



NEWSLETTER / NEW BILL 15: MANAGERS INDIRECTLY IMPACTED
MARCH 30, 2023

Dear Members,

Following our on-the-spot reading of the 308 pages of Minister Dubé's Bill 15, we are able to tell you that this time, it is not the managers who are directly impacted.

First, the flowers for the managers: to make our network more efficient, the bill favors hiring more managers! Efficiency is our middle name! Publicly, the Minister speaks more of accountability to be able not to be criticized by the media on the addition of managers, but tell me, who is not already accountable in our network?

We will have to ask Minister Dubé a number of questions in the Parliamentary Committee on the "merger" of the current establishments with *Santé Québec*, but essentially, we understand that there will not be, in fact, any abolition of management positions, but simply the continuation of what we currently have with a new employer, *Santé Québec*, represented locally by your current employer. However, what may indirectly impact your work will certainly be the following changes:

- Merger of accreditations from 134 to 4, in that we are already negotiating collective agreements and certainly this measure will cause additional grumbling from unions and union members... we will have to manage with this additional chaos. Eventually, it will possibly be easier for our labor relations colleagues to manage with only 4 accreditations, remains to be seen.
- Modification of the seniority rule with equal competence for the allocation of a position. Even if this idea seems enticing and facilitating, it risks generating a substantial batch of grievances as a result of the allocation of positions with this new model. The seniority rule is far from perfect, but the new rule could bring up other bigger problems.
- "Co-management" with physicians, which is not named as such in the bill, but it provides for giving management responsibilities to physicians who are department heads. These management responsibilities, currently in the bill, cover all professionals and not only doctors...we will have many questions and comments to submit to the Minister during the Parliamentary Commission and we will ask many questions to our members who are already doing co-management.

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