



APER
AU SOUTIEN DES CADRES

INFO-CADRE

DECEMBER 2023 ————— 50 YEARS



Happy
Holidays

Joyeuses Fêtes

MIIYUU UKSHACHICHISHIKINTAA

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APER is a bilingual professional association founded in 1973 that represents managers working in Quebec and New-Brunswick's health and social services sector.

Not yet a member?

[Click here to become one.](#)



CHRISTIAN SAMOISSETTE

President

A WORD FROM THE PRESIDENT

THE MORE IT CHANGES, THE MORE IT STAYS THE SAME!

Dear members,

What a year !! Between yet another new reform and the strike of our unionized employees, we have clearly not been idle or even been able to completely regain our full balance after managing a global pandemic for three years!

Once again, in many establishments, we must fight (again!) to enforce the terms provided for in exceptional measures in your Local Management Policies (PLG). Once again, certain employers and certain directors want penny-pinching savings on the backs of managers by denying their own signature!

We are still told that managers are not paid between **35 and 40 hours** per week, so for many of you, you are literally doing 10 hours of volunteering per pay, which is clearly unacceptable.

The Treasury Board Secretariat decreed, when it was necessary to pay the pay equity, that the normal week of a manager is 35 hours! Even with all its efforts, the government cannot speak out of both sides of its mouth...

If the government **wants to be the real employer of managers in the health and social services network, and not just the funder**, it will have to understand that it must fully act as one and be caring and fair, instead of focusing only on cutting, cutting and cutting. This is how you become an “employer of choice”, an expression dear to Minister Dubé...

The APER will be there to hammer it repeatedly to the leaders (Top Guns) of the future Santé Québec...whose name should, out of basic respect for our members in these sectors: Santé et Services Sociaux Québec. Still incredible that we must fight to have an organization name that fully reflects all of the missions and the actors of our network in 2023!

We will keep you informed of all the stages of this new reform...after 50 years of existence, we have seen many more! If your colleagues are not members of an association, you could inform them that it is always more prudent to be a member of an association during a reform. No one is safe from a whim or a ministerial whim, talk about it to the 3000 managers whose positions were cut with a stroke of the pen at the last moment and without any warning during the presentation of the PL-10 in 2015...

Let us add that at present, your association, APER, is the most experienced of all managers' associations.

APER, as an association, is firmly anchored in our network and we are proud of you, our members, for your determination and resilience over the past few years. You motivate us to do more and better!

I would like to take this opportunity to wish you a very happy holiday season. Rest, laugh and let's hope for a better professional future. See you next year.



WORD OF PERMANENCE

THE APER MORE AND MORE VISIBLE, MORE AND MORE SERVICES FOR YOU!

PATRICK ECCLES

Labor Relations Advisor

Organizational Development..

And Coach!

In order to be able to offer you the maximum possible services, APER wishes to increase its visibility, both in a more traditional way such as our newsletters and press releases, as well as with social media. Indeed, as the number of our members increases, we will be able to offer you even more services to help you throughout your career.

Therefore, we created a LinkedIn, Facebook and Instagram page and we make sure to post a message every day. We invite you to share our social media pages with your fellow managers to let them know about APER.

In addition to social medias, we send personalized emails to all newly appointed managers to congratulate them on obtaining their position and, at the same time, tell them about our services because, unfortunately, many organizations do not even offer the different choices of membership to managers, and automatically register them with AGESSS.

We are in the process of working with the MSSS to force organizations to send us all the new managers' appointments because only certain organizations do so. In addition, we are asking the MSSS to force establishments to offer 3 different options to managers, that is to say: join the APER, join the AGESSS or decide not to be a member of an association.

We notice also that, when organizations give managers the choice, they contact us in large numbers, which allows them to know the range of services that APER has that our competitors do not have and also allows them, to make an informed choice.

As you probably know, since last August, APER has been

offering its members a personalized coaching service, provided by an experienced manager from our network who has experienced a number of reforms and the management of a pandemic.

Coaching topics vary depending on the professional needs of our members. Given the large number of managers appointed during the pandemic, the hot topic for coaching currently is: How to do a good budgetary analysis taking into account budgetary performance indicators?

In addition to this subject, several managers contacted me to develop their political skills, ask for advice on how to influence their superior, prepare for selection interviews, prepare for team meetings with delicate subjects that will generate reactions...

Another service that is coming, our lunch trainings being extremely popular, we decided to work in collaboration with the firm La Slide, which worked with us on the training we made on psychological harassment, in order to be able to put our lunch training courses online. You will be able to view them at your convenience.

Ultimately, you are the best ambassadors for APER when you talk with your colleagues about all the services to which you have access, in addition to having a team at your side, throughout your career.

The more the APER grows, the greater the range of services will be!

With that, I wish you a wonderful holiday season filled with love with your loved ones!



GROUP INSURANCE – NEW RATES FOR 2024

BY ME ANNE-MARIE CHIQUETTE

Unlike previous years, the premium rates in 2024 for accident and health insurance no longer provide for a premium holiday due to the insufficient surplus observed for this plan.

Please note that Beneva (SSQ) will post a new version of the *Your plan at a glance* leaflet on the Client Space website at the end of December. This will include the content of the insurance protections offered to policyholders, the new features for 2024, as well as the pricing. We will send it to you via a newsletter.

Furthermore, the surpluses accumulated in the plan no longer make it possible to grant a bonus holiday for managers for the year 2024.

Here, essentially, are the renewal conditions for the group insurance plan for management staff for the year 2024:

Sickness accident: **increase of 7.2%**

Basic life insurance for the member and dependents: **decrease of 4.0%**

Additional life insurance: maintenance, both for the member and for the spouse

Long-term salary insurance: maintenance, both for the basic compulsory plan and for the complementary long-term salary insurance plan

Addition of reimbursement of costs for care offered by a kinesiologist

The APER as well as the other associations of managers of the public and parapublic sectors are currently in negotiations with the Treasury Board, holder of the insurance contract with Beneva, in order to increase the reimbursement rates for costs for care offered by professionals so that we have better insurance coverage.

RETIREMENT PLAN (PPMP) AND THE NEW RATE FOR 2024

BY ME ANNE-MARIE CHIQUETTE



CONTRIBUTION RATE FOR THE PPMP IN 2024

For the years 2023 to 2025, the effective contribution rate for participants corresponds to the contribution rate required to finance the participant's portion of the acquired benefits and administration costs.

Note that there is no longer any amount of compensation paid by the government and independent employers which will be taken into account in the calculation of the contribution rate for the years 2023 to 2025 since the agreement on compensation came to an end on December 31, 2022.

Consequently, the contribution rate for the PPMP for 2024 will be 12.67% in addition to the MGA (maximum eligible earnings for the Régie des rentes).

FINANCIAL PLANNING SERVICES JUST FOR YOU!

- You don't know if you can make purchases to increase the amount of your pension?
- You don't know if you can transfer years of service from another plan into your current plan?
- You want to leave the network, but you are not 55 years old...what are the impacts?
- Do you want to find a way to reduce the cost without impacting your retirement plan?

Make an appointment with our expert, it's free and you will come out much better informed about your financial future. All you have to do is contact Nathalie at: association@aper.qc.ca, who will give you an appointment with Me Chiquette. The whole thing usually takes an hour...it's an hour well spent!



MICHELLE BOURGET

MAINTAINING PAY EQUITY 2016-2021

GREATNESS AND MISERY!

Work on maintaining pay equity is progressing very slowly, but it is still moving forward. Having received questionnaires sent to all managers having been completed, the committee is establishing the terms and conditions relating to the hiring of pay equity analysts who will carry out evaluations of the changes and questionnaires.

As already mentioned, the response rate to the questionnaires sent was relatively low. However, we hope that the work of recent years as well as the additional information from the MSSS which will be provided to pay equity analysts will allow a significant result in maintaining pay equity for 2016-2021.

Activities over the coming months will be

hiring pay equity analysts;

analysis of the changes that have occurred;

discussions on evaluation;

determination of the method and calculation of salary gaps;

preparation of the display;

comments to receive and possibly a new display.

According to the established schedule, all of the work should be completed in April 2025.

Subsequently, there will be a first posting, a second posting and the payment of the sums to the managers concerned. We are therefore talking about payments in 2026...the year in which we will have to begin the exercise to maintain pay equity for the period of 2021 – 2026!

We will continue to inform you of developments in this important matter.

ANNUAL GENERAL MEETING – OCTOBER 26, 2023

Like every year, APER held its general meeting on October 26, to which you were all invited. This meeting allowed us, collectively, to take stock of the implementation of a new reform as well as the new terms and conditions applicable by managers during a strike by unionized employees. We also took the time to explain the priority files for the year 2022-2023 as well as their current follow-up.

Like every year, APER held its general meeting on October 26, to which you were all invited. This meeting allowed us, collectively, to take stock of the implementation of a new reform as well as the new terms and conditions applicable by managers during a strike by unionized employees. We also took the time to explain the priority files for the year 2022-2023 as well as their current follow-up.

Prior to this meeting, participants were able to benefit from training given by Me Anne-Marie Chiquette, head of litigation at APER entitled: “Bill 15 and what’s new for the negotiations.”

Me Chiquette explained to us the whole of Bill 15 which affects managers more specifically, as well as the follow-up she made of the accepted amendments as well as the amendments refused during the study of the bill, article by article, by members of the parliamentary committee on health and social services.

In the second part of the training, Me Chiquette explained the changes made to the Labor Code in 2019 and their direct impact on managers since they will have to replace unionized employees when they are on strike. She also explained the process for allocating additional hours as well as the payment of overtime to executives, if applicable.

Following this training, we proceeded to hold our annual general meeting according to the agenda proposed and transmitted to our members. As at every annual meeting, we read the president’s message and the annual report of the Association concerning questions of insurance, retirement, working conditions and of course, monitoring of the reform.

Likewise, the financial statements were tabled, explained, discussed and adopted. Finally, we proceeded with the elections since we had four positions up for election on the Board of Directors. It is therefore with pleasure that we present to you the new composition of the APER Board of Directors while waiting for the meeting where the directors will choose the officers:

PRESIDENT – MR. CHRISTIAN SAMOISSETTE

CIUSSS of the Centre-West Island of Montreal

VICE-PRESIDENTE – MS JULIANA ARNOLDO

CHU Ste-Justine

TREASURER – MS NAYMA TSOURI

CHU Sainte-Justine

ADMINISTRATOR

Ms Éline Raymond, CISSS Laval

Julie Labrecque, CIUSSS East of the Island of Montreal

Yamama Tamim, CISSS Gaspésie

Marjorie Pigeon, Vitalité New Brunswick Health Network

M. Joe Viera, MUHC

We highlighted the departures of Ms. Isabelle Palardy, member of the permanent office and who left in June 2022, Ms. Lynn Mailloux and Ms. Nancy Burrows, members of the Board of Directors, who left in the summer of 2022. We would like to warmly thank them for their involvement both within the office and at the APER board, as well as with their respective local executives and we wish them good continuity.

Participants in the annual general meeting subsequently discussed and exchanged on current topics in the network.

It was in a spirit of friendship and solidarity that the members closed the event, agreeing to meet for the next assembly in 2024.

PÔLE SANTÉ – HEC

State of exhaustion of executives in the health and social services network

Throughout 2023, we have sent you newsletters concerning a survey to complete so that the research group at Pôle Santé of the HEC at the University of Montreal can assess your state of health and give us tools to negotiate, but also to help you.

Santé (Social Services) Quebec will ultimately be existing, somewhere at the end of 2024, your ultimate employer. They want to be an employer of choice...they have plenty to do to get there, and this survey and the results could help us greatly.

Several managers already participated, but we would need more respondents to be able to get a better idea and get a better research project aimed at reducing and preventing burnout among first-line managers in the healthcare sector and social services.

It's about you and only you. Take 3 minutes to participate if you haven't done so yet!

"To participate in this research, use the following anonymous link:

 [Cliquez ici.](#)

Help them help you, by completing the survey.



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