



# La Réplique

Year 4, No. 10

December, 2019



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### President's message

2019 is ending on a positive note. The collective agreement is finally signed, the union's finances are restored and we have adapted our Constitution and Bylaws to reflect reality.

The major file for 2020 will be the negotiation of the provincial collective agreement. We will need your involvement so the government hears your priorities. Improving your working conditions is our priority; a salary corresponding to your responsibilities is a must. Outaouais has to be heard, we're done working ourselves sick!

The nurses, licensed practical nurses and respiratory therapists will see the new local collective agreement go into effect as well as the merger of the seniority lists within the CISSSO at the beginning of 2020. It will be the end of the old bargaining units (watch for upcoming information leaflets). Training will be given to your union representatives so they can support you on a daily basis. Don't forget, your representatives are there for you to come and see them.

We will let you know once the local collective agreement is printed and everyone can come get a copy.

The priorities for the president and your union team, besides defending your rights and provincial negotiations, are the finances, which will remain at the heart of our debates. You adopted a financial forecast with a surplus and we are going to make sure it is respected. The sale of the building at 370 Main will, I hope, happen within a short period of time, which would increase our 2020 budget surplus.

Moreover, communication with the members is the cornerstone for any labour organization for me, and it is essential to keep you informed and essential that you inform us of situations where the employer goes too far.

In conclusion, on behalf of your union team, I would like to wish you all a happy holiday season and a 2020 that measures up to your expectations.

## Payment of sick-leave days

Under clause 23.30 of the provincial collective agreement, you are paid the unused sick-leave days accumulated up to November 30 every year by December 15. Note that this same collective agreement stipulates that you are credited 0.8 workdays of sick leave at the end of each month of paid service. Check your pay slips and if you have any questions or doubts about the payment of your bank, come see us in the union offices.

## Stats during the holiday period

Clause 7.08 of the provincial collective agreement stipulates that those who work Christmas Day or New Year's Day are paid at time and one-half. Clause 19.03 stipulates that overtime worked on a statutory holiday is paid at double time. If you work overtime on these two days, you will be paid at triple time. Check with the union representative for your facility for the complete list of statutory holidays at your facility.

## Occupational Health and Safety Week 2019

The SPSO occupational health and safety officer and disability committee held more than a dozen booths in the different CISSSO sites over the last month. This year's theme was fatigue at work. They handed out leaflets full of information on the subject and promotional items from the FIQ. For those unable to go to a booth, all this material is in the union offices in the sites. Moreover, all SPSO members were eligible for the prize drawing.

### **The winners of a FIQ water bottles were:**

Papineau and Petite-Nation territory: Sandra Milena-Sanchez and Pierrette Lacroix

Gatineau territory: Noémie Bois, Sophie Albert, Julie Gauvreau and Simon Pagé

Vallée-de-la-Gatineau territory: Line H Villeneuve and Julie Demers

des Collines territory: Joanne Vien et Danielle Petitclerc

Pontiac territory: Ann Horner and Marie Turinova

**The winner of the carrying case sponsored by The Personal Insurance: Éric Messier**

## FTQ Booth

FTQ representatives will be holding booths in the upcoming months. A schedule of dates will be published shortly. The dates for December are:

December 12: Hôpital de Papineau, at the main entrance

December 19: Hôpital de Gatineau, in front of the elevators and CHSLD Vallée-de-la-lièvre

December 20: Hôpital de Papineau, at the main entrance

## 2020 Planner

The 2020 planners are ordered and they will be available at the beginning of December. We will let you know as soon as they arrive.

## Annual General Assembly door prize

The Annual General Assembly was held over three assemblies on November 26 and 27 to enable the three shifts to attend. We held a random drawing of two members attending one of the three assemblies. The winners were:

The Personal Insurance water bottle: Sorina Crivoi from CHSLD Petite-Nation and Chantal Nadon from hôpital de Hull

Union representatives will be contacting you as soon as possible.

## SPSO internet site

Did you know that the SPSO keeps an internet site up to date and you can find a lot of pertinent information on many subjects on it? And, you can follow the union's news and activities on the calendar for this purpose. The detour is worth it! [www.fiqsante.qc.ca/outaouais](http://www.fiqsante.qc.ca/outaouais)

## MOT Form

Did you know you can complete a form for filing a grievance when you are forced to work overtime (MOT)? Whether you are a nurse, licensed practical nurse or respiratory therapist, this form is available in all the FIQ union offices. It's easy to fill out and is even valid for a few hours of MOT. The claim is \$500 or pro-rated to the hours worked for every grievance. These grievances are usually settled in a block as there have already been 3 settlements.

However, for a valid grievance, you must not have received compensation from the employer in the form of a leave without pay or other. Therefore, if you work MOT and accept a day off as compensation, that cancels the grievance as it is no longer a MOT, but an OT. Don't forget you have 30 days to file a grievance. Fill out this form quickly and bring a copy of your schedule and time sheet. Contact your union representatives if you have any questions.



## Syndicat Fiq SPSO

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

# RREGOP TRAINING

## Our group pension plan



- Know your pension plan from A to Z:
  - Parental leave
  - Notion of spouse
  - What happens in the event of a death, divorce or separation?
  - Eligibility for retirement
  - Etc.
- Plan to retire in good financial health
- Plan your income for the 10, 20, or even 30 years you will be retired
- Protect your rights today to ensure



FÉDÉRATION  
INTERPROFESSIONNELLE  
DE LA SANTÉ DU QUÉBEC

### You are invited to a training session on RREGOP, your group pension plan.

The training session will last two to two and a half hours. There are two sessions to choose from: 12 p.m. to 2:30 p.m. or 4:30 p.m. to 7 p.m. There must be a minimum of 12 people registered for the training session from 12 to 2:30 p.m. and a minimum of 40 people registered for the training session from 4:30 to 7 p.m. Your union team will provide pizza and a refreshment at the training sessions. You cannot attend the training session during your lunch hour. The training sessions will be held in the five Outaouais territories via video-conference. The instructor will go to the site where the most people are registered. The PowerPoint presentation will be available so that other sites can follow along.

#### Important information:

**Date:** February 18, 2020

**Times:** 12 to 2:30 p.m. and 4:30 to 7 p.m.

#### **Locations:**

<b>Hôpital de Gatineau</b> Salle B0303	<b>Hôpital de Hull</b> Salle C-009	<b>Hôpital de Papineau</b> Salle 432
<b>CHSLD Petite-Nation</b> Salle A-128	<b>Hôpital du Pontiac</b> Salle Gaétan-Boutin	<b>CLSC de Gracefield</b> Salle communautaire
<b>Hôpital de Maniwaki</b> Salle Réjean-Larivière	<b>CLSC de Fort-Coulonge</b> Salle du conseil	<b>Hôpital de Wakefield</b> Salle visio

**Registration is mandatory** to reserve your spot and your meal.

Please write to the following email address to register:

[mobilisationfig@videotron.ca](mailto:mobilisationfig@videotron.ca).

Please include your full name, employee number, the training location you will attend, and your pizza selection. The pizza options are: vegetarian, all dressed and pepperoni and cheese.