



**IMPORTANT RELEASE – QUESTIONS FOR YOU  
PLEASE READ, WE WANT YOUR OPINION  
June 5, 2025**

Dear Members,

Since your working conditions at Santé Québec are at stake, we have questions for you:

1. While we are working to align your working conditions and the Working Conditions Regulation with the fact that we have only one employer, how is it that the spokesperson for Santé Québec is not fully released from his duties as a manager of our network, and must do this work in addition to his work as a manager?
2. Are your working conditions not important enough for Santé Québec?
3. Why are we the only association of middle managers to require a 120-day notice when management positions in institutions are abolished, the other association having informed the institutions that it did not want to receive them, even though we have always received these notices and that it is mandatory to send them to us?
4. Does not receiving the 120-day notice allow institutions to abolish positions "on the sly"? We had to bring some institutions "to order" to have the 120 days' notice to be able to help and support our members. We are told that the other association does not want them... Why?
5. Why are we the only association to require **your agreement** for any form of movement from one establishment to another insofar as the new position is within a radius of 50 km from your home or your home port?

This press release is not to praise the APER. That's a lot of questions and it's starting to look like Barrette 2.0. We therefore decided to write to Ms. Biron to get answers and to obtain her vision, values and orientations for her management staff in Santé Québec.

Your feedback is important to us. Do not hesitate to write to us but we prefer to keep you informed.

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