



# APER

AU SOUTIEN  
DES CADRES | SUPPORTING  
MANAGERS

# INFO-CADRE

September 2021 Edition

## PRESIDENT'S EDITORIAL

### Help us so we can help you!



Dear members,

Summer is coming to an end and with it the memory of the holidays and good times. Once again, we have to get back on the horse

and face the headwinds of our many daily problems within this network so abused for too long, all governments combined ...

Managers have been hit many times in the past years and often had to face several realities alone, (unfortunately too often recurring!) without being able to count on support from their superiors, who were and still are often content to relay, without nuances, the directives they receive from the MSSS...

This new approach of "shoveling from top down " without the possibility of reasoned discussion, is not without consequences for middle managers. This situation affects not only their morale, but also their mental health, and can sometimes even reach their physical integrity as we have seen from our members. Many are thinking of leaving the socio-health network or have already done so.

If you recognize yourself in the above, and before it is too late, please do not hesitate to contact us! **At APER we are here for you, to**

**support you in good times and in difficult times.** We have a solid team with decades of experience in labor relations with management staff and above all, we offer personalized service. It is not you who have to adapt to the organization by blending in with the mass as in other associations, but **the APER which adapts to your particular problem.**

There are as many ways of dealing with a problem, as many as there are individuals, but all will be treated with kindness and competence, with the ultimate goal of getting you back into action, in a win-win context where everyone will find their advantage.

Do not be afraid to contact us under the pretext that your problem "may not be that important", on the contrary! All issues are important and acting early often has fewer unfortunate consequences for everyone.

**You are the reason the APER exists, which is why we will always be there for you, no matter what.**

Together we are stronger and more resilient.

Christian Samoisette  
President

## A WORD FROM TEAM APER

### Empathy capacity has a limit and we have reached it ...!



Dear members,

We can't lie to each other, for many of you, you have reached the bottom of your empathy, the engine behind your involvement in the health and social services network. The empathy bank is not unlimited, the bottom has been reached by many, which makes your job much more difficult.

Let's face it, you too have personal problems, difficulties and complications, emerging physical pains, sick or anxious family members. You too have the right to have a life other than having to manage this pandemic for the past 18 months, as if the population of Quebec gave you this responsibility as part of your job description ... you know the "all other related tasks" !!

And this is where the danger awaits us as a society when the employer, after having hit hard against managers, particularly during the Barrette era, found himself at the gates of the pandemic, with managers already tired and without the resources needed to be able to fight this virus head-on. It is thanks to this empathy for the patients, residents and children of the DPJ that you have overcome your fatigue to fight this virus. You have been able to manage despite government decisions that have led to your level of fatigue, and it is impressive and remarkable.

Unfortunately, this engine has its limits after 18 months, especially when some citizens are

going after you by demonstrating in front of hospitals. But as Shakespeare said: much ado about nothing... and what a waste of time, energy and motivation!

But once all that is said, what do we do to continue? There is no quick fix. It is important to be able to vent and express this frustration and anger. It's also important to understand that empathy isn't unlimited, and it's okay to work without it.

It is also important to make a plan. A plan for a future trip, a plan for walking in Santiago de Compostela, a retirement plan, a career plan, a plan for a house in the country... a plan for joy, pleasure, life and the future. A plan that captures your attention for more than problems at work ... and when it gets too much at work, a plan to know the future is coming and there will be no more pandemics to deal with.

And give us a call, we are there for you, even if it's just an ear to let off steam!

We started together; we will end this pandemic together!

Nathalie, Isabelle, Michelle, George, Anne-Marie, all the members of the local executives and the members of the APER board of directors, we are here for you and with you!

Me Anne-Marie Chiquette  
Chief of Legal services

## PENSION PLAN (PPMP)

### Implementation of the MON DOSSIER platform at Retraite Québec Statement of participation

Retraite Québec recently implemented a platform called Mon Dossier. This platform is the digital gateway to Retraite Québec which allows clients to access their personal files. The personal file currently contains a number of client information on the Quebec Pension Plan (QPP) and the Family Allowance.

Information on the Pension Plan for Management Personnel (PPMP) is also already available in Mon Dossier for participants and beneficiaries. PPMP beneficiaries can currently view their tax statement, benefit statement and deposit statements.

The 2019 statement of participation has been submitted to Mon Dossier since the end of March 2021 (the processing of the 2019 employers' annual declaration having been delayed by the pandemic). The 2019 statement of participation can only be viewed in Mon Dossier and the paper version will not be sent to clients. **The statement of participation for the year 2020 will be available to participants in October 2021 in Mon Dossier. These statements will not be printed for those who have signed up for the digital option.**

When registering for this platform, customers must have their clicSÉQUR number on hand in order to connect to Mon Dossier. The clicSÉQUR account allows you to verify your identity so that you are the only person to access the requested

service. The creation of this account can be done through the website Mon Dossier de Retraite Québec:

[https://www.rrq.gouv.qc.ca/fr/services/services\\_en\\_ligne/mon\\_dossier\\_regie/Pages/mon\\_dossier\\_regie.aspx](https://www.rrq.gouv.qc.ca/fr/services/services_en_ligne/mon_dossier_regie/Pages/mon_dossier_regie.aspx)

You will need to provide your social insurance number, your date of birth and your notice of assessment number from Revenue Québec. Members will have to choose between two communication options: paperless option or hybrid option (electronic and paper). Members who wish to continue to receive paper communications can do so as they wish.

Otherwise, it will be the paperless option. In both cases, there will be a notification on the cell phone, indicating the filing of a new document on the My Dossier platform. At any time, members can change their communication preferences. At the beginning of 2021, employers will receive the terms and conditions for accessing the digital statement of participation as well as their date of availability in Mon Dossier. Tools will also be made available to employers to inform their staff and promote Mon Dossier in order to facilitate access to the personalized space.



## HALF-YEAR RESULTS OF THE PPMP FUND AS OF JUNE 30, 2021

### CDPQ results

The Caisse de depot et placement du Québec (CDPQ) published its results for the first half of 2021 on August 18. For the first six months of 2021, the average return for depositors is 5.6%, or 1,2% added value compared to the benchmark index of the overall portfolio. This half-year return brings the annualized return over five years to 8.5%, or 0.25% of added value.



### Results PPMP Fund

More specifically, the PPMP Fund recorded a return of 4.9% for the first half of 2021, i.e. 1.1% of added value compared to the benchmark portfolio index and of 8.4% annualized on five years). Over a ten-year period, the fund displays an annualized return of 8.8% or 7.1% after inflation. As of June 30, 2021, the net assets of the PPMP fund stood at \$ 10.6 billion after the Caisse's operating expenses.

Main elements explaining the performance of the PPMP in the first half of 2021

The performance of the first-half result of the PPMP is mainly attributable to the Equities portfolio (Stock markets and Private

placements) which generated a return of 12.3%. All the mandates in the specialized Equity Markets portfolio performed well with a return of 11.4%, but the Canada mandate stood out due to the rebound in financials and energy

stocks. As for the Private Equity portfolio, its good performance of 13.5% comes mainly from the insurance, technology and health sectors. This is the second-best semester in 10 years, which is quite surprising considering that since the start of 2021, we have had negative returns every month.

The CDPQ's strategy with the Real Estate portfolio is starting to bear fruit with a return of 4.1%. The sectors of the future in which la Caisse has invested, in particular logistics, life sciences and residential, are contributing to this recovery in 2021. The infrastructures portfolio produced a return of 3.9% with the significant contribution of renewable energies and telecommunications. Finally, the Fixed Income category unsurprisingly produced a negative return of -1.5% due to the rise in interest rates during the first half of the year.

Overall, the repositioning of the various CDPQ portfolios in 2021 seems to be beneficial for the performance of the PPMP fund. The performance of the last half of 2021 will have to be closely monitored as the business environment remains very competitive, where target returns are more difficult to achieve. The landing of the economy is uncertain, the posture of central banks must be watched with rising inflation and the recovery is uneven across sectors and geographies.

You can read the CDPQ press release [here](#).

## APER IS DEVELOPING A MAJOR TRAINING PROJECT IN COLLABORATION WITH THE CNESST

In recent months, the APER has submitted a project to the CNESST as part of the awareness Program for employees and self-employed workers in matters of psychological or sexual harassment at work.

Our project, entitled "**Psychological harassment and multiculturalism: a management challenge within your reach!**"», general objective is to educate and equip managers and professionals in the health network to enable them to identify and assess a potential situation of psychological harassment and to distinguish between harassment and a simple interpersonal conflict.



The CNESST has thus granted a subsidy to the APER for the development of **online training**, in French and **in English**, divided into small capsules that will integrate scenarios from the health and social services sector. This new activity will enrich the services that APER offers to its members and is part of the digital shift that we are initiating.

Watch your emails this fall. More information to come!

## ANNUAL GENERAL MEETING - OCTOBER 28, 2021



On Thursday, **October 28, 2021, from 4 p.m.**, the APER Annual General Meeting (AGM) will be held. During this assembly, the board of directors and the APER team will present to you the achievements of the past year as well as the projects to come.

The **official AGM will be held in French on the ZOOM platform**. Like last year, we will be **offering a presentation in English at lunchtime**. An official notice of meeting will be sent to you shortly, along with an electronic registration form.

Note that this year, three administrator positions are up for election. If you are interested in APER board, if you have questions about the nature of this involvement, do not hesitate to contact our team.

**Join us on October 28: several participation prizes will be drawn!**





## FREE CONFERENCE TAKING CARE OF YOURSELF IN CONTEXT OF EXTREME TURBULENCE!

On the sidelines of the General Assembly, on **October 28 at around 3 p.m.**, APER is offering a free conference on mental health and well-being at work. In the very stressful environment you live in, with ever higher expectations, dwindling resources and a dire lack of staff and support, we want you to spend time with yourself. **Our wish: to help you really take care of yourself in your context of extreme turbulence.**

It's a date! More details and registrations to come. Look at our communications.

## RECOGNITION OF MANAGERS: PAUL-COSTOPOULOS AWARD 2021

Each year, during the Annual General Assembly, the Board of Directors (CA) of APER awards the Paul-Costopoulos Prize to a member who has particularly distinguished himself during the past year.

The Council, at its last meeting, decided **not to award the Costopoulos prize to a single winner this year**. On the contrary, all APER members deserve it. It will thus be awarded to all of you who play an essential role in the health and social services network. The APER team, by accompanying you on a daily basis, is able to see all the energy and dedication you show. **We would like to thank you!**



APER members

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