APER

AU SOUTIEN DES CADRES

INFO-CADRE

MARCH-APRIL 2025

FOR OVER 50 YEARS

SUMMARY

An association close to you and there for you throughout your career and especially during the creation of Santé Québec.

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.

JOE VIEIRA
President

A word from the president

WE'RE STILL WAITING!

Negotiations with the various unions representing our employees have all been over for a long time, including the FIQ, and the collective agreements have all been signed. Our employees have received their wage increases and retroactivity, but we who hold this network at arm's length and are implementing a new reform and budget cuts, continue to wait for our wage increases.

By April 1, 2025, union members will have received a total of 11.4% wage increases, we... 0%!

Personally, this treatment of our employer, the government, towards us, is totally disrespectful! Currently, a majority of middle managers earn less than their employees. Do you know of many private companies where employees are paid more than their boss? I don't know any!

It is extremely difficult to stay motivated and to go above and beyond when our employer is not even able to do the minimum of paying us at the same level as the employees we supervise and in a reasonable amount of time. We are talking about no salary increase since April 2022... Inflation has also affected us!

Our permanent team is fighting to ensure that you get at least the same wage increases as the union members and they will not give up until they are fully successful.

In the end, Santé Québec or not, the more things change, the more they stay the same!

GENERAL MANAGER'S EDITORIAL

SANTÉ QUÉBEC; AN EMPLOYER OF CHOICE? FAR FROM IT...

PATRICK ECCLES
GENERAL MANAGER

Minister Dubé has repeatedly said that, in order to improve the attraction and retention of staff in the health and social services network, the latter must become an employer of choice. In my opinion, we must first of all have appropriate remuneration for managers and better working conditions.

As you know, we are in negotiations for your salary increases and also for the renewal of your working conditions in a context where we now have only one employer, Santé Québec. Anne-Marie and I were convinced that our discussions would revolve more around working conditions, considering the urgency of aligning them with the fact that you have only one employer and assuming that our interlocutors would follow the simple logic of granting exactly the same wage increases to managers as to union members.

Our government counterparts had the nerve to make us a ridiculous proposal of 12.7% over 5 years while our employees got 17.4% over 5 years, in addition to a trailer clause attached to inflation rates.

Since January 16, we have been holding meetings every 2 weeks and on the government side, we are told repeatedly that they do not have the mandate to discuss wage increases...

We are also told by the government that there is no additional budget to salary increases in order to improve certain premiums or correct certain inequities...

Why are we here if the employer does not have a mandate to negotiate wage increases and does not have a budget to discuss our demands?

These meetings are scheduled until April 10, curiously, until the beginning of the next fiscal year!

On February 14, the APER wrote to Me Édith Lapointe, Associate Secretary and Chief Government Negotiator, as well as to Ms. Geneviève Biron, President and Chief Executive Officer of Santé Québec, adding Mr. Christian Dubé, Minister of Health, Mr. Lionel Carmant, Associate Minister, Ms. Sonia Bélanger, Associate Minister, Ms. Christiane Germain and the members of the Board of Directors of Santé Québec, and Mr. Louis Bourcier of the MSSS, in true copy, to denounce the way the negotiations are being held and are not moving forward for the moment. We have therefore asked for an intersectoral meeting (the managers of the four sectors) to be held with TBS or for the TBS to give the mandate to the government team facing us to have the mandate to discuss salary increases.

The only answer we received was that of Me Lapointe dated February 24, mentioning that our interlocutors have the necessary authorizations to proceed with the consultation according to what was proposed by the deputy chief negotiator, namely to hold prompt discussions on the government's proposals in terms of work organization and flexibility in all sectors with all the associations and to discuss your sectoral demands.

Your boss, Mrs. Biron, did not even deign to reply to our letter! Is that the employer of choice model that Minister Dubé wanted? A CEO that ignores its managers?

In short, all this to say that we will not give up as long as we do not succeed in obtaining at least the same wage increases as our employees. Stay tuned for our press releases because we do not rule out recommending pressure tactics in the coming weeks.

Rest assured that the APER team is entirely dedicated to defending your working conditions and your rights!

A WORD FROM THE OFFICE

NEGOTIATIONS AND WAGE INCREASES

ME ANNE-MARIE CHIQUETTE

As you probably know, we are working more than full-time on the permanent basis on the file of negotiations with the government in connection with salary increases, but also in connection with your working conditions considering the arrival of a single employer since December 1st.

The undersigned is currently at three (3) discussion tables:

The first is an intersectoral table (the 4 sectors: education, CEGEP, SSS and ministries) with the Treasury Board Secretariat (TBS) which receives salary increases and possibly, a sectoral portfolio to correct problems by sector (with Patrick, our GM)

The second is a sectoral table with our counterparts at Santé Québec (SQ) and the MSSS that only affects the RSSS (with Patrick, our GM)

The third is a table with the Government Negotiation Office (NBO) that deals with issues concerning the pension plan and group insurance coverage

You will ask me: why make it simple when you can make it complicated...!? And you're absolutely right. This is a government strategy of control over negotiation with managers.

It must be understood that before 2015, we obtained wage increases as soon as everything was settled with the unions and by simple notice to the employers.

Since 2015, and more particularly because of decisions rendered by the Supreme Court of Canada that say, essentially, that just because a group of employees is not part of the Labour Code and cannot strike does not mean that the employer does not have an obligation to engage in meaningful bargaining.

Therefore, since 2015, the government has had an obligation to meet with us and discuss wage increases and working conditions... But very often, it is only a question of the form and not the substance, and you will be able to see for yourself the state of the premises. Here are the current results on each of the tables:

Intersectoral Table (all sectors) and TBS: We had a meeting on December 11 with the government's «first» proposal for wage increases, which is defined as follows:

- 1 April 2023: 4.3% instead of 6%
- 1 April 2024: 2.3% instead of 2.8%
- 1 April 2025: 2.1% instead of 2.6%
- 1 April 2026: 2.0% instead of 2.5%
- 1 April 2027: 2.0% instead of 3.5%

For a total of 12.7% for managers instead of 17.4% obtained by union members

All without the trailer clause that the union members obtained.

No other meeting has been held since December 11, despite the APER's request to do so on February 14.

Sector table with SQ and MSSS: the employer representatives do not have the mandate to discuss wage increases and informed us that there was no budget for our demands. Therefore, our requests had to be made at zero cost...! You will tell me that this is a waste of time, I have no arguments to prove you wrong. In this somewhat ridiculous context, the APER has written to the Director of Negotiation at the TBS, Me Édith Lapointe, and to the PDG of Santé Québec, Ms. Geneviève Biron, to ask them to hold an intersectoral table with the TBS to discuss salary increases or to give the sectoral tables the mandate to discuss them... and to obtain, also, a portfolio in order to discuss our demands.

Me Lapointe replied that she had given the mandate to the sectoral tables to find elements of flexibility, mobility and efficiency among the managers of our sector... a waste of time, you say?

Table with the BNG and the two representative associations for insurance and retirement (CERA and RACAR): at this table, we discuss issues concerning the pension plan and insurance coverage. Despite the limited mandate of this table, the representatives of the management associations have found strategies that could make it possible to resolve all the issues, including salary increases and an additional envelope to correct our sectoral problems.

Moreover, and in conclusion, we feel that the government, whatever the table, now seems to be in a hurry to finalize this entire «negotiation».

If we don't get what we want, we will contact you quickly to put in place pressure measures that can get the government to move. We're not talking about a strike, but about only working your 35 hours a week.

We'll get back to you soon.

ME ANNE-MARIE CHIQUETTE

PENSION PLAN AND YOUR PORTFOLIO RESULTS FOR 2024

There is no open secret that the contribution rate you pay for your pension plan depends largely on the management results that the Caisse de Dépôt et Placement du Québec (CDPQ) can make of it.

CDPQ published its 2024 annual performance on February 26. The annualized return of the Caisse's overall portfolio (all depositors' funds) for 2024 is 9.4% but below its benchmark portfolio at 11.8%. Over five years, the annualized return is 6.2%, outperforming that of the reference portfolio at 5.9%. Over 10 years, the annualised return is 7.1%, also above the reference portfolio at 6.5%. As of December 31, 2024, CDPQ had $473 billion in net assets, making it one of the largest retirement portfolios in the world.

«While uncertainty is high, particularly due to ongoing rate negotiations, the discipline and sound diversification of our portfolio will remain key to delivering the long-term returns our depositors need. Their plans are now in excellent financial health, and our one-, five- and ten-year results have contributed significantly to this, despite the turbulence of recent years,» said Charles Emond, President and Chief Executive Officer of CDPQ.

As for the PPMP, it returned 7.5% for 2024, below the benchmark portfolio at 10.1%. Over five years, the PPMP portfolio has experienced an annualized return of 5.2%, or 0.4% of value-added. And over 10 years, the annualized return remains good at 6.6% or 4.0% after inflation (in line with the Investment Policy, which forecasts 4.0% net of inflation). The PPMP's net assets now stand at $13.0 billions.

The mandate given to CDPQ through the investment policy given to it by the PPMP's pension committee is to obtain an annual result of 4.0% net of inflation in order to maintain a reasonable contribution rate and ensure the payment of pensions. It is not a risky investment strategy, but a moderate-risk investment strategy while maintaining a stable result.

The next year (the next 4 years) promises to be difficult in terms of management for CDPQ considering the instability caused by the U.S. government administration. The President and CEO of the CDPQ, Mr. Emond, was nevertheless reassuring that the caisse has already put in place strategies to navigate this period more serenely.

MICHELLE BOURGET

PAY EQUITY MAINTENANCE COMMITTEE REPORT OF ACTIVITIES

AS OF FEBRUARY 25, 2025

There was only one meeting between the Member Associations of the Pay Equity Continuation Committee.

During this meeting, the concept of change to be applied in the evaluation of the questionnaires and in the additions to the elements of interpretation, as mentioned in the last report, was discussed.

A meeting was held with the evaluators, and they confirmed that the notion of change had been considered in the new elements of interpretation.

All the evaluation work should be completed soon to undertake the next steps. Remember that these steps are:

- Determining the method and calculation of wage gaps;
- The first posting;
- The comment period on the signage;
- Analysis of comments and responses to them;
- Last Posted.

As always, we are closely following the work of the Committee on pay equity.

The Committee on the Maintenance of Pay Equity is scheduled to meet on March 19.

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