APER
AU SOUTIEN DES CADRES | SUPPORTING MANAGERS

INFO-CADRE

JUNE 2022 EDITION

PRESIDENT EDITIORIAL

LITTLE BY LITTLE THE BIRD BUILDS ITS NEST

Says the proverb...
As you have seen from our many press releases, the APER has not been idle in defending your interests, as well as those of all the management staff in general.

Our absence from the Advisory Committee on Professional Relations (ACPR) makes the MSSS wince and they urge us to return to the meetings, via various interlocutors, always repeating the same thing to us. Let's be clear: we will return to it when we have a full-fledged negotiation protocol with dispute resolution mechanisms. We will certainly not show up empty-handed by relying on the good faith (sic) of the MSSS as another association has seen fit to do, while refusing to join our approach. With the result: multiple abbreviated or even canceled meetings, as well as telling us at nothing has progressed at the ACPR for a long time! We have better things to do than occupational therapy!

We have a plan B. We are studying the various alternatives at our disposal in order to obtain the respect of our rights as per said by the various courts and other legal bodies have recognized since 2004: the right to a real negotiation of the working conditions and salary of managers.

As always, you will be informed of all developments in due course.

As a sign of our goodwill, APER participates in meetings of various professional associations and unions in the health and social services network, concerning the “refoundation” of the network and the 50 actions proposed by the government and overseen by Minister Dubé. One of our guidelines is to the effect that the "top-down" is useful in crisis management, but that we have been suffering from it since April 1, 2015, and that is not normal. We no longer want to be perceived as simple executors of orders coming from Quebec. We have expertise and regional, socio-economic and managerial particularities that must be taken into account in the day-to-day management equation. It's going to go wall to wall!

In closing, I would like to thank Isabelle Palardy, who is leaving us for other challenges at the end of the month. Isabelle, your 20 months with us were most fruitful, your generosity, your sense of humor and your dynamism we will all miss. Thank you for everything and good luck in your career!

As for all of you, dear members, I wish you a restful summer period and hope to see you back in good shape for an autumn that promises to be lively.

It is therefore to be continued!

Christian Samoisette
President

A WORD FROM TEAM APER

EXHAUSTION CATCHES UP WITH US...

I see you, I speak to you and I listen to you on a daily basis. I see that the adrenaline is no longer there, and its effects have disappeared to make way for heaviness, listlessness, sadness and exhaustion. I often have the impression of pulling your head out of the water to allow you to breathe, knowing that when I let go, you will hit rock bottom... does that sound like you?

It's in the "normality" of a completely abnormal situation, and the challenges of the future, although different, are also complex and paralyze us a little when we think about it for too long... does that sound like you?

Exhaustion, disengagement or anxiety are catching up with you? It's normal. We all experience a form of “post traumatic” shock. I am not a psychologist, but what I do know is that we have all become stronger and this, even though we all feel out of breath and discouraged.

The remedy: it is important not to look too far, the maxim "one day at a time" is beneficial currently. Don't think too much about tomorrow or beyond, unless it's to plan a trip, a dinner with friends, an outing to the movies...

forcing yourself to see something else, to forget reality and responsibilities, it's essential right now for your mental and physical health.

It is also essential to unhook from all your technological "bugs", to dismiss, figuratively, your responsibilities, your employees, your superiors, your patients, your customers, your partners and to go to a park, to the sea, at the lake, in the woods or in the mountains. They've been here a long time, they've weathered many storms, and they'll always be here after us. In addition, they are generous with their energy.

Finally, telling yourself that we are there for you. We went through at least 2 big traumas together (Barrette Reform and the pandemic), we "welded" in adversity. I know that my members have a strong sense of duty and that they will do what needs to be done, but this time could you put your sense of duty under lock and key in order to give yourself the time you need to recuperate from your “PTSD”?

You are allowed to enjoy life and rest fully this summer...see you in the fall!

Me Anne-Marie Chiquette
Chief of Legal services

WORD OF CAUTION: COMPLAINTS!

WHAT TO DO?

As you know too well, your employees are on edge now and written or verbal complaints of harassment, incivility, individual or collective frustration are raining down at the moment.

What if this happens to you?

Here is a little ABC to keep close to you.

1. You call us (514 933-4118) or send us an email at association@aper.qc.ca. Our assistant, Nathalie, arranges for a professional to contact you quickly.

2. We will ask for a meeting with the HRD so that you can give your version of the situation to your employer first. (The vast majority of HRDs do not know the managers of their establishment…thank you Mr. Barrette!) It is therefore important that he or she meets you and hears you, in the same way as they have heard the employees.

3. We will obtain a copy of the complaint or allegations for you. (The wait is often more painful than what you will read in the complaint or allegations).

4. We will prepare you for the meeting with the investigator or the employer.

5. We will accompany you during these meetings.

APER is present with you throughout your career as a manager.

We are here for you!

ONLINE TRAINING

HARASSMENT, DIVERSITY AND INCLUSION: MANAGEMENT CHALLENGES WITHIN YOUR REACH!

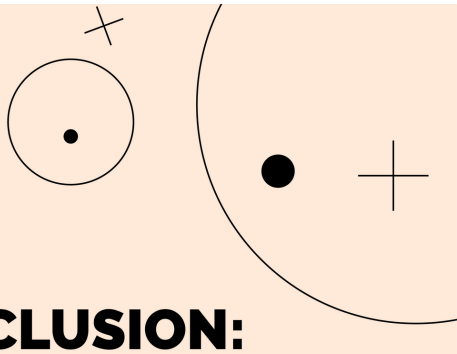
The brand new online training *Harassment, diversity and inclusion: management challenges within your reach!* is now available on our website.

Click here to access it:
https://aper.qc.ca/en/harcelement-diversite-et-inclusion/

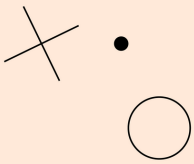
Watch the videos on your own schedule and get a set of tools and practices to take back to your teams to prevent harassment and foster a healthy work environment you'll be proud to be a part of. At the end, you'll test your knowledge and receive a certificate of completion.

Fun, practical and impactful, this activity was developed by our team specifically for managers in the Health and Social Services network.

Good listening !



HARASSMENT, DIVERSITY AND INCLUSION: MANAGEMENT CHALLENGES WITHIN YOUR REACH!
in the Health and Social services System



This project is carried out thanks to the financial support of the CNESST through its Program to fight against psychological or sexual harassment in the workplace.

Notice of appointment

PATRICK ECCLES IS APPOINTED TO THE HEALTH AND WELFARE COMMISSIONER CONSULTATION FORUM

APER is very proud to inform you that Mr. Patrick Eccles has been appointed as a substitute member of the next Consultation Forum of the Health and Welfare Commissioner (CSBE).

Patrick is a coordinator of intensive care and document management at the Professional Services Department of the Integrated University Center for Health and Social Services of the West Island of Montreal, he is also a member of the local executive of the APER at the CIUSSS and he served several terms as a member of the APER board of directors.

This appointment by the CSBE follows an evaluation process comprising strict selection criteria and the CSBE confirms that Patrick's application was of high quality. At APER, we were deeply convinced of this.

Congratulations Patrick!
APER team is very proud of you.

What should you know about hit-and-run accidents?

According to statistics from the ministère de la Sécurité publique, in 2017 close to 24,000 of the 40,000 moving vehicle violations in Quebec were hit-and-runs.

This type of violation can have serious consequences and may result in fines and nine demerit points. In some cases your licence can be revoked. In the most serious ones, you can face imprisonment.

4 obligations to avoid committing a hit-and-run

Under the Highway Safety Code, when you are driving a car or an off-road vehicle such as an ATV or a boat, you have obligations in the event of collisions or fender-benders. Here are the guidelines you need to follow to avoid committing a hit-and-run after an incident, even if it's minor:

1. **Stay at the scene** or promptly return.
2. **Provide any required aid** to a person who needs aid.
3. Provide **any required information** to the police or the person who was affected. This includes your name, address, driver's licence number, licence plate number and the name of your insurer.
4. **Call the police** if someone is injured **or** if the collision involved an unoccupied vehicle or a stationary object. In spite of popular belief, if you are alone at the scene of the incident, you should not leave your contact information on the windshield and leave.

It could happen to you!

You're the victim of a hit-and-run? If you can, note down the licence plate of the vehicle at fault. Call the police to file a report and give the number of this report to your insurance company.

Good to know: Some insurers will not ask you to pay the deductible in the event of a hit-and-run if a police report was filled out.

You haven't had any problems so far so touch wood... but check out one last point: Does your insurance company cover you for hit-and-runs? Contact them to be sure. If necessary, you can add Section B2 – "Collision and upset protection."

APER members

Exclusive discounts on your insurance

beneva

Find out more