



FIQ-SPSSODIM

Syndicat des Professionnelles en soins de santé
de l'Ouest-de-l'Île-de-Montréal

Summary :

- 2 Negotiation consultation
sectoral section
- 3 Work organisation and professional
practice network (OTPP)
- 4 Denis-Benjamin-Viger
- 5 Solidarity protocol
- 6 TSO: Tribunal administratif du Travail (TAT) decision
- 7 PDG, DRH, DSI meeting
- 8 IPS Nurse practitioner
- 9 Pictures of health month activities
- 10 Did you know?
- 11 General info
- 12 Introducing the comities



UNION NEWSLETTER

July 2019, Number 3 Vol 2

FIQ-SPSSODIM

Syndicat des Professionnelles en soins de santé de l'Ouest-de-l'Île-de-Montréal



Dear members,

The negotiation period for the renewal of the National Collective agreement will begin this fall.

Stay tuned, all informations will be provided via Union boards and general assembly in your local units.

Mandatory overtime has lasted too long. Healthcare professionals have had enough. The fight is not over!

fiq

FIQ: 100% healthcare professionals

July

2019



GENERAL ASSEMBLY OF THE UNION FIQ-SPSSODIM

Come and comment on the priorities and the objectives of the sectoral negotiating preliminary project

This is an opportunity to express yourself on the means and solutions that you want to put forward to reach the negotiating priorities and objectives.

The union will be present at the general meetings to guide you with the consultation that will be available online.

Dates of general assembly

July 10th, 2019 (8h00 to 9h30, 11h30 to 14h00, 15h00 to 16h00)

Location ; IUSM Douglas
6875, Lasalle Boulevard, Verdun QC, H4H 1R3
Room : C-0111 Douglas basement Hall

July 23rd, 2019 (12h00 - 13h00)

Location ; CROM
8000 Notre-Dame West Street, Lachine QC, H8R 1H4
Room : C-152a

July 24th, 2019 (7h00 to 9h00, 11h30 to 14h00, 15h00 to 16h00)

Location ; Denis-Benjamin-Viger Center
3292, Cherrier Street, l'île-Bizard QC, H9C 2N4
Room : Bodor

July 25th, 2019 (8h00 to 9h30, 11h30 to 14h30, 15h00 to 16h00)

Location ; Centre d'hébergement de Nazaire-Piché
150 15e Avenue, Lachine QC, H8S 3L9
Room : Conference

July 26th, 2019 (11h00-16h00)

Location ; CLSC LSL
180, Avenue Cartier, Pointe-Claire QC, H9S 4S1
Room : Ste-Anne-de-Bellevue

July 29th, 2019 (7h30 to 9h00, 11h30 to 14h00, 15h00 to 16h00)

Location ; Centre d'hébergement de Lachine
650, Place d'Accueil Street, Montréal QC, H8S 3Z5
Room : Labrary

July 30th, 2019 (12h00-13h00)

Location ; CLSC de Lasalle
8550, Newman Boulevard, Lasalle QC, H8N 1Y5
Room: 317 (2nd floor)

July 31th, 2019 (7h30 to 9h00, 11h30 to 14h00, 15h00 to 16h00)

Location ; Ste. Anne's Hospital Facilities
305, boulevard des Anciens-Combattants,
Sainte-Anne-de-Bellevue QC, H9X 1Y9
Room : Des diètes

August 1th, 2019 (12h00-13h00)

Location ; CLSC Dorval-Lachine
1900 Notre-Dame Street, Lachine QC, H8S 2G2
Room : 217B

August 2nd, 2019 (7h30 to 9h00, 11h30 to 13h30, 15h00 to 16h00)

Location ; Centre d'hébergement Dorval
225 Avenue de la Présentation, Dorval QC, H9S3L7
Room : Rose

August 5th, 2019 (7h30 to 9h00, 11h30 to 14h00, 15h00 to 16h00)

Location ; Ex Hôpital générale de Lachine
3320, Notre-Dame Street, Lachine QC, H8T 1W8
Room : A-038

August 6th, 2019 (7h30 to 9h00, 11h30 to 14h00, 15h00 to 16h00)

Location ; Lasalle Hospital
8585, Terrasse Champlain, LaSalle Qc, H8P 1C1
Room : du Conseil

August 7th, 2019 (12h00-14h00)

Location ; CLSC Pierrefonds
13 800, Gouin W Boulevard, Pierrefonds QC, H8Z 3H6
Room : Multifonctionnelle

August 8th, 2019 (7h30 to 9h00, 11h00 to 14h00, 15h00 to 16h00)

Location ; St-Mary's Hospital
3830, Avenue Lacombe, Montreal QC, H3T 1M5
Room : 1303

August 13th, 2019 (8h00 to 9h30, 11h30 to 14h00, 15h00 to 16h00)

Location ; Grace Dart Extended Care Center Facilities
5155, Ste-Catherine St. East, Montréal QC, H1V 2A5
Room : D-406

August 14th, 2019 (7h30 to 9h00, 11h30 to 14h00, 15h00 to 16h00)

Location ; Centre d'hébergement de Lasalle
8686 Centrale Street, LaSalle QC, H8P 3N4
Room : 1028

August 15th, 2019 (8h00 to 9h30, 11h30 to 14h00, 15h00 to 16h00)

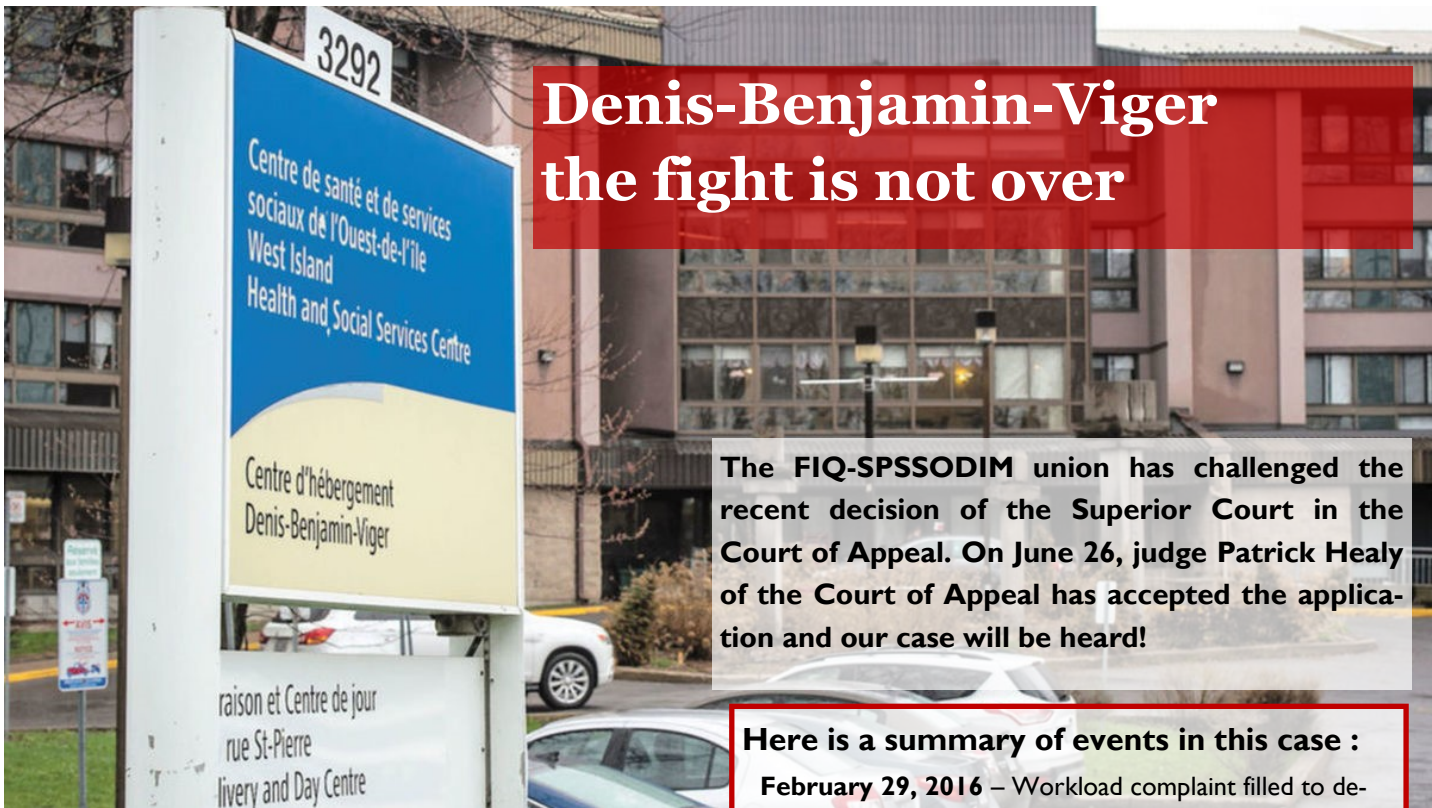
Location ; Lakeshore General Hospital
160, Avenue Stillview, Pointe-Claire QC, H9R 2Y2
Room : Cafeteria room

A first OTPP network



On May 2 and 3, 2019, more than 200 militants took part in the first edition of the **Organization of Work and Professional Practice (OTPP) network** under the theme « **Objective ratios : we take action!** ». Conferences, workshops and exchanges were on the menu. Various topics were discussed, such as the security ratios related to professional practice, the path and steps to follow in a task burden complaint to the care committee, and the use of the safe care form as **an indispensable tool to document and analyze a task burden**. A panel composed of our president Johanne Riendeau, our vice-president Élisabeth Rich and FIQ advisors also shared their lived experiences and lessons learned through the CHSLD Denis-Benjamin Viger care committee.





Denis-Benjamin-Viger the fight is not over

The FIQ-SPSSODIM union has challenged the recent decision of the Superior Court in the Court of Appeal. On June 26, judge Patrick Healy of the Court of Appeal has accepted the application and our case will be heard!

Here is a summary of events in this case :

February 29, 2016 – Workload complaint filled to denounce the excessive workload of the Healthcare professionals at the Denis-Benjamin-Viger Center. Lack of staff, surplus of work, unreplaced absences and mandatory overtime.

April 27, 2018 – The FIQ-SPSSODIM union won in arbitration and the arbitrator Richard Bertrand orders the employer to modify the working hours, create nursing, licensed practical nurse and beneficiary attendants positions, and to fill the vacant positions.

May 31, 2018 – The employer asked the Superior Court to review and temporarily suspend the implementation of the arbitration award.

December 21, 2018 - The employer's request to suspend the decision is dismissed by the Superior Court. The employer is obliged to apply the arbitration decision.

April 11, 2019 – Decision of the Superior Court Judge Marc-St-Pierre significantly changing the decision of the arbitrator Richard Bertrand.

April 15, 2019 – The FIQ-SPSSODIM union asks that the judgment of April 11, 2019 be appealed to the highest court in Quebec: the Court of Appeal.

June 13, 2019 – The request for the Court of Appeal was heard.

June 26, 2019 – Juge Patrick Healy of the Court of Appeal has accepted the application and our case will be heard!

On April 11, 2019, Superior Court Judge Marc St-Pierre partially allowed the application for judicial review of the CIUSSS of West Island of Montreal. Thus, it largely cancels the conclusions of the arbitration award of April 27, 2018 won by FIQ-union of healthcare professionals from the West Island of Montreal (FIQ-SPSSODIM).

By his decision, the judge cancels the obligation of the employer ;

Regarding all provisions relating to the creation, transformation and posting of positions for beneficiary attendants.

To create a nurse day position, so that one (1) ASI nurse and four (4) team leader nurses are staffed on this shift.

To create and post a day shift position licensed practical nurse on the 3rd floor and to maintain the position of a float nurse already created so that the number of staff is five (5) day nurses assigned to the floors and one (1) float nurse).

To fulfill the day and evening vacant positions for the healthcare professionals of category (1).

SOLIDARITY PROTOCOL



Five major organisations sign a non-raiding pact

Five large organisations in the public and parapublic sectors have just signed a non-raiding pact. Collective agreements for government employees will expire in March 2020 and unions must file their negotiation requests as early as October. The non-raiding protocol was concluded by the five largest organisations, the FTQ, the CSN, the CSQ, the FIQ and the APTS. However, this non-raiding pact does not mean that the five organisations will negotiate their collective agreements together. The FIQ and the APTS (two organizations made up of union members in health and social services) have already indicated that they would negotiate together. The FTQ, the CSN and the CSQ want to form a common front together. With this type of protocol the unions commits not to recruit members from other signatory organisations. **An important message is being sent to the government, the FIQ invest all of its energy to obtain acceptable and adequate working and salary conditions for our members.** It must be said that the last inter-union raiding period in the health care sector occurred in 2017 and left significant scars. The CSN lost 23,000 members to other organisations - a historic loss for them.



The FIQ is challenging the court's decision on overtime and will be asking for a revision.

The Interprofessional Federation of Quebec Health (FIQ) asked the Administrative Labor Tribunal (TAT) to prohibit the use of mandatory overtime at all times, when the situation is not considered essential.

On April 5, 2019, as part of the national day without TSO held on April 8 by the FIQ, a TAT judge finally acknowledged that the TSO should only be used in urgent and exceptional situations. Quebec nurses carried out pressure tactics on April 8, refusing to work overtime. The court then ruled that they were required on this day to work overtime considered to be essential to patient safety. "It is requested that a committee be set up to find solutions in the short, medium and long-term and that the TAT tells employers to manage the situation to avoid the mandatory overtime, which our healthcare professionals can no longer endure," says FIQ Vice-President Linda Lapointe.

The union says that several measures could be put in place quickly, such as adding positions, to reduce the systematic use of mandatory overtime .

April 25, 2019 The Administrative Labor Tribunal (TAT) rendered a decision refusing to exercise jurisdiction over establishments that use mandatory overtime (TSO) as a form of management. In the opinion of the FIQ, this decision is unfair, unreasonable and erroneous and will be subject to review. "With this decision, we are saying that there is no competent court to hear the healthcare professionals who want to provide safe health care.

The national assembly unanimously adopts a motion to end mandatory overtime outside of emergency situations

The healthcare professionals want to remind parliamentarians that abolishing mandatory overtime remains a priority for them. They remind these same parliamentarians that, last April, they unanimously adopted a motion calling for the total abolition of this form of unacceptable management in the health system. The work resulting from the FIQ's action plan with the Minister of Health Danielle McCann is under way, the obligation of result being the responsibility of the entire government. The Federation also wants to ensure that the message sent to healthcare management is unequivocal.

Mandatory overtime:

IT'S ENOUGH!



We remind you that the mandatory overtime is abusive and unacceptable and that it is necessary for this practice to stop to contest it by way of grievance. If overtime is imposed by the employer, we invite you to contact us or to visit your local union office as soon as possible.

One Forced **OT** is
one Forced **OT** too many...

FOLLOWING THE MOBILIZATION OF APRIL 8

PDG DRH DSI MEETING

Last 29 of April,

a meeting was held between the President general director Msr. Mcvey (PDG) the Director of Human Resources Mr Miron (DRH) the Director of Nursing Mrs. John (DSI) and the executive committee of the union FIQ-SPSSODIM.

Several issues were discussed and some solutions were proposed ;

- The arrangement of working time
- Blitz of Letter of Understanding Number 6 (LE6) on Position Stability
For the letter of agreement number 6 the union proposes stable shift for the basic structure of 100% and an overload of 120 to 150% of the workforce by prioritizing the Lakeshore Hospital.
- Minimum of 7/15 for all part times
The union proposes a minimum of 7/15 for the creation of new positions.
- Union calls for monetary incentive for overtime during the summer time
- Resolving the 500 or so grievances for mandatory overtime
- Problematic behavior of some managers
The union is also asking for a change in the behavior of some managers (supports, listens, respect schedules, recognition system and respect for the collective agreement).
- Communication at different levels of the organization
In addition, the union asks that what is agreed between the union and management be communicated and respected at all levels of the organization.

The Super Nurses

Specialty Nurse Practitioners will soon be able to make a wide range of diagnosis

«IPS will be able to diagnose common health problems, as well as chronic diseases, "summed up by Minister McCann during a press conference.



The «Super nurses» up to now were limited to six chronic disease diagnosis. «We are expanding the scope of practice in relation to the training program, of course they are in first line services, and even in specialized care services», adds Ms. McCann.

Specifically, IPS can, for example, diagnose and offer treatment for ear infections or other infections. The president of the specialized nurses of Quebec, Christine Laliberté, underlines that the super nurses already made such interventions in their practice, in an unofficial way. "We talked about hypothesis" rather than diagnosis, she says. The possibility of diagnosing more chronic health problems (such as osteoporosis, arthritis and osteoarthritis) is new for their practice, she says. Until now, super nurses could diagnose six chronic diseases - diabetes, hypertension, asthma, hypercholesterolemia, hypothyroidism and obstructive pulmonary disease - under the supervision of a doctor. To achieve this change, the OIIQ will have to review the exercise conditions with the Office des professions, while the Legault government will have to introduce a bill, scheduled for next fall. In the meantime, the minister said the situation remains unchanged, Minister McCann believes this change will have "a big impact" on front-line access. She says Specialty nurse practitioners "will not have to systematically refer to the family doctor," , freeing up time for both nurse practitioners and GPs.

Safe care form

At any time you can report to your union a situation that poses risks to the quality and safety of care or that compromises the exercise of your work in your activity center at the following address;

<http://www.fiqsante.qc.ca/en/organization-of-work/safe-care/>



ACTIVITIES OF THE MONTH OF HEALTH

PIZZA DAY IN ALL OUR FACILITIES. THE UNION RECEIVED ITS MEMBERS TO HIGHLIGHT THE GOOD WORK CARRIED OUT BY OUR HEALTH CARE PROFESSIONALS





- The CLSC Pierrefonds and the CLSC Lac St-Louis will move in 2021 to a new building!
- An employee begins in her new position no later than thirty (30) days after her appointment (nomination). **(Article 7.08 LCA *)**
- That there must be a draft schedule posted 5 weeks in advance for a period of 2 weeks and covering a period of at least 4 weeks! **(Article 9.08 LCA*)**
- In the event of an error in pay of \$ 40 or more attributable to the employer, the employer agrees to correct the error within 5 workdays of the employee reporting the error! **(Article 24.03 LCA*)**
- On the occasion of a marriage or civil union, all full-time employees are entitled to one week of leave with pay. For a part-time employee, the leave with pay will be paid in proportion to the number of days scheduled for the position she holds. This leave must be requested 4 weeks in advance! **(Article 12.04 LCA*)**
- For employees wishing to take their annual vacation outside the normal annual vacation period, the employer will post the registration form by September 1st and the employees will register their preferences by September 15th at the latest! **(Article 11.06 LCA*)**
- From 17 years of service the employee is entitled to additional annual vacation days! **(Article 21.03 NCA **)**
- After agreement with the employer, the employee can take a week of vacation outside the normal period of vacation in a split way! **(Article 11.06 LCA *)**

***LCA: Local collective agreement ** NCA: National collective agreement**

PDRH (Plan de développement des ressources humaines)

- That it is possible to have access to free trainings by going to the following website:
<https://fcp.rtss.qc.ca/ena-login/index.html> (French site)
- To be able to have accredited and paid continuing education, you must at all times ask your manager **before taking the training that interests you and not after taking the training .**

LETTER OF AGREEMENT # 6

- As part of the letter of agreement # 6, which consists in reviewing the stability of the positions of our 150 centers of activity, we are currently in blitz with the employer. From the beginning of June until the end of July, the parity committee is working towards reaching the targets set in the national collective agreement in the near future (page 173).



Regroupement interprofessionnel
des intervenants retraités
des services de santé

A collective voice

Benefits of becoming a member of the RIIRS

Le **RIIRS** includes retired nurses, licenced practical nurses, respiratory therapists, and clinical perfusionists. Just follow this link <http://bit.ly/inforepsyndicaux> or call 1 800 639-9519 to get in touch with us. It will be our pleasure to help you.

To become a member, it is very important to apply for membership no later than 60 days before retirement

Do you need information about retirement? info@riirs.org

French only <http://www.riirs.org/>



Newsletter sponsored by **Le Fonds de solidarité**

For more information please contact M. Sylvain Allard by E-mail: sallard19061@votrerl.com

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Lachine, Quebec
H8R 1H2
www.Fiqsante.qc.ca/montreal-ouest/

Do you have questions concerning your working conditions or your rights and obligations as a care professional? Your local union team can help you.
Do not hesitate to contact us!

IUSM Douglas/CJ Batshaw	514 761-6131 local 2500
DLL et CROM	514 362-8000 local 31713
ODI	514 630-2225 local 6480
St-Mary's	514 345-3511 local 6518
Grace DART	514 255-2834 local 3370
HSA	514 457-3440 local 2575

EXECUTIVE COMMITTEE OF THE FIQ-SPSSODIM UNION

Johanne Riendeau, President

Francine Sigouin, Vice-president Labor Relation

Ridza Cléophat, Vice-president Task and Work Organization and Negotiation

Élizabeth Rich, Vice-president Health and Safety at Work

Gilles Gagnon, Vice-president Mobilisation - Communication

Cynthia Jehoda, Secretary

Patrick Lauzon, Treasurer

COMMITTEE OF THE UNION NEWSLETTER

Gilles Gagnon

Bruce Ward

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