



Le RÉSEAU des militantes en SST

BULLETIN DU RÉSEAU DES MILITANTES EN SST DE LA FÉDÉRATION INTERPROFESSIONNELLE DE LA SANTÉ DU QUÉBEC



HERE, WE UNDERSTAND HEALTHCARE... AND SAFETY AT WORK!

The reflection around the theme of this 2nd edition of the Network of OHS Union Representatives went in a lot of directions. Due to the current context, the concerns in occupational health and safety (OHS) in the institutions are as many as they are varied. Just think about the employer-union relationships which are being totally redefined given the ongoing reorganization of the services, or the restructuring of the local union teams which are seeing their composition and their functioning subject to significant change. We also know, of course, that the needs of the OHS officers are many.

How to face the changes currently going on in the network? Which preferential practices can be used in order to be able to carry out the role of OHS officer in an optimal manner? What strategies can be used for properly accompanying the healthcare professionals and ensuring that their rights and interests in OHS are taken into account and respected? Those are the questions for which the Network participants tried to find an answer, through presentations and activities of all sorts.

At the Network of OHS Representatives, "We understand health care... and safety at work".

It was in the minds of the members of the Occupational Health and Safety Committee that the idea of holding a Network of OHS Representatives took hold. Health and safety at work is a major issue for the healthcare professionals, but the local OHS

officers did not have a place to discuss their concerns and their respective experiences until now, a place for acquiring knowledge, tools and together find possible solutions to the problems in the field.

Therefore, a recommendation was adopted at the most recent Convention of the Federation to conduct a pilot project which led to holding two editions of the Network of OHS 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 goal of eventually giving a permanent nature to the Network of OHS Representatives and specifying the formula and the frequency of the meetings..

*Linda Lapointe
Political Officer for
the OHS Sector*

Here, we understand health care.

THE BEST-SUITED TRAINING

The FIQ offers its union representatives training in occupational health and safety so that they can properly support the members in each one of the steps linked to the progress of their OHS file. Concerned with proposing the training best-suited to the needs and the reality, the representatives of the Federation took advantage of the Network to consult the participants, because an overhaul of this training is presently in progress.



Martine Caron, CHU de Québec - Université Laval

IT'S TIME FOR A QUIZ!

To break the ice, circulate general information on OHS matters, collect information on their profile and evaluate their level of knowledge, a 20-question quiz was proposed to the Network participants. The latter then tried out a new electronic vote tool which they greatly appreciated.

A few examples of the questions... and answers

It is mandatory to declare a work accident:

- A) Within 24 hours
- B) Within 48 hours
- C) In the week following the incident
- D) There is no specific time period imposed

Answer: D
Although an *Act respecting industrial accidents and occupational diseases (AIAOD)* does not specify a specific time period to declare a work accident, section 265 stipulates that it must be done BEFORE leaving the institution when one is capable

of doing so, if not, as soon as possible. This will make the progress of the file much easier.

Nothing can be gained by filing a claim with the *Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST)* if no one was a witness to the work accident.

- A) True
- B) False
- C) This depends on when and where the accident happened

Answer: False
In fact, there is no need to have a witness to claim that an accident occurred arising out of or in the course of work.





Isabelle Arseneault, Union Consultant,
Occupational Health and Safety Team

THE PROGRESS OF AN OHS FILE AT THE FIQ

The local occupational health and safety officers play a decisive role in the progress of the members' OHS files. The participants had the opportunity to target the actions which have to be conducted during the progress of a file in which there is a dispute along with two lawyers from the OHS Team of the Federation, Isabelle Arseneault and H  l  ne C  t  .



H  l  ne C  t  , Union Consultant, Occupational
Health and Safety Team

Among others, the local OHS officers act as an intermediary between the member and the FIQ lawyer assigned to the file. This is a fundamental role, as it involves making sure that each one of the steps proceeds as efficiently as possible, in the interest of the worker.

Thus, the local OHS officers must ensure that the different forms and documents are completed and sent in a timely manner to the lawyer. It is also up to them

to inform and make the member aware of her obligations, like the one of submitting to the medical evaluations which may be asked of her, or the one of appealing the decisions in the time limits stipulated in an *Act respecting industrial accidents and occupational diseases*. Lastly, an active presence in the different meetings, keeping a logbook where the important information is recorded as well as a regular follow-up of the files must be priorities for the local OHS officers.

SUPPORT OHS IN A CONTEXT OF MAJOR CHANGES

The transformations currently taking place in the health and social services network pose enormous challenges for the FIQ and its local union teams, namely as to the way to manage occupational health and safety.

This 2nd edition of the Network was therefore completely appropriate for reflecting on the issue, not only by targeting the challenges, but also by identifying the possible tools of influence and action for the union representatives.

When in a context of change, the habits, order and normal pace with which we are familiar are then disrupted. Adjustments have to be made and a choice made among the different options and strategies that are available. It is not necessarily an easy thing to do, especially when something is close to the heart and there is the feeling that it is being compromised. It then becomes important to target allies who will increase the capabilities to act, identify the necessary resources

**Defend and
advance the
OHS "cause".**



Lucie Legault, Psychologist and consultant at the *Association paritaire pour la santé et la sécurité du travail du secteur affaires sociales (ASSTSAS)*

SUPPORT OHS IN A CONTEXT OF MAJOR CHANGES (CONT'D)

(material, human and financial), but also to make this cause known and promoted so that people are interested in it and give it importance. One must be convincing, persevering, see to developing one's skills and know how to use the channels of communication the same as for the power of influence.

It was in this objective that Lucie Legault, Psychologist and consultant at the *Association paritaire pour la santé et la sécurité du travail du secteur affaires sociales (ASSTSAS)* came to talk to those present about their motivations and what they can do to defend and advance the OHS "cause".

TWO ROLES, A COMMON COMPETENCY PROFILE



Sara Caron-Guay, Union Consultant, Education-Animation Service

There are many similarities between the role of a healthcare professional and that of a local OHS officer. Sara Caron-Guay, Union Consultant in the Education-Animation Service and a nurse by training, talked to the participants about this parallel between the core competencies applicable to nurses, licensed practical nurses, respiratory therapists and clinical perfusionists, and those that they use every day in their union duties. These can include:

- Know how to communicate, that is establish a climate of trust and partnership
- Promote health and safety with the member, just like is done with a patient
- Act in prevention to avoid the situations which can adversely affect health
- Ensure a follow-up of a member's file, like the responsibility of a healthcare professional with a patient
- Encourage a return to work by guiding the member through the necessary steps, as is done in helping a patient regain their health





Aline Aubin, Union Consultant, Occupational Health and Safety Sector

THE FUTURE OF THE LOCAL OHS JOINT COMMITTEE

While prevention in occupational health and safety must remain a constant concern, the future of the local OHS joint committees appears to be a very important issue presently.

Joined with the going into effect of the new provincial collective agreement and the upcoming local negotiations, for several of the local union teams, the creation of the CISSSs and the CIUSSSs represents an opportunity to question what next to do and to prepare accordingly. With a territory that is sometimes vast to cover and an employer willingness which does not always exist, carrying out the mandates of the local OHS joint committees could turn out to be very tedious.

Thanks to a presentation by Aline Aubin, Union Consultant in the Occupational Health and Safety Sector, and the workshop that followed, the Network participants had the opportunity to discuss their concerns, but especially the ideas that they would like to put forward during the next round of local negotiations, which will begin in April 2017.

Thus, several pertinent reflections were shared in order to address the fact that a single local joint committee per institution be planned. For example, the creation of sub-committees by the territories or missions could be demanded for the purpose of addressing the OHS problems specific to a setting. Several tools which will allow the local joint committee to better fulfill their mandate of prevention were also expressed, like good communication between the employer and the union, or even the improvement of access to the information needed to analyze the problematic settings.

It is important to be proactive and develop a union vision of the conditions of representation and functioning of these committees right now, in order to ensure being able to truly respond to the needs of the members of the FIQ.



Eric Martin, CISSS de Laval



Sylvie Jovin, CISSS de la Montérégie-Centre