

Care facilitators

A word from the President



Dear members,

January was a very busy month, one where I was able to meet so many of you. During our tour of general assemblies, you were present and voted in favor of our project of negotiations for our future collective agreement.

And for this, we thank you. Of those who voted, 96% in category 3 and 94% in category 2 were in agreement with the project! It's a wonderful vote of confidence, and we will continue to work hard in repre-

senting you all.

We at CUPE-SCFP 3247 really appreciate that so many of you took the time to come see us, despite the difficult road conditions.

The next several months are going to be very busy. The negotiation committee will be preparing and finalizing the texts for our collective agreement, and the arbitrator will be making the final decision regarding article 22 - uniforms.

We will keep you updated on developments as we go along.

As I mentioned during each general assembly, our wish is that the new collective agreement goes into effect by no later than this summer.

We are going to need your collaboration during this process. Amongst other things, when the seniority lists get merged, you will need to verify that no mistakes were made with your accumulated seniority.

Thank you again for all your support.

I am also very pleased to announce that from now on we will have an English version of the newspaper available for all of those who desire it.

Simon Beaulieu



In this number

- CPAS—insurance committee2
- Did you know?.....3
- Let's talk about money.....4
- The Vice-President's voice5
- Health and safety committee6
- A bit of humour.....7
- Contact us.....8



*Isabelle Faucher,
vice-présidente CRDI*

LE CPAS — PROVINCIAL COMMITTEE FOR SOCIAL MATTERS (comité provincial des affaires sociales) - INSURANCE COMMITTEE

Isabelle Faucher, vice-president for what was once the CRDI sector, is responsible for the political issue of insurance for SCFP 3247 CISSSMO, as well as sitting on the insurance committee of the CPAS - conseil provincial des affaires sociales (provincial committee for social matters).

Every month, she will inform us on a subject regarding insurance with La Capitale by preparing a small text. If you have suggestions for themes that you would be interested in hearing about, send them to her email address at : scfp3247crdi@videotron.ca

We welcome your comments!

« Here is an interesting link for the new 2019 ZOOM:

https://www.lacapitale.com/files/live/sites/lacapitale/files/contributed/collectif/fr/pdf/006000_zoom_scolaire_201901.pdf »

Consult the 2019 ZOOM

It's a 3 page pamphlet that describes in brief what is covered by our La Capitale insurance.

You will no doubt discover interesting things...

Sponsorship

We solicited our collective insurer last November in the hopes of obtaining their sponsorship.

We are still waiting for a response, but we're hoping for good news.

Greetings dear CUPE-SCFP members,

Today I will explain my role and responsibilities as VP in charge of insurance for our union :

- ◆ Study the collective insurance plans, ensure that they respect our collective agreement;
- ◆ Participate in the CPAS insurance committee meetings;
- ◆ Defend the objectives of the local unions who are part of the CPAS;
- ◆ Consult and inform members, as well as union bodies, on all changes, amendments and/or propositions;
- ◆ Make recommendations to the negotiation committee on amendments to be made to the collective agreement in matters of insurance;
- ◆ Answer and/or take action in regards to problems that members might encounter with La Capitale.

When problems arise with our insurer, here are the steps to take to have your rights respected :

The first step : call La Capitale 1 800 463-4856.

If the problem persists, **the second step** is to contact your vice-president and give them your insurance ID number as well as your date of birth.

Lastly, your vice-president will contact me to transmit the necessary information.

Isabelle Faucher, political leader in collective insurance for CUPE-SCFP 3247 CISSSMO.

Did you know?



Reimbursement for medication ... a choice to make:

80 % With La Capitale

100 % If you pay at the pharmacy and file for reimbursement with one of the following organisations (depending on your specific situation) :

SAAQ : <https://saaq.gouv.qc.ca/>

IVAC : <https://www.ivac.qc.ca/Pages/default.aspx>

CNESST : <https://www.cnesst.gouv.qc.ca/Pages/accueil.aspx>

THE ADVANTAGES

- Medications cost 0\$
- It avoids a hike in in our collective insurance premiums
- AND ESPECIALLY, the organization in question will have records of you taking your medication, which helps your case (with CNESST or other)

Your collective insurance committee

Committee's email : assurancecpas@cpas.scfp.qc.ca

Would you like to know what union life is like?

Did you know that we are one of the biggest local unions in CUPE-SCFP?

With almost 4000 members, our local 3247 section represents a very large voice in the CISSS Montréal-Ouest.

Union life can be very rewarding. The opportunity for growth, the fulfilment in helping your peers through thick and thin, the thrill of fighting for social justice. These are just a few of the things that make union life worthwhile.

You don't even have to be elected or work in an official capacity to help out your local union. We need people on the ground floor as our eyes and ears to keep us informed of the daily goings-on in our many establishments.

We need people to help transmit information to all members in our local section.

Stop by and have a chat with us! Don't hesitate to ask your union officials more questions. We need your help to keep our union alive and strong; and to continue helping those in need.

Never forget : the strength of union comes from the power of the many!

LET'S TALK ABOUT MONEY

Parking fees

Your union representatives wish to remind you that all personnel working posts that require a vehicle, regardless of work status, do not have to pay parking fees. This rule applies to all job titles where the vehicle is required, regardless of employee status (**see article 27.03 of the national collective agreement**). In addition, the job titles listed in **article 27.02 of the national collective agreement** can have their car insurance reimbursed by the employer.

Be on the lookout and talk to your union representatives if you notice a mistake.

Pay bonuses

Did you know that the national collective agreement provides pay bonuses in the following situations : team lead, assistant team lead, for evenings shifts, night shifts and weekends.

The computation is done either by weekly deposits of a fixed amount, or according to a percentage added to the employee's hourly rate.

Feel free to consult **article 9 of the national collective agreement** to learn more on these bonuses and don't hesitate to contact us if you believe your rights aren't being respected.

Paycheck errors

There are a lot of mistakes made in workers' paychecks. We would like to remind everyone on the importance to **check every pay slip**. When you notice a mistake, make the pay department aware of it.

To find out the details for reimbursement, please refer yourselves to your **local collective agreements**, specifically **article 24** (all documents are available on our website www.scfp3247.com).

Contact your union representative in the event of a disagreement with the pay department or if you haven't been reimbursed after three (3) to fourteen (14) days. Depending on your local agreements, we will be able to file a grievance.

Don't forget to keep proof of all communications with the employer (proof of receipt for fax or emails, etc.).



This month, Jonathan Latour, vice-president for the Suroît region, delivers a heartfelt message that is applicable to ALL our regions.

The Personnel shortage

This isn't news to anyone. I think that every single day, somebody comes into my office to denounce this situation. « This makes no sense, we're -4 today. I'm at the end of my rope, I want to just leave all this s*** behind. What are they waiting for to hire more people? We're burnt out! »

Firstly, this reality consumes and upsets me every time I see our occupancy rate at more than 200%, either at the Suroît Hospital or the Anna-Laberge Hospital. All year long, there's insufficient personnel in all the departments and in all the various job titles in the healthcare system. So, imagine how bad the situation gets in the emergency rooms during the busier periods, like the winter season. It's inhuman. ABSOLUTELY inhuman.

There's understaffing on your average day, and then the occupancy rate doubles or triples. There still won't be more personnel available. One can't just conjure them up from thin air. There has to be efforts made and the use of one's imagination is critical, otherwise the problem just keeps hitting us every winter.

Our situation is pitiful. The reality that those on the ground floor have to endure is pitiful. Not so for those who run this machine, though. It's their job to find solutions. Why is there understaffing everywhere? That's the big question, and in my opinion, one that needs to be answered with more questions.

Second, the employer boasts, saying that there are no PAB cohorts are empty or that the CISSSMO is in direct competition with the other sectors to obtain those precious students. *How difficult it must be for them...*

Is it possible that the healthcare sector's reputation is in shambles? People are no longer interested in a career in healthcare. The media, whether in newspapers or television, has painted a very bleak picture for years, showcasing how destitute our working conditions are. It's little wonder that there's very little enthusiasm for this field.

Sometimes, the employer manages to hire a few people. Holy cow, what a miracle. Except what tends to happen next? They're given an orientation and then they're thrown into the lion's den. Let's be honest, most barely survive. What a wonderful way to welcome people to their new jobs. All that stress is very appealing.

When you look at that, it's pretty hard to swallow that the issue is competition between CISSS territories, especially when you consider that the understaffing issue is far beyond just the healthcare system. So the question one naturally asks is, why stay in healthcare when there are other industries as desperate for personnel while offering better salaries and working conditions?

For years the employer has stubbornly refused to increase salaries. If you can't offer interesting salaries, at least have interesting working conditions to compensate. We have neither. So it's no surprise that we are where we are now. The health ministers are directly responsible for this mess. And those sly foxes always make sure that it doesn't affect their own pockets or benefits.

So, hiring is problematic, floor training is minimal, personnel retention is almost null and our working conditions are being put under severe strain by a government that is completely disconnected.

Now what?

We can start by doing what's in our control, which means take your breaks. Take your lunch hour. Don't run, work at a normal pace, without purposefully slowing it down. Work as per usual, as indicated by your work plan. Don't do volunteer work for the employer. Even if there are people missing, you're not paid to work for 2 people.

It's understandable and commendable that you take your patients well-being to heart, but if you keep sacrificing your breaktime, you might succeed in getting everything done, but then your employer is always going to expect that the work gets done, even with understaffing.

You are the arbiter of your fate. You have the power to accept or to oppose your working conditions. And by oppose, I mean taking the means available, while respecting our collective agreements, to improve your working conditions. The choice is yours.

By Jonathan Latour, V-P Suroît



THE HEALTH AND SAFETY COMMITTEE

There are two facets to the safety committee. There is **prevention**, represented by Sophie Blahuta, Joelle Vescovi and Sonia Rainville and **reparation**, represented by Sébastien Clairoux and Mathieu Heppell.



Sophie Blahuta



Sonia Rainville



Joelle Vescovi

Prevention team : 450 507-1560, ext. 160

The function of the prevention team is to inform and counsel members, to act to prevent issues, to eliminate danger at the source and to accompany workers in their procedures following an injury. They also intervene with the employer to eliminate risky situations.

When a problem is brought to their attention, the team studies the situation or work layout and evaluates where the health risk lies. Once identified, they define the best way to eliminate the danger at the source. Finally, they evaluate the corrective measures, adjust them if necessary and ensure the continuity of those measures.

What to do when you discover or suspect a risky situation:

- ◆ Solicit your boss;
- ◆ After a reasonable delay with no answer, talk to him/her about it again;
- ◆ If your boss does nothing, declare the situation by filling out declaration forms, sending copies to your boss and the union health and safety committee, as well as keeping a copy for yourself;
- ◆ After a reasonable delay with no answer, talk to your boss about it;
- ◆ In the absence of any action on your boss' part, ask your union health and safety committee to intervene.

When to call the prevention team?

- ◆ As soon as you have a question, a doubt or a concern;
- ◆ If you're not sure whether or not it's necessary to declare something;
- ◆ If you don't know what to do;
- ◆ When you don't know who to talk to;
- ◆ When you wish to signal a risky situation.

Everything is done jointly with the employer and/or the health and safety service.

Reparation team : 450 507-1560, ext. 102

The role of the reparation team is to accompany members who have suffered a work injury or illness, from beginning to end of the claims process. They are present to answer all questions and concerns. They ensure that the employee is correctly paid during their sick leave, and defend workers' rights when needed.

If there is a contestation, either from employer or by an employee, the reparation team assists the member through each step. Whether with the employer, the CNESST or the TAT (tribunal administratif du travail), members can count on their health and safety representatives to help and defend them.

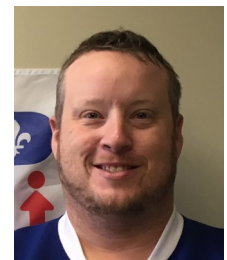
They are available for questions regarding maternity leave, preventive withdrawal and any other queries about pregnancies in the workplace. For those coming back to work, the reparation team is trained to evaluate the ergonomics of that worker's workspace. In the event of permanent functional limitations, they work to ensure that the worker is reassigned to a position that respects those limitations, otherwise known as suitable employment.

TRUE OR FALSE? You have 48hrs to declare an accident/incident.

FALSE! Declaring an accident or incident can be done within a reasonable delay after the fact. Contact your union Health and Safety team to validate any and all information, to ensure that you have the correct information.

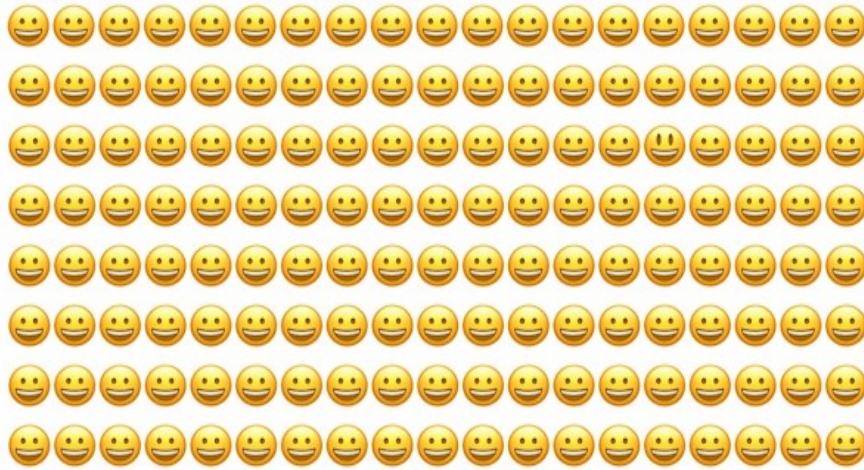


Sébastien Clairoux



Mathieu Heppell

Find the error



«If you can't fly then run, if you can't run then walk, if you can't walk then crawl. But, whatever you do you have to keep moving forward.»

Martin Luther King Jr.

Word of mind

This month, I found a French proverb from the region of Auvergne, and it's a lovely wink to us healthcare workers.

« What you keep rots, what you give blooms : the gift of giving has far more human value than selfishness. »



A bit of humour

Can we heal with laughter?



Coming to a nursing home near you!

WANTED

We are looking for a **new name** for our union newspaper.

We're looking for your suggestions.

Send us your ideas by email at :

scfp3247journal@videotron.ca

We will proceed either by random drawing or by referendum.

TO BE CONTINUED...

www.scfp3247.com

Have you consulted our new website, dedicated entirely to our local section?

Be sure to check it out regularly! You'll find all our contact information, whether general, by committee or by sector. You'll also be able to take a look at our blog with various informative articles, links to our partners' websites, our generous donors, our gallery of events, etc.

You can also consult our different facebook SCFP 3247 pages, where all the various informations is also published.

Go ahead, it's worth a visit!

www.scfp3247.com



SCFP 3247—Journal

If you have comments, suggestions or something to say, you can contact us at :

268, boul. Pierre-Boursier, suite 140
Châteauguay (Québec) J6J 4Z2

Téléphone : 450 507-1560, poste 118
Télécopieur : 450 507-1564
scfp3247journal@videotron.ca

