2020** will be handled in accordance with the HRDP provisions for the former bargaining units.

Training activities authorized to March 30, 2020 will be given in accordance with the new local provisions.

Posting of positions

A last time in your bargaining unit

Positions posted **before October 11, 2019** will follow the staffing process in accordance with the provisions for the former bargaining units.

Between October 11, 2019 and January 22, 2020, if the Employer decides to post a vacant position, this position will be posted during the posting starting on January 23, 2020.

Be aware that

From January 23 to February 6, 2020, the Employer will **post the vacant positions a last time in your respective former bargaining units**. Employees will apply through the Employer's computer system (Logibec), indicating the positions they are interested in and for which they want to apply, in order of priority. The positions will be granted by priority respecting seniority in the former bargaining unit, The Employer will also call each employee to inform her of the position she has been given among those for which she applied. There will not be a scroll-down list. The initiation and trail period set out in the local provisions of your respective former bargaining units in effect will be respected.

From April 7, 2020 to April 21, 2020, the Employer will initiate the **CISSSO posting**. This time and in the future, all Class 1 (nurses, licensed practical nurses and respiratory therapists) employees will have access to the positions in accordance with the new local provisions, which will go into effect on March 29, 2020. Be aware that, in the new provisions you are entitled to a maximum of four (4) transfers or withdrawals a year. Appointments will only be made electronically (email).

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