



# NEWSLETTER

## JANUARY 19, 2022

### LIST OF ABERRATIONS IN THE TREATMENT OF MANAGERS: ENOUGH IS ENOUGH!

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Dear members,

Many of you have told us of your amazement and anger at the treatment given to managers by their employer, be they the government or the establishments.

Following the most recent measures announced which accentuate the inequities between employees and managers, **many establishments do not even use their judgment to correct the situation.** This is reflected by measures as aberrant as they are stingy, such as the refusal to pay for parking for managers, even temporarily, when all the members of their team receive this benefit. Do not pay a manager who replaces an employee in his duties between 35 and 40 hours because it seems natural that managers, in exceptional measures, volunteer between the 35th and 40th hour. Also, some establishments literally crating *cheap labor* by not paying a manager between 35 and 40 hours when she replaces a unionized employee who would have benefited from his salary and other benefits. It defies belief. The question we will ask the ministry first is why managers are treated this way. What justifies such discrimination between employees and their managers in the management of this pandemic **while employers do not minimally respect our local policies legally negotiated and approved by their own board of directors.**

We will discuss all these situations with the MSSS during our meeting tomorrow. **If you would like to share your experience with us confidentially, do not hesitate to tell us about the situations you are experiencing.** We can depersonalize your interventions and submit them to the ministry to show them the real impact of the lack of recognition it shows you. We are waiting for your comments by email: [association@aper.qc.ca](mailto:association@aper.qc.ca).

Also, we take this opportunity to remind you that the **APER is staying the course with the claim, for all managers, for the payment of overtime worked between 35 and 40 hours in exceptional measures.** Last May, we filed formal disagreements with each institution to obtain retroactive payment of the sums due to all managers and to ensure future fair payment. In October, meetings with the MSSS, AGESSS and APER began. **Work is blocked now because AGESSS does not give its approval to the appointment of a mediator.** APER considers that this puts sand in the gears which are already naturally slow. We are pushing for the file to move forward and will keep you informed of developments.

We feel and understand your distress and your anger...which we share! We are working to remedy the situation. Thank you for your trust!

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