



APER

AU SOUTIEN | SUPPORTING
DES CADRES | MANAGERS

INFO-CADRE

DECEMBER 2021 EDITION

PRESIDENT'S EDITORIAL

HATS OFF TO MANAGERS!

There's always something good to a bad thing.. Although we tend to associate it with the past, it is still very relevant in these pandemic times! I am far from wanting to use it to minimize what we have all been through. On the contrary, hats off to managers!

This time of dramatic changes that we have been living continuously since March 2020 means that we discover in ourselves full of things, and some of them are good, in the middle of this troubled era times where we find ourselves if only to discover new strengths in the face of adversity that was previously unsuspected, of having learned to juggle multiple realities, sometimes complex, which changed almost daily. Hats off to managers!

You have learned to manage your lives, those of your parents, your spouses, your children simultaneously with a socio-health network threatened to be engulfed at any moment under the waves of patients or to collapse under the heaviness of the task. and the cruel lack of staff. Hats off to managers!

You went through the various waves of this pandemic while remaining at your post, face-to-face for the majority of you, **exercising assumed leadership towards your work teams who have always been able to count on your constant support.** Hats off to managers!



You did not count the hours or the extra days **to provide the services the population expects from our network, while responding "present"** to set up various projects, mass vaccination clinics among others. And you did all of this while your respective employers added insult to injury by refusing to compensate for the same overtime, which you duly worked, while denying yourself the bonuses your employees received. Hats off to managers!

We talk a lot about the "Health Mammoth" these days that lack agility ... Agility, the real one, it is at your level, that of "field" managers or working near it. Certainly not in the towers and offices of government technocrats!

Thank you for what you do and what you are!

Hats off to managers!

Christian Samoissette
President

A WORD FROM TEAM APER

WE ARE REALLY HERE FOR YOU... TRUST US!

In the work we have to do at APER, we are in contact with representatives of the MSSS, the Secretariat of the Treasury Board, the Ministry of Finance, Retraite Québec, SSQ and our associative partners.

It is when, in a week, we have our overflow of empty phrases, injustices and discriminatory and disrespectful treatment towards the managers of the health and social services network, that we decide in a concerted manner, for our sanity, to turn our focus on you.

Talking to you, going to see you, in person or by videoconference, laughing, crying, saying a few well-sounded curses with you, allows us to reconnect with what is really at the heart of our passion, you.

When in a day, we are told that there is no logic or no criteria for the allocation of an allowance, but that it simply costs too much to pay all the managers who are entitled to it, to be able to come down from the roof (!), we must see you, hear you or read you, it is the one and only reason why we remain in post! No kidding!

As we have announced to you in our various communications in recent weeks, it appears that we have a three-headed employer. Indeed, the MSSS agreed to allocate the 14% allowance for all managers belonging to the Nursing Department. Not holding the purse strings, they had to make their request to the Treasury Board and the Ministry of Finance who seem to constantly forget that they are not just there for "the good management of taxpayers' money" but that they also have the obligation to put on their employer's hat when it concerns their managers.

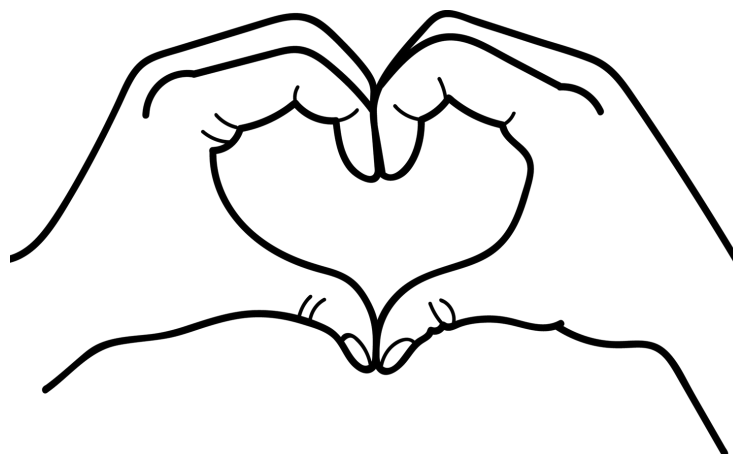
The pandemic had this extraordinary, it clearly demonstrated to us in the 3 parapublic sectors (health and social services, education and childcare centers) to what extent, and despite the bargaining power of the unions, the lack of commitment of our employer regarding its own employees including managers. Suddenly, the shortages of employees announced over a decade ago have magically triggered billions of dollars in incentives to attract and retain managers and employees.

The APER requested a meeting with the President of the Treasury Board and with the Minister of Finance in order to obtain the reflection behind their decision not to allocate the 14% allowance to all the managers who were entitled to it ... still no answer.

Consequently, in 2022, the APER intends to either sit down with the President of the Treasury Board, the Minister of Finance and the Minister of Health and Social Services in order to remind them that they also have the obligation to act on an equitable basis with their managers or to sit down before them in the Superior Court of Quebec in order to force them to truly negotiate with them.

I have always preferred middle managers and members of the APER, even more. You are simply exceptional, and you are not told this often enough. Our members who from January 2020 were preparing for the worst, knowing how to manage disasters.

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Our members who held the fort on the ground and from home, with family, parents and children on their hands. Our members who have rendered services beyond what is normally required in a job and who have been doing so since... Methuselah (well before the pandemic!) at the risk of their physical or psychological health.

At APER, we look at the progress made since January 2020 (it will be 2 years in a few days), we look at all that you have accomplished and succeeded, we look at you on a daily basis and we are proud to defend and represent you. It is truly for and because of you that we are here!

Happy holidays, rest, laughter, joy and happiness!

Me Anne-Marie Chiquette
Chief of Legal services



2021 AGM A GREAT SUCCESS!

On October 28, the Annual General Assembly (AGM) of APER members was held.

Many of you were present at this online meeting which allowed the administrators and the APER team to present to you the main achievements of the year 2020-2021.

Thanks for your presence
and your participation!



NEWLY ELECTED TO THE APER BOARD OF DIRECTORS

A new administrator has been elected within the APER board. This is Mr. Joe Vieira, manager in the MUHC's hygiene and sanitation department. We would like to congratulate him on his election and wish him success in his new functions!



**SELF-COMPASSION WEBINAR:
REPLAY AVAILABLE UNTIL
MARCH 2022!**

You missed the webinar "Self-compassion, psychological needs and emotions to support management in this time of overload"? No problem!

The replay link of this interesting training is available until March 18, 2022.

[It's this way!](#)



To put in your diary

**MIDI-CADRE:
TO BE CLOSER TO YOU!**

In a simple and friendly format, the permanence team, accompanied by members of the local executives, meet with the managers of an establishment during lunch hour. Held in Teams or in Zoom, these short meetings allow members to learn with the services to which they are entitled as well as to discuss their concerns.

Upcoming MIDI-CADRE

January 19, 2022 - CIUSSS Est-de-l'île-Mtl

February 3, 2022 - CHUM

February 8, 2022 - CISSS Abitibi

Dates to come:

MUHC

CIUSSS Centre-Ouest-de-l'île-de-Montréal

CIUSSS Ouest-de-l'île-de-Montréal

We are waiting for you!

STATEMENT OF PARTICIPATION IN THE PPMP: KEEP AN EYE OUT!

Managers have received their statement of participation at the PPMP this year ending December 31, 2020, in the fall of 2021, which is great news.

By subscribing to *MonDossier* on the Retraite Québec website, you will thus obtain your statement of participation annually for the PPMP, but also that of the Quebec Pension plan to which you also contribute. If you have any difficulty, contact us.

It is important to check your statement of participation to ensure that all data is correct:

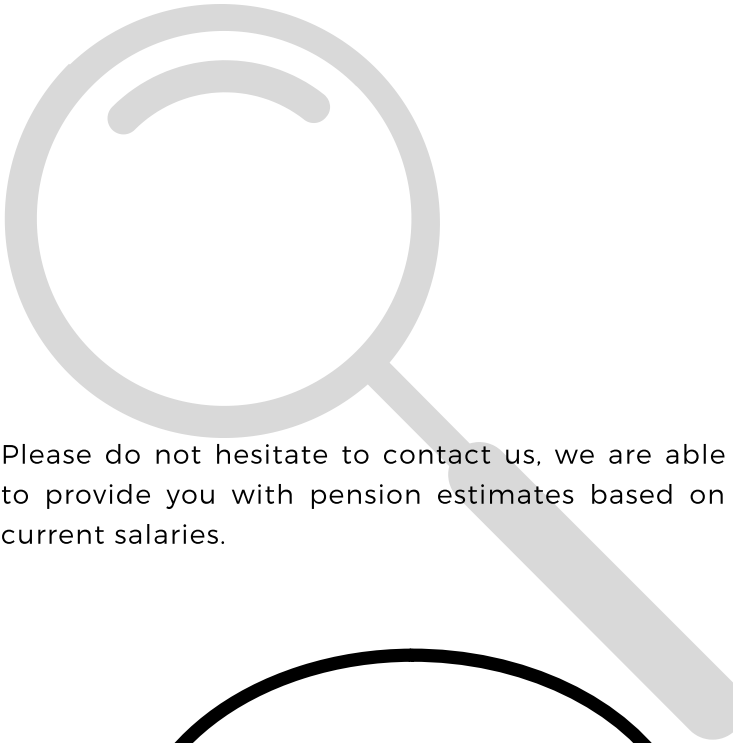
- Do we indicate an additional year for eligibility and calculation of the pension? (2nd page)
- Is it your annual salary that is reported? (2nd page)
- Do you have buy-back possibilities? (2nd page)

In all three cases, **contact us so that we can make sure everything is correct or take the necessary measures to have the corrections made.**

If you wait, you might find yourself in a situation where your claim will be refused because the request was made too late. **Do not wait**, contact us.


Same thing, if you have buy-back possibilities, don't wait, contact us. We can do different calculations for you so that you can understand the advantages or not of making a buyback. The earlier you do it, the lower the cost.

Please do not hesitate to contact us, we are able to provide you with pension estimates based on current salaries.



OMG, I noticed an error on my PPMP statement !!

Call APER!
They will help you understand the situation and resolve it!



APER is always there to help you!

PENSION PLAN: IN A FEW WORDS...

As of October 31, 2021, the results of the Caisse de Dépôt et Placements du Québec (CDPQ) amount to 5.73% for the PPMP.

Good news: the contribution rate for 2022 is 12.29% applicable to the excess of the contributory salary in addition to the 35% of the MPE.

PREPARING FOR RETIREMENT: WE MUST TAKE CARE!

A FREE retirement preparation training is offered to managers by Collège Marie-Victorin.

It is recommended to register 5 years before the planned retirement date.

Contact us for more information!

association@aper.qc.ca



GROUP INSURANCE PREMIUM RATE 2022

The 2022 group insurance plan contribution rates have been adopted by the Treasury Board Secretariat. These new rates take into account the contribution holiday which is granted from the surpluses accumulated in the sickness accident plan.

APER will send you the new prices in a dedicated communication on this subject. Watch your e-mails.

Please note that **SSQ Insurance will post a new version of the Quick Look at Your Plan pamphlet on the Espace Client site in the last days of December.** This will include the content of insurance cover offered to policyholders, new features for 2022, as well as pricing.

GOOD SHOT SOUGHT!

From our next edition of INFO-CADRE, our team wishes to highlight the successes of the managers of our network.

If you want to share with us the success of a colleague, a manager of your establishment or even yourself, do not hesitate to let us know!

Briefly describe the meritorious situation, the name of the manager concerned and his establishment. It will be our pleasure to meet him.

Write to us: association@aper.qc.ca

“ A TAXI TO FACILITATE YOUR TRANSPORT:

- Medical staff
- Patient affected or potentially affected by COVID-19
- Patient with or without mobility problem
- Internal messaging
- Biological specimen



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Wood heating: 3 prevention tips

There's nothing like cozying up by a fireplace in your home to stay warm and set the mood! Thinking about having a wood heating unit installed in your home? Here are a few tips to keep you safe and improve the coverage provided by your home insurance.

1. Exercise caution when you purchase a wood heating unit or a home that's equipped with one

- First thing to do is to find out about your municipality's regulations. Certain cities, such as Montreal, forbid the installation of wood heating units in new constructions.
- If you purchase a unit for your home, make sure it's been approved by an independent laboratory; you should specifically look for CSA or ULC certification.
- Before purchasing a home which includes a wood fireplace or stove, contact a member of the *Association des professionnels du chauffage* (APC) who can make sure your unit is compliant. **Tip:** To be safe, an APC technician should also install your unit.

2. Notify your insurer that you already have or will add a heating unit

The insurer will also want to check if your unit is installed safely. The insurer will ask if your wood stove, for example, is connected to a chimney that minimizes risks. It will also examine other security measures, such as ensuring there are no combustible materials too close to the unit, the state of vent connectors, etc.

After the verification process, your insurer will add the unit to your home insurance contract. This way you'll be adequately covered in the event of a loss. If it notices compliance problems, the insurer may require certain modifications, i.e. refuse to cover a non-compliant unit.

3. Reduce the risk of fire with appropriate maintenance and usage

Heating units carry some risks. You can prevent them by following best practices:

- Use only dry firewood (never throw waste or used, treated or painted wood).
- Have your chimney swept periodically.

In short, heat your home safely! Need advice regarding fire prevention? Your insurer can provide you with the information you need.