

# NEWSLETTER

## APRIL 28, 2022

### NEGOTIATION RATHER THAN CONSULTATION: WHY IS APER MAINTAINING ITS POSITION?

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Dear members,

As you know, APER has requested the establishment of a negotiation protocol with the MSSS to obtain genuine negotiation with the arbitration of disputes and the presence of employer representatives.

Despite our many efforts, the MSSS is stubborn and refuses to budge. APER therefore requested conciliation from the Treasury Board Secretariat (TBS). Remember that in 2018, we requested a preliminary negotiation protocol from the SCT considering the systematic refusal of the MSSS, and we obtained it.

Discussions have begun at a table currently attended by the two other associations and the MSSS, without employer representatives and no one present has worked in our network. It should be added that the experienced ACSSSS lawyer will be absent for the next month and last week's meeting was canceled because the AGESSS representatives were on vacation. This shows you the level of these "discussions".

This is the Consultative Committee on Professional Relations (CCPR). This committee has been carrying out its work since 2015 without success, without progress for the managers, quite the contrary, with the reduction in your working conditions imposed by the government. The APER participated in it until the spring of 2021, but seeing the sterility of the work, the absence of gains for the managers, the absence of the employers and the instrumentalization of the presence of the associations allowing the MSSS to invoke that he consulted these associations, the APER board of directors decided to withdraw.

Before returning to sit on the CCPR or discussing the working conditions of managers with the government, the APER demands that a negotiation protocol be established with the MSSS to obtain a real negotiation. This right belongs to you. It has been confirmed to you by the Administrative Labor Tribunal, the Superior Court, the Court of Appeal, the Supreme Court, and the International Labor Office. Genuine negotiation including interest arbitration is the only way to avoid abuse. Without these premises, the work will only lead to the imposition of working conditions by the government.

It is easier for the government to reduce your working conditions and remuneration with impunity for decades now and to continue to do so by claiming loud and clear that they have obtained "agreements" with the management associations. To be able to invoke having obtained an agreement, it is still necessary to have been able to negotiate, which is not the case for the managers of the health and social services network.

APER maintains its position. This right belongs to you, and we demand that it be respected. This is the minimum of decency after all you have been doing for the population for more than 2 years.

We stay the course! Thank you for your support and trust!

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