

# NEWSLETTER

## JANUARY 31, 2022

### APER'S PROCEDURES WITH EMPLOYERS AND THE GOVERNMENT: FINDINGS

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Dear Members,

Following the implementation of additional incentive measures for the unionized personnel of the network, the employers met with the government to denounce the situation of unfairness in which the government places them vis-à-vis their managers.

The echo obtained is the same as that of the APER during its representations with the ministry: no measure is planned for the managers. You are not surprised that since March 2020, with each announcement for our employees, managers are reliving Groundhog Day...

In this context and concerned with being efficient, APER has decided to invest its time and energy to convince employers to put in place procedures to achieve minimum equity between their different categories of employees, including managers. The responsibility to provide fair and respectful working conditions rests with them since they are your employers although their funder (government) disagrees.

As for the government, which does not want to budge despite repeated requests from employers and managers' associations, APER intends to pursue it in the coming weeks. Our legal team is finalizing the legal motion with all that have occurred since the decision of the International Labor Office (ILO) in 2004, including the discriminating treatment of managers during the COVID pandemic.

We aim to inform the ILO that the Government of Quebec has still not respected its international commitments and to engage steps to amend the article of the Labor Code to include managers to allow them to truly negotiate their working conditions and remuneration, which would have allowed fair treatment of managers during this pandemic. We are evaluating the possibility of adding liquidated damages for all of our members.

Mr. Legault, Mr. Dubé, Ms. Lebel (Treasury Board) and Mr. Girard (Finance minister), consider yourself informed of this process. Managers are exhausted and deserve respect.

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# APER

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