

NEWSLETTER

JANUARY 18, 2022

NEW TEMPORARY INCENTIVES: THE MORE IT CHANGES, THE MORE IT STAYS THE SAME !

Dear members,

In the last hours, we have received and taken note of the Ministerial Order 2022-003 amending certain measures provided for in Ministerial Order 2020-035.

Overall, we draw the following conclusions:

- **The measures announced provide nothing tangible for managers.** We find there only a slight opening on the maintenance of the hourly rate of the managers in the event of replacement of an employee. However, this had been the subject of discussions by APER with your establishments during the fall.
- Currently, the new by-law adds additional benefits to virtually all unionized professions and trades in the sector. Thus, now, a record number of managers are receiving lower remuneration than their staff, in all departments and sectors. **It is therefore more advantageous to be at the front as a union employee than as a manager.**
- With these new measures, **the government is accentuating the division between the various stakeholders in the network.** Managers, unsurprisingly, are always the last to be taken into considering...if they are considered.

The government seems to take you for granted and hope to keep you in office with such unfair terms. As the one paying, he seems to have a full pocket for some, but he forgets those who structure and ensure the operation of the grounds, the backbone of the network: the managers.

We are wondering about the vision of your employers (establishments) in the face of these new measures. Are managements comfortable creating such a divide between their unionized employees, non-unionized unionized personnel and managers? Their silence and their docile application of this decree disturb us.

A meeting will be held this Thursday with the Ministry to claim the same benefits for you and ensure fairness with the unionized employees of the network. We intend to depict your reality and express the impact that these measures have on the mobilization of managers. As usual, we will keep you informed of the outcome of this meeting.

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