APER
AU SOUTIEN DES CADRES | SUPPORTING MANAGERS

INFO-CADRE

September 2022 Edition

PRESIDENT'S EDITORIAL

Psychological harassment you said ?

If there is an expression blithely overused and used in every occasions, it is indeed that of psychological harassment (PH) … In the wake of various denunciations (eg: #metoo) which have been going on for several years, the expression serves as a pretext to all sorts of recriminations, for just as many situations, but particularly in labor relations. It is used to accuse superiors or co-workers, in what is often just a simple misinterpreted interpersonal conflict... But since the expression is in tune with the times and it is "fashionable! "…

The Health and Social Services network (RSSS) is not exempt from this phenomenon, which was exacerbated during the pandemic period. Accusations come from all sides, often the result of frustrations from employees or colleagues who are dissatisfied with the decisions made by managers in their regard. Being the subject of a HP complaint can have devastating effects for an individual, which can sometimes lead to borderline mental health issues!

We then feel our world collapsing and we feel an immense loneliness and a strong feeling of helplessness during the process which seems an inaccessible mountain to climb!

Wanting to be proactive in the face of this problem affecting the daily lives of managers, the APER has designed, with the help of the *Commission des normes de l'equité et de la santé et sécurité au travail du Québec (CNESST),* a training course accessible to all, on the APER website, dealing specifically with the issue of HP in the RSSS workplace. It demystifies what the HP is and what it is not and above all the criteria used to validate whether a complaint is admissible or not, as well as the role of the manager, the employee and the the employer throughout the process. It is a great source of information, available in French or in English, presented in a user-friendly way, in two modules of a total of 60 minutes, all according to your schedule and your availability!

Remember that if you are the subject of an HP complaint, you are never alone! APER is there for you just a phone call away at (514) 933-4118 and you will speak to a person (not a voicemail) as soon as possible. We are here to accompany you during all the stages. Also remember that it is not because you believe that you are not doing any PH for your subordinates or colleagues that you are necessarily immune from a potential complaint...

As the saying goes "Prevention is always better than the cure"…

Christian Samoisette
Président

A WORD FROM TEAM APER

Finally, the new salaries!!

We have received the circular from the MSSS informing us of the new salaries of executives who provide for an adjustment of salary classes and additional compensation according to the following guidelines:

Salary adjustment and additional compensation:

Salary classes and salary rates have been adjusted:

- for the period from April 1, 2020 to March 31, 2021: 2%;
- for the period from April 1, 2021 to March 31, 2022: 2%;
- for the period from April 1, 2022 to March 31, 2023: 2%.

The salary adjustment must be paid for management staff who have been or are employed by the establishment since April 1, 2020. The adjustment of April 1 of each year applies to the salary in effect on March 31 previous.

Additional compensation:

- for the period from April 1, 2019 to March 31, 2020: additional remuneration corresponding to 1% of the salary received will be paid;
- for the period from April 1, 2020 to March 31, 2021: additional remuneration corresponding to 1% of the salary received will be paid.

The additional remuneration must be paid for management staff who were employed by the establishment during the period from April 1, 2019 to March 31, 2020 and during the period from April 1, 2020 to March 31, 2021. The salary received during the periods covered includes the amounts paid for overtime. Other earnings such as bonuses, allowances and lump sums are excluded from the salary.

The additional compensation is not contributory to the pension plan.

Implementation and payment of increases and additional compensation:

Employers are already in contact with the payroll system provider for the calculation of salary adjustments and additional remuneration, but it is currently impossible to have a timetable for the application of these new salaries.

Prepare your file for verification by APER:

1. A pay stub for the current salary
2. A pay stub when you have received your new salary
3. The pay stub when paying the additional remuneration (1% and 1%)
4. The pay stub when paying retroactivity
5. You send everything to association@aper.qc.ca / you ask to open a file with your name and cell phone number.

[1] Taken from circular 2012-016 (02.01.22.01) on the working conditions of managers - directive.

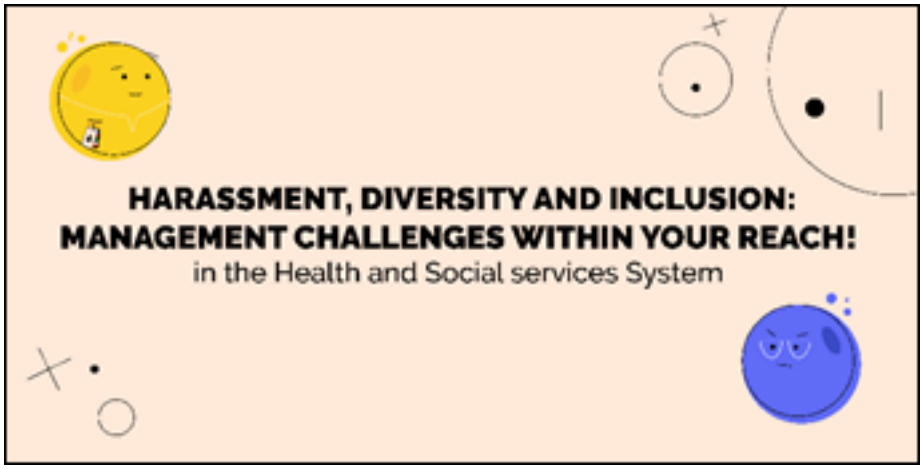
TRAININGS MADE SPECIFICALLY FOR YOU!

In collaboration with the CNESST, the APER has developed training specifically for managers in the health network and social services to prevent you from being the victim of an abusive or frivolous complaint against you. Be informed and warned, it is the best protection. **Watch the capsules as soon as possible, advice from your APER lawyer.**

ENGLISH – Harassment, diversity and inclusion: management challenges within your reach!

https://aper.qc.ca/en/harcelement-diversite-et-inclusion/

Or you can click on this image:



TRAININGS (WEBINARS) FOR THIS YEAR: BLOCK YOUR AGENDA
REGISTER FORMS WILL BE SENT IN OUR NEWSLETTERS

Subject	Date	Time	Language
Le RRPE	2022-09-15	12h à 13h	FR
The PPMP	**2022-09-21**	**12 pm. to 1pm.**	**EN**
REER ou CELI : Lequel choisir?	2022-12-06	12h à 13h	FR
RRSP or TFSA: Which is right for you?	**2022-12-13**	**12 pm. to 1pm.**	**EN**
Planification de la sécurité financière de la retraite (2h)	2022-11-01	19h à 21h	FR
Financial Security Planning for Retirement (2h)	**2022-11-09**	**7 pm. to 9 pm.**	**EN**
10 stratégies pour réussir sa vie financière	2022-10-05	12h à 13h	FR
10 strategies for a Successful Financial Life	**2022-10-13**	**12 pm. to 1pm.**	**EN**

Why does your car insurance cost more?

You've just crossed off another item on your To Do list! Your working on chores like renewing your car insurance, when you notice that you'll be paying more this year. How can that be right? Let's take a look at what's happening.

A change in your situation

The amount you pay for your car insurance varies according to a number of factors.

- Did you change vehicles this year? The year and model are taken into account.
- You're driving more than before. Perhaps you're driving to the office now, instead of teleworking.
- A new driver was added to your file.
- You filed a car insurance claim. Statistics show that you are now more at risk of a second incident occurring in the coming years.

These changes to your situation may affect the rates you pay for car insurance.

Nothing changed? External factors can also have an impact.

Climate change

Extreme weather events are the reason for more and more claims every year. Events that may lead to a claim are:

- Hail
- An ice storm
- Gale-force winds
- Heavy rainfall
- Flood
- Difficult winter conditions, such as a snowstorm that affects visibility

These events influence the frequency and cost of insurance claims, which is then reflected in the rates.

More expensive parts

Car technology is becoming more complex. Therefore, it is more expensive to repair or replace certain parts such as:

- Back-up cameras
- Blind spot monitors
- Automatic devices for detecting tire pressure, etc.

In turn, these higher costs influence insurance rates.

Labour shortage and training

We're constantly hearing how the current labour shortage affects various sectors.

Since salaries are being increased to attract workers, it costs more for the services of a mechanic or a body shop specialist. These costs are reflected on claims bills.

The many technologies used in vehicles also require more specialized labour power that must be constantly upgraded. This training ends up influencing rates as well.

Claims cost a lot! The figures tell it all: According to the Groupement des assureurs automobiles, the average cost of a claim due to a collision increased by 9.3% from 2010 to 2020.

Reasons for an increase

Regardless of the company, your car insurance may cost a little more than last year. There could be many reasons for this increase.

Fortunately, you hold another card in your hand: Compare quotes and inform your insurer of any changes to your situation. You may be pleasantly surprised!

beneva

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HALF YEAR RESULTS FOR THE PPMP YOUR RETIREMENT PLAN

2022 was marked by the deterioration of the economic and geopolitical environment, particularly with the war in Ukraine combined with the severe confinement linked to COVID in China which contributed to the inflationary pressures for the whole planet.

In this extraordinary context, the central banks of the various countries are trying to control inflation by accelerating the tightening of their monetary policy through a general increase in interest rates, which has a major impact on the performance of the bond and stock markets, which had not been seen for more than 50 years.

The returns for the PPMP fund are (-9.0%) for the first half of 2022 with a value of 5.9% over a period of 5 years and 8.0% over a period of 10 years.

The index is (-11.8%), which means that the PPMP fund did "less worse" with its (-9.0%).

Want to have a better retirement income? You want to think about and plan your second career…contact us, we offer planning services. Also take this opportunity to register for a training on your pension plan: the PPMP.

TRAINING (WEBINARS) // SEPTEMBER 2022 AT NOON.

The PPMP

Pension Plan of Management Personnel

September 21st, 2022
Time: **12 p.m. to 1 p.m.**
Language : **English**

Register

Save on your home, auto and leisure vehicle insurance through our partnership with Beneva! Compare us, it's worth it! Get a quote at beneva.ca/aper.

GENERAL ANNUAL ASSEMBLY
OCTOBER 27, 2022

On Thursday, October 27, 2027, from 4 p.m. on TEAMS, the APER Annual General Meeting (AGM) will be held. During this meeting, the board of directors and the APER team will present to you the achievements of the past year as well as future projects. There will also be a general assembly at noon in English.

The AGM will be held on the ZOOM platform. An official notice of meeting will be sent to you shortly as well as an electronic registration form. If you are interested in sitting on the APER board, if you have any questions about the nature of this involvement, do not hesitate to contact the APER office. **Join us on October 27: several participation prizes will be drawn.**