



## Your state of health – Pole Santé HEC Montréal September 15, 2025

Dear Members,

As you may have noticed from reading La Presse+\* this weekend, the state of health of managers in the health and social services network is one of the worst of all workers in Quebec... (see the 3 tabs)

*"Excess work stress doesn't just lead to burnout or depression. In Quebec, at least 20% of heart attacks and other coronary events suffered by office workers are attributable to it, according to new data obtained by La Presse. Faced with this kind of alarming situation, **the law now requires employers to protect the "psychological integrity" of their workers.***

Our friend Francis Maisonneuve, **PhD candidate in organizational behavior and human resources**, affiliated with the HEC Montreal Health Hub, has, as you know, been working on your state of health for a long time.

The next step, as you can see from his letter, is to have focus groups with you. You can indicate your availability on his Doodle.

It's no longer just empty words, it's a documented reality and it's also now in the law. The employer has an obligation to take care of your health.

Thank you for participating in large numbers.

<https://www.lapresse.ca/actualites/sante/nouvelle-regle-au-quebec/les-entreprises-tenues-de-limiter-le-stress-au-travail/2025-09-14/quand-le-stress-professionnel-abime-le-coeur.php>

Do not hesitate to contact us with any questions.

TEAM APER  
[association@aper.qc.ca](mailto:association@aper.qc.ca)