



# La Réplique

Year 4, No. 7  
September 2019



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## Local collective agreement:

Last July, your local negotiation team met with the employer a few times to finalize the new local collective agreement. Furthermore, additional meetings were planned in July to discuss transitional measures concerning when and how to transition from all of the current collective agreements to one new collective agreement for everyone. However, there wasn't enough time, so the meetings were postponed until September. Over the next few days, they will finalize the collective agreement texts and we will inform you of the various transitional measures that apply to you, based on your original collective agreement. Soon, they will discuss the date that the new collective agreement will come into effect.

## Syndicat Fiq SPSO

syndicat des professionnelles en soins de l'Outaouais

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# Special General Assembly: October 1, 2019

Below is some important information about the Special General Assembly on October 1, 2019. Carefully check the rooms and times because they may change depending on the time.

## Agenda:

- |                                 |                                      |
|---------------------------------|--------------------------------------|
| 1) Message from the president   | 4) Action plan: balancing the budget |
| 2) Audit Committee presentation | 5) Constitution and Bylaws           |
| 3) 2018 financial update        | 6) 2020 Provincial Negotiations      |

## 8:30

<b>Hôpital de Gatineau</b> Salle B0303	<b>Hôpital de Hull</b> Salle C-009	<b>Hôpital Pierre-Janet</b> Salle 2103
<b>Hôpital de Papineau</b> Salle 432	<b>CHSLD Petite-Nation</b> Salle A128	<b>Hôpital de Maniwaki</b> Salle Réjean-Larivière

## 1:00

<b>Hôpital de Gatineau</b> Salle B0303	<b>Hôpital de Hull</b> Salle C-009	<b>Hôpital Pierre-Janet</b> Salle 2103
<b>Hôpital de Papineau</b> Salle 432	<b>CHSLD Petite-Nation</b> Salle A128	<b>Hôpital de Maniwaki</b> Salle Hémodialyse

## 4:30

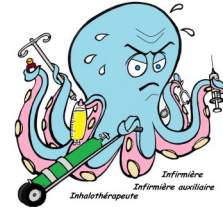
<b>Hôpital de Gatineau</b> Salle B0303	<b>Hôpital de Hull</b> Salle C-009	<b>Hôpital Pierre-Janet</b> Salle 2103
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<b>Hôpital de Shawville</b> Salle RH (sous-sol)	<b>CLSC Fort-Coulonge</b> Salle du conseil	<b>CLSC de Gracefield</b> Salle communautaire
<b>Hôpital de Wakefield</b> Salle de visio		

# DON alert form

When you encounter situations that pose a risk to your health and safety or that of your patients, please report the situation by filling out a DON alert form.

## You should fill out this form when:

- There's an excessive workload
- Someone's occupational health and safety is at risk
- There's a staff shortage during your shift
- A patient's safety is at risk
- You didn't get to take your regular break or meal break
- There's overtime, mandatory or not



In part II of the form: Work situation, when you check off **a danger to my health and safety**, you must fill out **form A, accident report form**, from the ASSTSAS.

- 1) Write legibly and apply pressure with your pen.
- 2) Show or draw where the pain is on the human models.
- 3) Describe the event and the pain you have.
- 4) Write down logical and achievable suggestions to ensure this doesn't happen again.

Also, in part II, if you check off **a danger to my patient's health and safety**, then you must fill out **form AH-223, incident or accident report form**.

- 1) Fill out the patient form.

If you have any questions, please call the occupational health and safety representative or the SPSO disability committee at 819-893-7117.

A video clip will soon be put online that explains these documents. Go to [www.fiqsante.qc.ca/outaouais](http://www.fiqsante.qc.ca/outaouais)

## Next job posting period

The next job postings will be put up between September 26 and October 10, 2019. Remember that we will continue to function separately until the new local collective agreement takes effect. We will post the effective date soon. You can also go to [www.beaubouleau.ca](http://www.beaubouleau.ca) after the job posting period to apply to the jobs that are still available.

## Online consultation: Provincial negotiations

Your union team thanks you for participating. We have several provincial councils scheduled in the coming months. These meetings will allow us to give you updates on the FIQ's orientation for the upcoming provincial negotiations.

## Position up for election

As mentioned in the spring, the SPSO president position will be posted on September 9, 2019. You will have two weeks, until September 23 at 11:59 p.m. to apply, sending your candidacy by email to: [fiq07@hotmail.com](mailto:fiq07@hotmail.com). You can pick up a candidacy form at your union office. Candidates can write up to 250 words to describe themselves and why they want to be elected. Each candidate's write up will be featured in the newsletter, on our Facebook page, website and bulletin boards during the election campaign. If only one candidate runs for election, then they will be elected by acclamation. If more than two candidates run, then the election will be held four weeks after the deadline for applying, so on October 22, 2019. The candidate's write up and photo will be submitted to members during the voting period.

## SPSO website

For a few weeks now, your communications and mobilization officer has been improving the design of and updating the SPSO's website.

Please take a look. You'll find all our publications there. It will also feature upcoming video clips on various topics. It's a great way to stay current on the union's activities:

[www.fiqsante.qc.ca/outaouais](http://www.fiqsante.qc.ca/outaouais).

## Winter vacation times

It will soon be time to choose your winter vacation dates. The employer must post the calendar by September 15, 2019. Keep an eye out!