



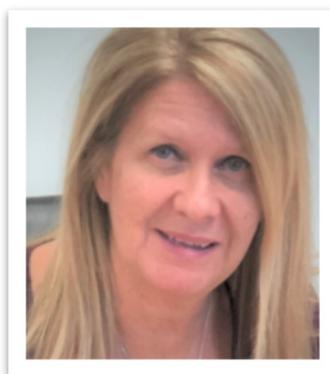
# UNION NEWSLETTER

## FIQ-SPSSODIM

February 1 / 2019

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Mme Johanne Riendeau

### A word from the President ;

Dear members,

To begin the year 2019, allow me to personally and on behalf of my team wish you a year rich in justice, in which our employer and the government in place are more attentive. We believe that the winning solution to reduce daily work overload and improve quality of care is the implementation of the healthcare professionals / patients ratio committees. " Those who say ratios mean security". It is urgent that these professional / patient security ratios be implemented throughout the network. This solution restores hope and a desire to engage more in our profession.



Health &  
Wellbeing

2019

## Did you know that ?

**Mr. Gilles Gagnon**, is in office since October 21, 2018, as VP Mobilization and Communication following the departure of Mr. Bruce Ward on the Executive Committee of the FIQ-SPSSODIM Union.

Mr. Gilles Gagnon ensures an effective communication chain between VPs, union representatives and departmental delegates.

He also manages union social media such as the Facebook page of the union, the FIQ-SPSSODIM website as well as sending informative e-mails to members about the issues, events and activities of the Union.



**Mr. Patrick Lauzon**, is in office since December 1, 2018, in the position of treasurer on the Executive Committee of the FIQ-SPSSODIM union following the departure of Mr. Sylvain Allard.

Mr. Lauzon is responsible for the financial health of our Union, the management of Revenues and Expenses and the costs incurred for the activities and events of the Union.

## Health and security at work ;



**When you are the victim of a professional injury, it is important to consult a doctor as soon as possible, since you will need a medical certificate to make a claim to the CNESST.**

An "employment injury" means an injury or a disease arising out of or in the course of an industrial accident or an occupational disease including a recurrence, relapse or an aggravation.

The employer is obliged at all times to take the necessary measures to protect the health and ensure the safety and physical integrity of its workers. He must also offer them a psychologically healthy job.

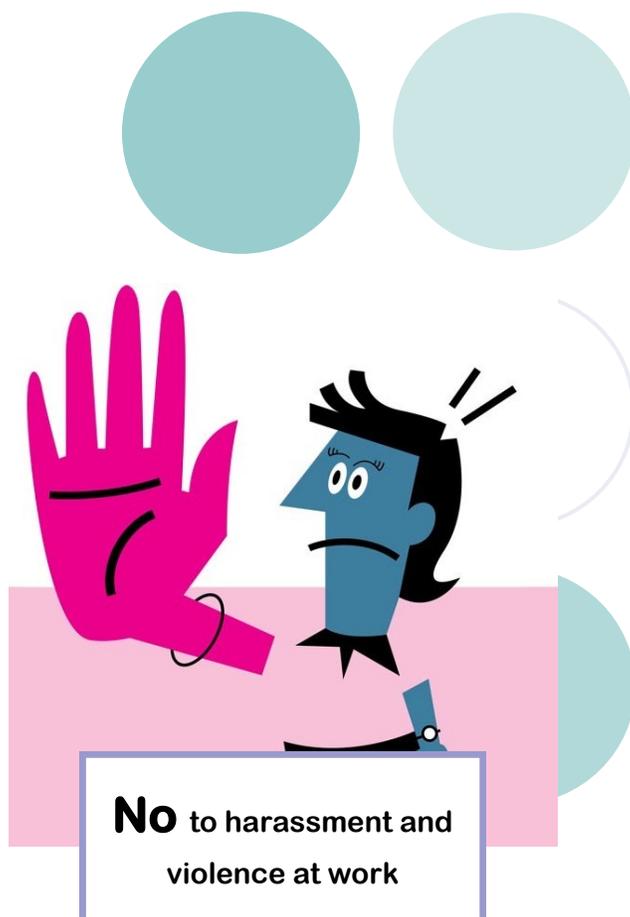
When an industrial accident occurs, the FIQ ensures the representation of health care professionals before the Administrative Labor Tribunal (TAT), division of occupational health and safety.

# ZERO TOLERANCE

**Did you know that your employer has a policy of promoting civility and preventing harassment and violence in the workplace?**

This policy includes a procedure for managing situations covered by the policy and handling complaints of harassment and violence. The procedure contains several steps to follow as well as a form available for this purpose. All complaints are handled in a strictly confidential manner.

You can consult your local union office for more information.



## Significant changes to group insurance ;



**A call for tenders** was held in the summer of 2018 with the four insurers who participated: Desjardins Financial Security, Industrial Alliance Financial Group, SSQ Insurance and La Capitale Insurance and Financial Services.

Following the results of the call for tenders, the delegates endorsed the decision to retain the insurer La Capitale Insurance and Financial Services for the next renewal of the group insurance contract. This decision was adopted by the delegates of the National Council of December 2018. The submissions were studied in collaboration with the actuarial consulting firm of the FIQ, the analysis concluded that the choice of La Capitale insurance will allow members of the FIQ to benefit from the best group insurance coverage in Quebec at a much better cost.

On April 14, 2019, your new group insurance plan will come into effect. At the beginning of March, you will receive information about the new contract as well as the steps to follow to modify, if necessary, your choice of insurance coverage, ie the modules (Bronze, Silver or Gold and Dental).

## Where are we ?



## Labour relations ;

### Since obtaining union certification in April 2017,

The FIQ-SPSSODIM attended several joint meetings in the Labor Relations Committee to denounce issues experienced by the healthcare professionals and settled certain disputes.

We also met with the employer on several occasions in the grievance committee. We settled more than 866 grievances, favorable for employees.

The union would like to remind you that when you have a problem concerning the collective agreement you must first contact your immediate superior to resolve the situation. If the problem is not corrected or persists, you must contact your local union representatives to be advised and informed of your rights.

## Local collective agreement ;

**Following an intensive negotiation with the employer** over a period of more than one year, an agreement in principle covering all 26 subjects of the local collective agreement was ratified.

The mobilization and determination of all the members and the local negotiation committee resulted in a positive outcome with significant gains that will ease the burden on all the healthcare professionals of the CIUSSS of the West island of Montreal.

This new local collective agreement, of which we are very proud, will be enforce and available from February 3rd at your local union office.

## Did you know that ?

### As of February 3, 2019;

Please note that there is only one age list for CIUSSS ODIM.

### Article 1.04 Float Team Positions;

Float team positions are a set of duties carried out by an employee on a permanent basis and are set up and grouped according to the following territories;

- Dorval, Lachine, Lasalle.
- Pointe-claire, Pierrefonds, Lac Saint-Louis, île Bizard ( West Island )
- Hochelaga-Maisonneuve ( Grace Dart extended care centre )
- Saint-Anne de Bellevue ( Saint-Anne hospital )
- Verdun ( IUSM Douglas )

**This new float team rule** applies as of February 3rd, 2019. All positions existing or obtained before this date remain as they are.

## Labour relations continued;

Do you know your agreement ?

### Article 7.08 Time and duration of posting of nomination to a post ;

- The posting period is for a period of ten (10) days.
- The appointment to a position is within 20 days of the end of the posting period.
- The employee begins her new position no later than thirty (30) days following the appointment.



### Article 11.01 Statutory holidays ;

- The new list of statutory holidays will come into effect on July 1, 2019.
- The various lists of of the old establishments are maintained until June 30, 2019.

Note that for summer vacation, the inscription list will be posted no later than March 1 for a period of 15 days.

The choice of holidays is made by center of activities, by shift and by grouping of job titles with the exception of assistants (# 2489 and #1912).

## Mega demonstration at the Lakeshore Hospital;

**December 6, 2018** a large demonstration took place in front of the Lakeshore hospital. More than 500 FIQ care professionals denounced unsustainable working conditions at CIUSSS ODIM mainly at the Lakeshore Hospital and the Denis-Benjamin-Viger long-term care residence.

Chronic lack of staff, work overload, forced overtime and unreplaced absences are commonplace in many of our care units. Under such conditions, it becomes impossible to provide safe and quality care. Last December 6, we asked the employer to quickly put in place solutions to enable healthcare professionals to do what they were trained for, to perform their work humanely and with dignity.

We also addressed our concerns to the new government to take action. We proposed to establish professional/patient care ratios and make it a law.

By the way, one of our slogans was "**Au secours Mme Mc Cann**".



## “Excessive workload”

**In January 2016** a workload complaint was filed by the care professionals of the Denis-Beinjamin-Viger centre to denounce overwork .

**In May, 2017** an overwhelming expert report was provided by Mrs. Marie Flore Lecompte-Beauport (Ph.D). Staff could no longer adequately provide acceptable hygiene care, feed patients and administer the medication at the prescribed times. The expert considered these situations unacceptable.

The employer did not apply the recommendations of the resource person. The parties had to proceed by arbitration.



On April 27, 2017. Arbitrator Richard Bertrand, before whom the case was brought, ordered the employer to modify the working hours, to create nurse, licenced practical nurse and orderly positions, and to post the vacant positions. Once again, the employer decided to challenge by appealing, which has allowed him to stretch the deadline.

### DECEMBER 21, 2018

The employer's stay application, concerning the arbitration ruling rendered last April on the unacceptable situation at the Denis-Benjamin-Viger CHSLD, was clearly rejected by the Superior Court before Justice Chantal Masse.



The employer therefore has the obligation to apply the decision of April 27, 2018. The positions were all posted on January 10 and the working schedule was changed on January 20th to 7 am, 15h, 23h. A next step in this file would be the application for an appeal from the employer to the Superior Court on March 19th. A victory for the Syndicat des professionnelles en soins de santé de l'Ouest-de-l'Île-de-Montréal and the FIQ.

## Ratio project ;

### Professionals / Patient ratio project at 4 West of Lakeshore General Hospital.

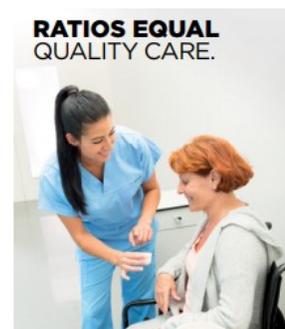
The implementation phase of the project started on the internal medicine unit of 4 West on September 16, 2018 for a duration of 16 weeks, or until January 5, 2019.

This project is very appreciated by the healthcare professionals. Ratios allowing nurses and licensed practical nurses to provide safe care and quality care to which patients are entitled. The ratios also enable care professionals to respond more quickly to the needs of patients.

During these 16 weeks we observed a decrease in the work overload and stress of the staff and an increase of the satisfaction at work as well as a better working climate.

The government has agreed to maintain health care professional ratios by allocating the budget to employers, and prolonging it, for an undetermined period.

The objective of the FIQ is that security ratios are guaranteed for all Quebec establishments. A law on security ratios would be the best way to achieve this result.



**To be continued...**

## TOT file – Task and work organisation ;

**The task and work organization file** consists among other things, to demonstrate the burden of proof to the employer when there is an excessive workload on any unit. The union would like to remind you that during our last local negotiation, we managed to obtain a forum for discussion with the employer that will be better defined as soon as this committee is set up. Now that the local negotiations are officially over, Ridza Cléophat, Vice-President of the Task and Organization of Labour and Negotiations will soon be starting with colleagues from the different local units the evaluation of each of the 150 centers of activities of our CIUSSS . In the meantime, you can always contact your local unit at any time in order to bring to our attention that you are working with excessive workload.

### Letter of Understanding # 6;

#### Letter on the stability of positions, local negotiations and the implementation of reserved activities under Law 90.

The work of Letter of Understanding # 6 has started since last year and so far we have had 7 meetings concerning this file with the employer. We are currently providing positions all of our Respiratory Therapists by taking the following steps:

- Special procedure concerning the granting of part-time positions
- Posting of positions fair (*Salon de postes*)

Some of these members will have a chance to decide whether they want to upgrade their position to a full time position, simply upgrade by a few extra shifts or keep their position as is.

For the year 2019, the employer has already submitted dates for meetings at a frequency of 2X / month up to June 2019. We still have a lot of work to do for the advancement of this file before 2020, and everything considered we are proud to say that we are progressing well.

### Youth Network;



**We are currently recruiting** members aged 35 and under to join our local youth committee, which will soon be launched . When we have a sufficient number of candidates, we will meet together and define the roles and functions of this committee. If you feel ready to embark on an limitless youth adventure, please contact a member of your local unit to express your interest, which will undoubtedly help us to proceed in this file. Thank you in advance for your desire to join our team!





## 2018 Holiday activities

During the holiday season in December, union representatives gathered not only to discuss a number of union issues but also to share a holiday meal that was greatly appreciated by members of all our facilities.

*A great success!*





## General information:

# PRIZE WINNERS

**A draw of 6 gift certificates** occurred during the holiday activity for the members who participated.

## The winners;

**Alimou Baba Barry** Nurse ( Lasalle hospital )

**Afifa Noori** Nurse ( Saint-Anne hospital )

**Larysa Polyukh** Nurse clinician ( St-Mary's hospital )

**Annette Ventura** Assistant head nurse ( Lakeshore hospital )

**Marlène Giordani** Nurse ( Douglas hospital )

**Fatima-Zohra Bouhdid** Assistant head nurse ( SSP-Grace Dart )



Newsletter sponsored by *le Fonds de solidarité*

For more information please contact M. Sylvain Allard by E-mail: [sallard19061@votreri.com](mailto:sallard19061@votreri.com)

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**Address : FIQ-SPSSODIM**

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!

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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