

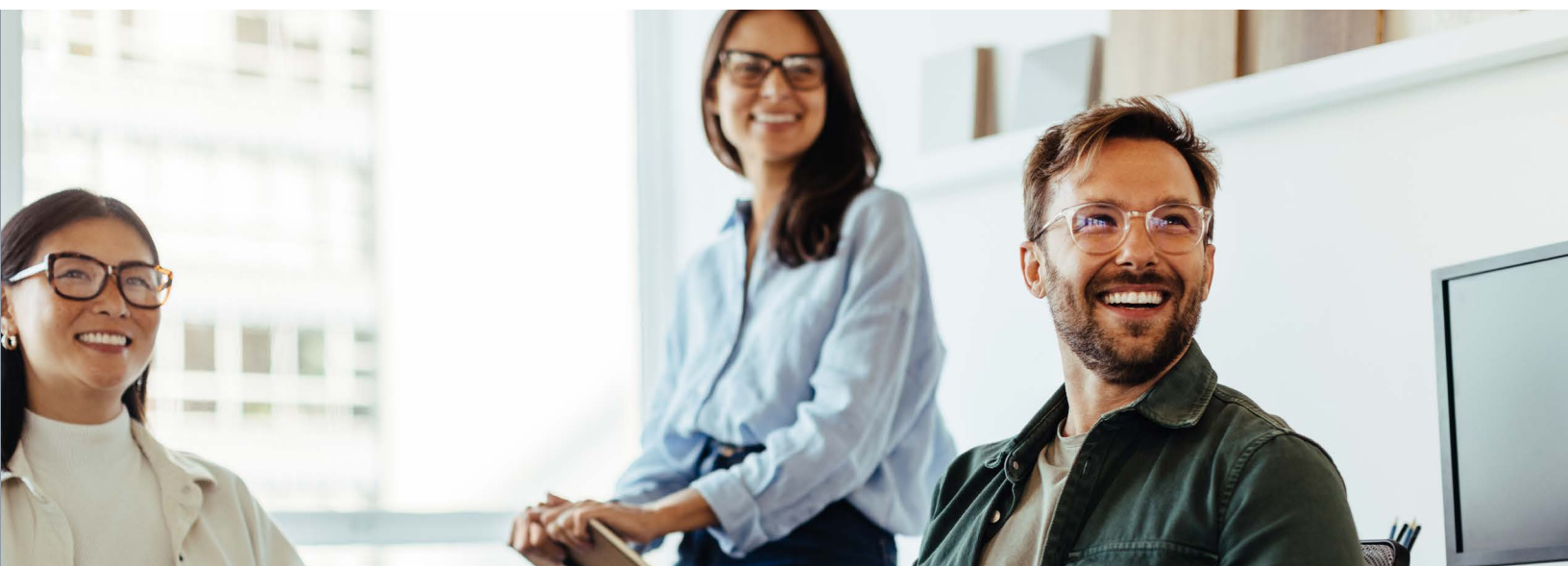


APER

AU SOUTIEN DES CADRES

INFO-CADRE

MARCH-APRIL 2024 ————— 50 YEARS



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An association close to you and there for you throughout your career and especially during the creation of Santé Québec.

APER is a bilingual professional association founded in 1973 that represents managers working in Quebec and New-Brunswick's health and social services sector.

Not yet a member?

[Click here to become one.](#)



A WORD FROM THE DIRECTOR GENERAL

BIG CHANGES AT APER

PATRICK ECCLES

DIRECTOR GENERAL

Since I took office in May 2023, APER has experienced big changes. First, there was the addition of a service extremely popular with our members which is personalized coaching. So far, more than 40 managers have benefited from this service for a total of more than 150 hours of personalized coaching.

THE TOPICS DISCUSSED ARE QUITE DIVERSE:

- How to analyze a budget using performance indicators
- How to analyze a job description
- How to properly prepare a CV or letter of intent
- How to prepare well for an interview
- How to prepare well for difficult meetings...

In addition, as you may have noticed, last fall, we deployed our various pages on social networks (LinkedIn, Facebook and Instagram). It is clear that our LinkedIn page in particular is very popular and allows us to make ourselves better known by all the managers in our network.

In addition, in January, I was appointed Director General of APER while retaining my responsibilities as advisor on labor relations and organizational development.

I would like to take this opportunity to thank Me Anne-Marie Chiquette who represented APER as interim Director general. Don't worry, Anne-Marie is not leaving us, she is returning to her responsibilities as APER's lawyer! I want to assure you that I am committed to representing you as best as possible before the various authorities so that the interests of managers in the health and social services network are better recognized. I am one of you!

At the start of the year, we asked all organizations to send us new manager appointments in their organization so that we could congratulate them and talk to them about our services. Some organizations have already responded positively to our request; for the others, we are hot on their heels.

We meet the HR managers, one by one, to talk to them about our services, including the coaching service, and explain to them how APER could better equip the organization's managers, at no cost to the organization. The HR managers met so far, greatly appreciate this service offering which can lead to great collaboration with employers.

Finally, APER has just reached a record number of members and that is, thanks to you who speak positively about us on a daily basis and who share our posts on social networks. Our members are our best ambassadors!

The growing number of members allows us to develop new services and partnerships for you.

Thank you for being loyal to APER and above all, don't forget, no matter what organization you work in, APER can represent you. You always have a choice even if you are told otherwise. Therefore, freely practice your association rights and choose to remain a member of APER!



CHRISTIAN SAMOISSETTE

President

A WORD FROM THE PRESIDENT

SANTÉ QUÉBEC : A LEAP OF FAITH...

In a few months, we will all be transferred to a new “separate” entity from the MSSS: Santé Québec. We still do not know precisely how the implementation will work, nor what will happen to various files and issues that we experience daily in our management practice. In short, nothing to reduce a certain anxiety about the future, we can only hope for the best...

Nothing to reassure us either, especially since the government recently announced a “largely deficit” budget...an all-time record!

Based on past experience, deficits often equal job losses, workplace upheavals, tensions with employees and other potentially stressful aspects.

Hence the importance of APER having your back! Far be it from me to preach to the converted, you are already a member of an association which will support you in the event of a hard blow. But what about your colleagues who are not members of any associations? Are they aware that for a minimal cost, they can benefit from personalized services, professional coaching, retirement planning support, as well as legal services, including the assistance of a lawyer, at no additional cost? When we think that a lawyer, without experience, costs at least more than \$200 per hour, a «simple» case including preparation and pleading, can cause several thousand dollars in expenses for someone who is not a member... Quite a bit more than the annual amount of the APER contribution which is, in addition, entirely deductible from your income taxes!

Now that the negotiations are over, we can breathe a little, while waiting for the next shocks which will certainly come with the birth of Santé Québec. Let's take this opportunity to recharge our batteries because new challenges await us. As always, we will be on the front line to meet the needs of an aging population which will place increasing demands on Quebec's social and health network, all with very limited resources...

We hold on and move forward...Together!



A WORD FROM THE PERMANENCE

AT THE OFFICE, we agree that since 2014, managers in the health and services network have really not had it easy: the declassifications of Barrette upon his arrival in April 2014, his reform and its consequences on the daily lives of manager , the labor shortage, the management of a pandemic, the management of a strike...and now, a new reform and all that in the space of 10 years!!

ME ANNE-MARIE CHIQUETTE

Consequently, the APER continues to contact all government authorities (Minister, MSSS and SCT) in order to see to the improvement of conditions of practice, of working conditions and remuneration.

Thus, the APER met the director of the Main Directorate of working conditions of managers and employees of the MSSS, Mr. Louis Bourcier, in order to find out whether or not there will be the application of the salary increases negotiated by the unions, to the managers of our network.

Mr. Bourcier confirmed to us that the MSSS's request to the Treasury Board secretariat was to proceed quickly with the allocation of salary increases to managers, once those for union members had been settled.

WE REMIND YOU OF THE PLANNED SALARY INCREASES:

- **As of April 1, 2023: 6%**
- **As of April 1, 2024: 2.8%**
- **As of April 1, 2025: 2.6%**
- **As of April 1, 2026: 2.5%**
- **As of April 1, 2027: 3.5%**

We have an upcoming meeting with our MSSS counterparts at the beginning of April regarding this subject, and we will send out a press release following this meeting.

APER submitted a request to add dental coverage for managers and their families to the Treasury Board secretariat (TBS). This is a repeated request from several of our members and the TBS informed us that they would consider it, but one thing is certain, the overall cost of coverage would be borne by the manager.

Regarding the PPMP portfolio managed by the Caisse de Dépôt et Placement du Québec (CDPQ), it experienced a return of 6.5% for the year 2023, in line with the reference portfolio at 6.5%. also. Over five years, the PPMP portfolio experienced an annualized return of 5.8%, or 0.6% added value. And over ten years, the annualized return remains good at 7.1% or 4.5% after inflation (in line with the Investment Policy which provides for 4.0% net of inflation). The net assets of the PPMP now stand at \$11.8 billion.

Also to be followed in the coming months: a new working conditions regulation, the appointment of the CEO of Santé Québec and the establishment of this new organization.

Rest assured that we will make every representation possible and will always be present throughout the process.

SPRING LUNCH TRAININGS

As our lunch trainings are extremely popular, we are repeating the exercise this spring with new trainings, as well as trainings already presented for the benefit of those who could not be present initially.

Here are the training courses and dates:

The classification of your position and your salary: how the calculation is done to better understand – **APRIL 18, 2024 AT NOON**

Financial planning and your retirement plan: understanding it better to plan better – **MAY 1st, 2024 AT NOON**

Management tools: case law and what you need to know – **MAY 9, 2024 AT NOON**

What your estate should know – **MAY 15, 2024 AT NOON**

Budget management demystified – **MAY 22, 2024 AT NOON**

HSA: demystifying it – **MAY 30, 2024 AT NOON**

What's new with Santé Québec – **JUNE 5, 2024 AT NOON**

Block your calendars! We will send an advertisement in the preceding weeks with the registration details. You will also receive the training PowerPoint.

Don't forget also that you benefit from a complete and individual service regarding your retirement plan: buy-back, transfer, pension estimate, planning, preparation of forms and letters for you. It's free! All you have to do is request an appointment for your retirement plan by sending your request to association@aper.qc.ca.



PAY EQUITY COMMITTEE

MICHELLE BOURGET

Since the last Info-Cadre, there have been 6 meetings of the 2016-2021 Pay Equity Maintenance Committee. There were also some brief meetings between associations for the purpose of joint discussions.

During these meetings, the evaluation subcommittees, the evaluation process and the training that the evaluators of the evaluation subcommittees will receive were discussed.

EVALUATION SUBCOMMITTEES

The evaluation subcommittees will have the mandate to analyze the questionnaires and other relevant documents, to distinguish the changes that took place during the period covered by the 2016-2021 maintenance, and to determine whether these changes have resulted in systemic discrimination.

It is expected that the work of the questionnaire evaluation subcommittees will begin next April. The work is expected to extend over a period of 6 months.

Remember that the evaluation subcommittees are made up of people from management associations and professional associations.

These evaluators are, for the most part, retirees from the network or managers released by certain associations to carry out the work.

THE EVALUATION PROCESS

The last document presented on the evaluation process was the subject of numerous discussions, particularly on the concept of historical error, brought up by the associations.

For the TBS, the maintenance aims to verify whether the changes during the period from December 21, 2016 to December 21, 2021 have generated systemic discrimination. Any change prior to this period must be excluded considering that previous financial years are deemed to have been carried out in accordance with the Law.

TRAINING OF ASSESSORS

The evaluators will receive training and representatives of the Maintenance Committee will be present at this training. It will begin with a presentation of the Pay Equity Act and the obligations that arise from it with regard to maintaining equity. A presentation on the management levels and the governance component will follow.

Subsequently, the training will focus on the presentation of survey questionnaires and relevant documents such as association monitoring as well as the evaluation system. Finally, there will be practical exercises which will focus in particular on how to search for information and understanding the structure.

PÔLE SANTÉ – HEC

State of exhaustion of executives in the health and social services network

Throughout 2023, we have sent you press releases concerning a survey to complete so that the Pôle Santé of HEC research group at the University of Montreal can assess your state of health and give us tools to negotiate, but also to help you.

Several managers participated and our friend from HEC, Francis Maisonneuve, who cares about the state of your health, is asking you for a second effort in order to be able to have comparable.

This is a research project aimed at reducing and preventing burnout among first-level managers in the health and social services sector.

It's about you and only you. Take 3 minutes to participate if you haven't done so yet!

"To participate in this research, use the following anonymous link:

 [Clic here.](#)

Help them help you, by completing the survey.



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Car theft: watch out for electronic key cloning!

Cloning electronic keys is now child's play for thieves. So how can you protect your car from this type of theft? And does your car insurance cover it?



- Keep your electronic key far from your front door and windows.
- Store it in a signal-blocking box. A metal box wrapped in tin foil does the trick, too.
- Use a steering wheel lock.
- Park in a busy or well-lit area.
- Don't leave valuables inside the vehicle. Hide them in the trunk.
- Engage the parking brake. It will make towing your car much more difficult for would-be thieves.

How do thieves operate?

Armed with specialized software and smart devices, thieves can strike in less than a minute. They can even bypass the integrated anti-theft mechanisms.

It's actually pretty simple. Your electronic key is in constant communication with the computer in your car. Using a scanner, thieves can intercept the signals emitted by your key. In a matter of seconds, they can extend or enhance the signal in order to unlock your car door and start the engine.

In some cases, they break into your car and plug a device in the universal OBD (*on-board diagnostics*) port. They are then able to access the code for your key and clone it. Stolen cars are then sold for parts, resold, exported or used to commit crime.

Protecting your car

Each year, the IBC publishes its list of the 10 most stolen vehicles. The prime targets, usually vehicles less than 4 years old, come with a smart key or remote starter.

If your vehicle is a favourite of thieves, install a GPS tracking anti-theft system. It will make it easier to locate your stolen car.

You can also get an OBD protector. It's a solid cap that blocks access to the OBD port.

There are other ways to reduce the risk of theft, like:

- Don't leave your vehicle unsupervised until you close all the windows and remove the key from the ignition.
- Have a unique code engraved on your vehicle's main parts (catalytic converters, engine, tires, lights and windshield).

What about insurance?

It all depends on your insurance policy. To protect your car from theft, your contract must include the *All perils or All perils other than collision or upset coverage* (Section B of the contract). Your insurance advisor can help you determine the coverage that best suits your needs.

What to do when your car is stolen

Quickly contact the police to fill out a stolen vehicle report. You will need the report number for your insurance claim. Then, call your insurer and submit your claim.

So basically, car thieves now use cutting-edge technology in their criminal endeavours. And it's a very lucrative business. So it's up to you to insure your car accordingly.

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CAR
INSURANCE

People
protecting
people