



NEWSLETTER / WE ARE ALL PUBLICLY ATTACKED

January 24, 2023

Dear members,

Many of you contacted us following the media coverage of the situation experienced by one of your colleagues in the emergency room of Hôpital Maisonneuve-Rosemont.

You are all shocked by the media coverage of this situation and how the employees (possibly the union) dragged this colleague into the public arena.

You are also all shaken by this situation and you feel that your ability to manage has just been largely limited, at the risk of being the next manager to take the brunt of the media.

APER immediately contacted the manager attacked to offer support. We quickly held a midday meeting with the managers of the Maisonneuve-Rosemont hospital, and we asked that the CEO meet them quickly because they are shaken.

We are all shaken and weakened by this situation, we are in solidarity with the manager publicly attacked, but a limit has been crossed. Managers are not solely responsible for the work climate. This responsibility belongs to everyone, including employees and unions.

Managers don't have to be scapegoats for everything that goes wrong in the network.

At the next meeting concerning the Health Plan (employer of choice, decentralization and local management... remember?!) which will take place this Thursday, the APER will bring back these publicized situations (peanut butter toast) and remind our union counterparts that a line has been crossed and that is simply not acceptable. We will also remind everyone, including the government, that the responsibility for the work climate does not rest solely on the shoulders of middle managers, but that it rests on EVERYONE's shoulders and that it is not by publicly shooting the messenger that things will change.

The structure put in place by the Minister Barrette is Machiavellian in that it allows the government to do what it wants and when things go wrong, that it comes out in the media, to impute responsibility to the managers... we call this a coward attitude.

Minister Dubé has an obligation to rebuild the moral contract he has with his managers!

association@aper.qc.ca

514 933-4118