

## **CERA memo (Translation done by the APER)**

---

### **Subject: Clarifications concerning the "Enhanced Overall Proposal of the Government of Quebec Relating to the Working Conditions of Management Personnel"**

The purpose of this letter is to clarify a press release from Santé Québec that is circulating about the proposal that the government has made to management staff.

In this press release, it is mentioned that this proposal allows the following:

1. Sustainability of the Pension Plan for Management Personnel (PPMP) through a slight increase in the contributions of plan by members.
2. Update of the level of coverage of fees for health professional services of the group insurance plan.

With regard to the PPMP, it is pertinent to note that this proposal is a departure from the proposal that CERA and RACAR presented to the government, and which allows the PPMP to be made permanent, without an increase in contributions and by maintaining a pension fund separate from the government's accounts. Our proposal also maintains the flexibility to make investments that are tailored to the risk profiles of executives in the future, which is not the case in the government's proposal.

As for the update of the level of coverage of fees for health professional services under the group insurance plan, the mention in the government's press release is correct. However, we would like to bring to your attention that to obtain this update, a reduction in other insurance coverage must be made in a manner equivalent to the update in the level of coverage for professional services fees. The government's proposal therefore does not generate any improvement in the insurance plan, but rather a reorganization of coverage.

We are continuing our discussions with the government on pensions and insurance and will keep you informed of developments.

La CERA

Date : 25 mars 2025