

# NEWSLETTER

## MAY 11, 2022

### EXPECTED SALARY INCREASES AND ANTICIPATED RESULTS OF DISCUSSION WORK

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Dear Members,

Last February, APER was informed by representatives of the Secretariat of the Treasury Board (SCT) that managers should receive the following increases and lump sums this spring:

- 1% in lump sum for the period from April 1, 2019 to March 31, 2020
- 1% in lump sum for the period from April 1, 2020 to March 31, 2021
- A salary increase of 2% for the period from April 1, 2020 to March 31, 2021
- A salary increase of 2% for the period from April 1, 2021 to March 31, 2022
- A salary increase of 2% for the period from April 1, 2022 to March 31, 2023

APER then wrote to the SCT to ask that these sums be granted to the managers as soon as possible. To date, we are still awaiting a payment date. That said, we firmly believe that the amounts promised will only be paid once the “discussion” meetings, scheduled by the MSSS within the framework of the Advisory Committee on Professional Relations (ACPR), have been completed. As these meetings do not constitute a real negotiation, it is clear that the dice are loaded in advance, and we are already able to give you the expected results of the “discussions” of the MSSS with the associations of managers:

- Salary increases (the same as presented above and announced in February 2022);
- Salary adjustments for certain executives following the negotiation of collective agreements and according to priorities assessed solely by the government and not by employers and executives; (“trailer” clauses)
- Modifications concerning local management policies in order to eliminate the payment of hours between 35 and 40 hours during exceptional measures and the payment of overtime for managers during exceptional measures.

The government does not negotiate with managers. It unilaterally imposes your working conditions and lower your global remuneration. APER no longer accepts being associated with such a pattern and demands respect from your employer, be it the MSSS, the SCT or your establishment. Decency demands that your right to bargain be respected.

Being able to truly negotiate would minimally prevent the government from doing what it wants, how it wants, and when it wants to your working conditions. Having said that, it is obviously simpler, easier and less time consuming not to respect your right to negotiation. The courts have granted us the right to bargain. It is time for this to actually be implemented.

We stay the course and keep you informed of our actions.

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