



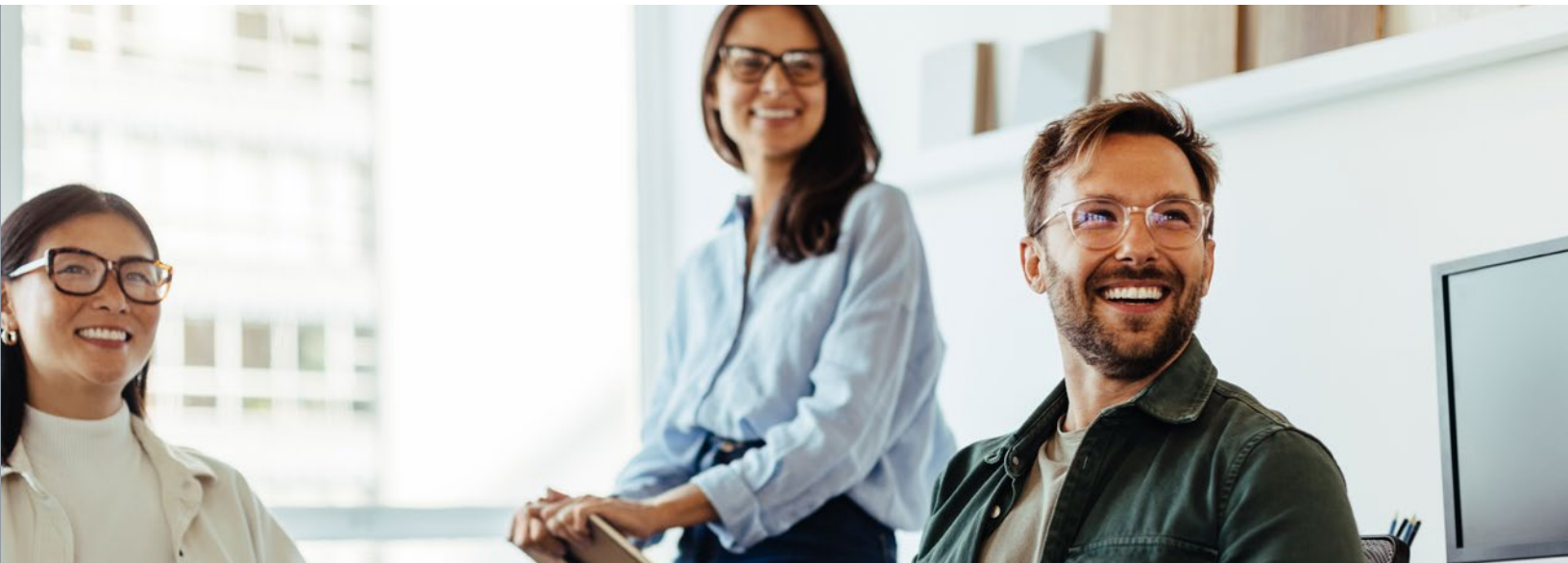
APER

AU SOUTIEN DES CADRES

INFO-CADRE

MAY-JUNE 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

THE APER IS GROWING, AND THIS ALLOWS US TO OFFER YOU MORE SERVICES AND BENEFITS!

PATRICK ECCLES

DIRECTOR GENERAL

As you may have noticed, we are working very hard to increase our membership by being very active on social media as well as by sending congratulatory emails when we are informed of the appointment of new managers. Last April and May, we sent an email to all middle managers in the health and social services network to inform them of their right to choose to be a member of the association of their choice as well as to talk about our services, and this allowed several managers to get to know us better and to change associations or choose us because they found out that with us they get many more services and benefits by joining the APER!

The significant increase in the number of members allows us to negotiate interesting agreements for you to obtain discounts and advantages from several partners.

In the last few weeks, we have entered into a partnership with Mrs. **Vanessa Mireault, guidance counsellor, to offer you a 10% discount** for consultations for APER members. Wondering why we negotiated a partnership with a guidance counsellor? We see that with the labor shortage, there are more opportunities for the network's managers to do other things and, we have more and more members who are questioning their professional future, so Vanessa is here to help you see more clearly!

In addition to our partnership with Vanessa, we have also negotiated a partnership with **Pizza Salvatore** allowing you to benefit from a 5% discount on all orders placed online using the promo code: **APER15**. It is important to note that the APER will receive a 10% discount on sales made by applying the promo code **APER15**, which will allow us to reinvest these sums in the services we offer you.

We have also negotiated a very interesting partnership **exclusive to APER members** with **Strøm Spa Nordique** to allow you to save **up to 35% off** when you shop via [this link](#).

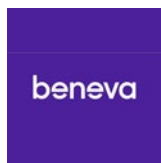
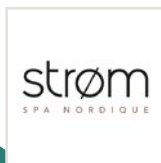
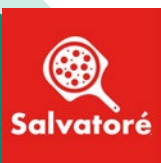
Finally, we would like to remind you of our long-standing partnership with **Beneva**, which allows APER members to **benefit from discounts of up to 15%** on car and home insurance. Request a free quote; it doesn't commit you to anything!

In short, all this to say that the more we increase the number of members, the more we will be able to negotiate benefits of this kind and improve our service offer, which is already much more diversified than that offered by other management associations (personalized coaching, free continuing education, pension estimates, etc.).

Talk to your colleagues about APER because you are our best ambassadors!

I would like to take this opportunity to wish you a great summer to recharge your batteries... with a massage and a pizza maybe?!

Patrick Eccles





CHRISTIAN SAMOÏSETTE

President

A WORD FROM THE PRESIDENT

ALWAYS MORE... FOR YOU!

Always sensitive to the needs of its members, the APER innovates and stands out again and again! Not only have we refined our service offering in terms of supporting your daily life as a manager, we also care about your quality of life, both at work and elsewhere!

Thus, we have reached an agreement with a guidance counsellor who can support you during difficult professional decisions, all at a preferential rate. Not to mention our popular coaching service, by a former member of the network with 15 years of management experience. This service is free of charge to you, it's included in your fee!

The popularity of our lunchtime training courses has literally exploded! This is particularly the case with the one dealing with budget management! This is why we will resume them this autumn, but this time in small groups (20 people maximum) in order to encourage interaction and exchange. Keep an eye on your back-to-school emails!

But we are also aware that there is life after work and that the need to unwind is essential at certain times. That's why we've partnered with Strom Spas, where your APER membership will earn you a discount of up to 35% on the price of the various packages offered. Not to mention that our partnership with Beneva gives you a preferential rate on car and home insurance, saving up to 15%

Don't feel like cooking tonight? Pizza Salvatore offers you a 5% discount on online orders, valid in Quebec, Ontario and New Brunswick, with the code APER15.

And other partnerships are under negotiation! You will be notified as soon as possible.

Always more for you!

Until then, allow me to wish you a good summer, to recharge your batteries and to come back to work this Fall, which promises to be busy in this post-Bill 15 period! The challenges will be many and the APER will look after your interests, as it has done for over 50 years now!



ME ANNE-MARIE CHIQUETTE

A WORD FROM THE PERMANENCE

DON'T UNDERESTIMATE THE MAGNITUDE OF YOUR RESPONSIBILITIES

I recently read a report in La Presse+ to encourage us to slow down. Even the readers got involved and it was by reading one of a reader's text that I fully understood the magnitude of your responsibilities and the load on your shoulders a manager.

Indeed, this reader particularly appealed to me since he had been able to slow down for four (4) years, by ceasing to be a middle manager and by studying law at the university and the Bar. He informed us that during these four years, he was able to be with his children, have his meals with his family and enjoy life more.

Having myself, as a lawyer, had to go through what I constantly call «my crossing of the desert» by studying law at university and at the Bar, I can only express even more my greatest admiration to you who are on a daily basis, middle managers in our network.

So don't underestimate the magnitude of your responsibilities!

This is why the APER wants to be your partner on a daily basis by providing you with fast, efficient and relevant services and responses. We are also present after your working hours thanks to the benefits of our partners that we have negotiated for you!

Do not hesitate to contact us, we are the members of **your team**. You're not alone!

I would like to take this opportunity to wish you the opportunity to slow down during the summer (without going to law school!) and enjoy the summer with family and friends.



PAY EQUITY COMMITTEE

MICHELLE BOURGET

Work on maintaining pay equity 2021 is progressing steadily. Here is a brief summary of the evolution of the activities.

The 2021 Pay Equity Maintenance Committee brings together middle and senior management associations as well as professional associations. Meetings between associations and employer representatives (TBS) began in 2020.

A great deal of work had to be completed, such as the identification of job classes and their sexual predominance, the development of the survey questionnaire, discussions and agreement on the evaluation system, to name a few, before arriving at the current stage of the analysis of the questionnaires.

Questionnaire surveys

The association evaluators, who were hired in early 2024, received the required training for their activities during the month of April and began the analysis of the selected questionnaires. The work is expected to continue over the next six months.

It should be remembered that it is the analyses of the questionnaires that will determine whether the changes that occurred during the 2021 maintenance period, in the functions of the categories studied, will have an impact on the ranking of these.

The Continuation of the Activities of the Committee on Maintaining Pay Equity

Following the work of the associations' evaluators, meetings will take place between them and the Treasury board secretary (TBS), which has also carried out the evaluations, in order to discuss their respective evaluations. Once the evaluations have been accepted by both sides, the Committee will proceed to determine the methodology and calculation of the wage gaps. Finally, the parties will proceed to the preparation phase for the postings, which will be followed by the postings themselves.

There is still a lot of work to be done before the process is complete.

According to the latest timetable, it is expected that the entire process will be completed by the end of 2025 at best.

You will be informed of the progress of this important file.

Michele Bourget.

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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