



APER

SUPPORTING MANAGERS





APER'S MISSION IS TO REPRESENT AND DEFEND
MANAGERS WORKING IN QUEBEC'S HEALTH
AND SOCIAL SERVICES SECTOR.

SUPPORT, TRAIN, ADVOCATE.

APER: THE VOICE OF MANAGERS IN QUEBEC'S HEALTH AND SOCIAL SERVICES SECTOR

Founded in 1973, APER is a bilingual professional association representing managers in Quebec's Health and Social Services Sector. We are proud to provide members with personalized professional services including legal advice, conflict resolutions tips, contract negotiation support, counseling and professional development training.

APER actively represents the interests of members during negotiations with the Ministry of Health and Social Services (MHSS).

APER's non-confrontational approach means we are well respected by employers and the MHSS.



1973

TODAY

APER'S VALUES



ACTION

APER is proud to be recognized for its professionalism and ability to achieve meaningful results for its members.



COMMITMENT

APER's team prides itself on being proactive and engaged as well as dedicated to providing members with quality services.



CONSENSUS

APER favours a win-win approach when resolving disputes.



EXPERTISE

A legally recognized association, APER is known for its thorough understanding of Quebec's labour laws and its meticulous work.



SOLIDARITY

APER unites Health and Social Services managers from across Quebec.



APER'S SERVICES:

LABOUR RELATIONS & LEGAL REPRESENTATION

APER is an indispensable ally during every stage of your career. We're just a phone call away when you have questions or need support and advice regarding your rights, responsibilities and working conditions.

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APER gives you access to a group of lawyers and specialized consultants who are extremely knowledgeable about labour laws and standards and compensation packages.

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APER provides you with advice, support and representation during discussions and negotiations with your employer.

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When you must respond to letters and/or agreements APER will assist you and provide you with reference documents, information on network management practices and other materials as required.

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I SINCERELY THANK THE TEAM AT APER FOR ITS SUPPORT AND ADVICE AND FOR LISTENING TO ME. YOU HELPED ME LEAVE MY JOB WITH DIGNITY.

KARINE
Health Care Manager

APER SUPPORTS YOUR PROFESSIONAL DEVELOPMENT

To better support your professional development, APER provides training through conferences and seminars and offers coaching and mentorship programs.

CONFERENCES

APER organizes conferences on a variety of topics to allow members to update their skills, gain an understanding of current issues and learn management best practices.

ON-SITE SEMINARS

Upon request, APER's staff comes to your workplace to meet with managers in order to provide information on: working conditions, insurance and benefits, retirement planning, pay equity, workplace harassment and bullying and various other topics.

COACHING AND MENTORSHIP

APER offers one-on-one coaching and if you'd like we will pair you with a mentor.

APER IS YOUR ADVOCATE

APER represents you on various Health and Social Services committees:

- PPMP (RRPE) retirement committee,
- SSQ insurance committee,
- The committee responsible for modernizing the classification system,
- The committee looking at working conditions,
- The Pay Equity Committee,
- The Coalition for Retirement and Insurance (CERA),
- The Management Manpower and Professional Development Committee.

APER also speaks up for members by:

- Tabling proposals to the MHSS on various subjects.

A large, stylized teal quotation mark graphic, consisting of two curved lines that meet at the top and bottom, with a thin teal line extending from the top right and bottom left corners.

I AM HAPPY TO HAVE JOINED
APER AS I WAS ISOLATED AT
WORK. NOW I BELONG TO
A PROFESSIONAL AND
SUPPORTIVE ORGANIZATION.

MICHEL
Social Services Manager

SERVING MANAGERS

The Health and Social Services Sector is unique, particularly when it comes to your insurance coverage, pension plan, job classification, salary scale and working conditions. For less than the cost of a cup a coffee a day, you have access to a team of lawyers and specialized consultants who know your rights and responsibilities and will provide you with support, information and mentoring throughout your career.

SOME OF THE MOST COMMON ISSUES AND QUESTIONS WE'VE HELPED MEMBERS RESOLVE INCLUDE:

- ✓ You've been promoted and want to know your new salary scale.
- ✓ You have questions about accepting additional responsibilities, an interim position or about your workload.
- ✓ Your employer is undertaking an administrative reorganization and your job might be abolished.
- ✓ You're on medical leave and would like to know about medical insurance.
- ✓ You've suffered a workplace accident and want information about compensation.
- ✓ You want an unpaid leave of absence to study or for a parental leave or compassionate leave.
- ✓ You want information about your pension plan and retirement funds.
- ✓ You want to know about progressive retirement.
- ✓ You have an employer or employee who is harassing or bullying you.
- ✓ You're having a dispute with an insurance company.
- ✓ Your employer wants to suspend or fire you and you need advice.



OTHER BENEFITS OF BECOMING A MEMBER OF APER

APER's bilingual website is an up-to-date source of news and information on your working conditions, salaries and benefits, pension and retirement plans. Check it out at aper.qc.ca.

Info-Cadre is APER's free, bilingual e-newsletter. It provides you with the latest news and useful articles such as what to do if you: receive a disciplinary notice; are overlooked for a promotion; require a leave of absence. It also provides tips to help you develop your leadership skills and suggests ways to manage stress and find a better work-life balance.

When you join APER you also benefit from substantial discounts on various insurance products offered by La Capitale including home, car and recreational vehicle insurances.

A large teal quotation mark graphic, consisting of two curved lines forming the opening and closing of a quote. It is positioned to the left of the testimonial text, with two thin teal lines extending from its ends towards the right and bottom.

THE TEAM AT APER WAS VERY
HELPFUL AND REASSURING
DURING A VERY DIFFICULT TIME.
I APPRECIATE ALL OF THE WORK
YOU'VE DONE ON MY BEHALF.

MARIA
Medical Records Manager

JOIN APER. IT'S EASY.



MEMBER APPLICATION FORM

Simply fill out the membership application and deduction at source form included in this brochure or downloadable on our website: aper.qc.ca.



FAX, MAIL, E-MAIL

Fax: 514 933 2397
160-2120 av. Victoria
Greenfield Park, (QC)

J4V 1M9

Email: association@aper.qc.ca



HR

Drop the forms off with your human resources representative.



OR

If you need help or have questions about our membership fees, give us a call, we're happy to answer your questions.

Remember, as a manager in Quebec's Health and Social Services Sector, you have the right to join the association of your choice. Even if your workplace is associated with another organization, you can opt out and join APER. **We hope you decide APER is the right choice for you.**

MEMBERSHIP FORM



PERSONAL INFORMATION

FIRST NAME	LAST NAME	ADMINISTRATIVE REGION
HOME ADDRESS	CITY	POSTAL CODE
TEL (HOME)	CELL	E-MAIL (PERSONAL)

WORK INFORMATION

NAME OF EMPLOYER	TITLE	INTERIM MANAGER OR PERMANENT
EMPLOYER'S ADDRESS	CITY	POSTAL CODE
TEL (WORK)	EXTENSION	E-MAIL (WORK)

ASSOCIATIONS AND/OR PROFESSIONAL ORDER OF WHICH YOU ARE A MEMBER

HOW DID YOU LEARN ABOUT APER?

- WEBSITE INFO-CADRE MEMBER COLLEAGUE OTHER (SPECIFY):

By signing below, I am officially asking to join APER Health and Social Services.

***You must not be in a dispute with your employer at the time of your membership.**

NOTE: You must also fill out the form authorizing your employer to automatically deduct APER's membership fee from your salary.

Once duly completed please return the Membership Form and the Authorization for Deduction at Source directly to APER or give it to Human Resources who will forward it to us.

SIGNATURE

DATE

AUTHORIZATION TO DEDUCT MEMBERSHIP FEES AT SOURCE



Considering that article 3 of the Regulation on certain working conditions applicable to managers of agencies and health and social services establishments allows the following:

I authorize my employer to make deductions at source of the APER professional contribution.

The contribution rate is \$470.55 per year payable in thirteen (13) installments corresponding to \$36.20 per 4-week period. The payment to the Association of the sums collected by the employer will be made within fifteen (15) days following the end of each of the thirteen (13) accounting periods of the financial year.

This authorization is revocable subject to three months' written notice received by APER.

I, undersigned: _____
(PRINT YOUR NAME)

Authorize my employer: _____
(PRINT NAME OF YOUR EMPLOYER)

Address: _____
(PRINT ADDRESS OF YOUR EMPLOYER)

SIGNED

IN _____ ON _____
CITY DATE



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