



# Le RÉSEAU des militantes en SSI

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## OHS, LET'S TAKE UP THE CHALLENGE!

The word “networking” was certainly what it was all about on September 29 and 30 last during the first edition of the Network of OHS Union Representatives. Throughout the exchanges triggered by the different activities could be heard a resonating “OHS, let’s take up the challenge!”

More than 120 union representatives were meeting for this first Network, a dream opportunity for them to learn about each other and to exchange, but above all to share what they experience on a daily basis as local OHS officers. What are the common needs of the local union OHS officers? What will be the strategies to explore to combat the problems experienced in the field? What initiatives can inspire them in order to maximize the place of OHS and to optimize the role of the local officers in the OHS files? What are the issues and the obstacles, but also the opportunities available because of the current context? Those are all questions to which the participants tried to find the answers, answers which will fuel the work of the Occupational Health and Safety Sector of the Federation during the months ahead.

of the Occupational Health and Safety Committee. Occupational health and safety are major issues for the healthcare professionals but the OHS local officers, until now, did not have a place to discuss their concerns and their respective experiences, a place that enables them to acquire knowledge, tools and together, to find the possible solutions for the problems encountered in the field.

Therefore, a recommendation was adopted at the most recent Convention of the Federation to conduct a pilot project, resulting in the holding of two editions of the Network of OHS union representatives, in the fall of 2015 and 2016. An evaluation will then be done by the FIQ and shared with the delegates at the 2017 Convention, with the eventual goal of giving a permanent nature to the Network of OHS union representatives and specifying the formula and the frequency.

Until next year!

*Marie-Claude Ouellet,  
Interim Political Officer  
for the OHS Sector*

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### A permanent Network of OHS union representatives?

The idea of holding a Network of OHS union representatives formed in the minds of the members



# TODAY AND TOMORROW, IN A WORLD CAFÉ

## FIRST CONTACTS

For this first edition of the Network of OHS union representatives, the federal committee wanted to create an atmosphere favourable to exchanges between the participants. It was during a “cocktail” ice-breaker activity that it attained its goal. Thus, two challenges were given to the participants, invited to stand up right away: introduce themselves to the most people possible in 3 minutes and, then, still within 3 minutes, randomly introduce themselves to people as if they were great friends. That was all it took to warm up the room and create synergy between the union representatives.

One day, Balzac said: “The counter of a café is the parliament of the people.” Behind this inspiring quote is hidden the idea for the “World Café” workshops, a discussion method aimed at getting shared views to surface, all in a friendly atmosphere. It was in this spirit that the participants were able to exchange on their current reality, on what they experience in their respective institutions as union officers for the OHS files, as well as on the vision that they have for the future.

They were first invited to take a moment to look at the “now”, to look critically at the way that they are addressing occupational health and safety today. How do they see their way of managing the files? What evaluations do they make of the employer-union relationships and the functioning of the joint committees? How about the development and maintenance of their skills? How does prevention rank compared to compensation? What are the success stories that can inspire each person? And what are the weak points that they can identify and on which ones do they want to act?

to then enable the participants to turn to the future and to collectively reflect on the following question: where do we want to be in three years? It is clear that the context poses many challenges and raises major issues for the OHS union representatives, while being sources of opportunities at the same time. How to take advantage of this to find solutions to the current problems? How can this opportunity be grabbed to maximize the place of occupational health and safety and to optimize the union role and influence on this subject?

This reflection was very useful

A very rewarding workshop that was a resounding success!



Sylvie Boulet, Hôpital Maisonneuve-Rosemont



## THE DISCUSSIONS CONTINUE

Because it is also possible to network in a very informal manner, the participants at the Network of OHS union representatives took part in a “5 à 7” activity, a question of continuing the day’s discussions.

# I AM TAKING A POSITION FOR MY HEALTH!

Why not be inspired by the theme for the 2015 OHS Week to implement the ideas that surfaced during the Network? After the theme retained this year was presented to them, the participants had the chance to share, among themselves, their experiences and their initiatives for the best way to reach the members and make the OHS Week more dynamic and mobilizing at the local level.

Remember that in 2015, the OHS Week theme is “I am taking a position for my health!”: a perfect opportunity to make the healthcare professionals aware of the fact that it is not always up to them to adapt and to compensate for the shortcomings of the healthcare network. On the contrary, to the extent possible, it is time for the work environment to be a little more attentive to the healthcare professionals, to their constraints, to their physical and psychological limitations, to ensure that their health is looked after and to use all their potential.





## THE POWER TO INFLUENCE

To be better equipped to face the current and future challenges, the participants had the privilege of attending a workshop-conference on the power of influence in a period of change.

Mr. Guy Gosselin, from *IC Formation*, was there to make them aware of the importance of knowing their style of communication and to understand a few of the mechanisms and strategies making it possible to influence a person. In preparing to influence someone, we have to ask ourselves three essential questions: what is

my objective? Who do I want to influence? What is my strategy?

Reflections that will surely be useful for the union representatives who attended the Network, in matters of occupational health and safety and for other areas of their lives!



From left to right:  
Marie-Claude Ouellet, Interim Political Officer,  
Sylvain Allard, *CSSS de Dorval-Lachine-LaSalle*,  
Céline Blais-Tranquille, McGill University Health Centre,  
Patrice Dulmaine, *CSSS de Chicoutimi*,  
Jean-Louis Pelland, *CSSS du Nord de Lanaudière*,  
Isabelle Groulx, *CSSS Jardins-Roussillon*,  
David Lambert, *CSSS La Pommerai*