



AGESSS

Association des gestionnaires
des établissements de santé
et de services sociaux

A MESSAGE FROM YOUR CEO

Dear dedicated members of AGESSS,

The annual general meeting of AGESSS, which took place last week as part of the 2023 symposium, was a true highlight of the year for our association. Many of you traveled to Laval, the host region for this year, while others joined us online to share ideas, insights, and experiences.

This year's theme, "**Spotlight on Healthcare and Social Services Network Officers**" led to stimulating conferences and discussions that strengthened our collaboration and our understanding of various issues such as artificial intelligence and professional resilience.

Furthermore, on the eve of the symposium, your local elected representatives from the Board of Presidents and the Professional Development Committee had the opportunity to come together for a day of constructive reflection. Rich discussions, by and for members, covered a wide range of topics, including service offerings, association governance, relations with government authorities, improving your working conditions, developing a training service offering, and supporting members and elected officials, opening up new perspectives.

AGESSS also has some good news to share. Following interventions by the AGESSS Legal Affairs and Labor Relations team, supported by your local representatives in discussions with institutions' management, the MSSS team has confirmed that any strike

days, if they occur, will be considered exceptional situations. Similarly, the terms outlined in the current local management policies should be applied by the institutions. This demonstrates the impact that your association can have on major decisions that influence the practice of your profession. In the coming weeks, we will remain available to keep you informed and offer the necessary support.

These achievements would not be possible without the exceptional commitment provided by AGESSS and your local executives.



**YOUR
RIGHTS
OUR
PRIORITY!**

REPRESENT, PROMOTE, DEFEND



5 KEY SERVICES THAT SET AGESSS APART!

1. **Access to seasoned labor relations advisors:** Benefit from confidential advice, listening, and professional support. Our flexible, proactive approach tailored to each officer ensures impartial, objective, and confidential handling of your cases. Therefore, for any questions about your working conditions, retirement pension calculations, advice, support requests, or representation with your employer, you can directly contact the AGESSS team, consisting of 10 professionals with expertise in labor relations, by phone or [email](#).

2. **Support for elected officials and association life:** AGESSS provides comprehensive support to facilitate the roles of our elected officials at all levels of the organization, as well as financial support to promote your professional interests locally. This ensures the maintenance of a strong democratic structure and representation adapted to specific regional conditions.

3. **Representation services:** In the case of individual grievances, our association offers complete representation in arbitration tribunals, including appearances and negotiations with the employer. **Collectively**, our association is present on all platforms and represents you in all forums to defend your rights and advocate for improvements in your working conditions and practice. **We have participated in all the work surrounding the Renewal of your working conditions.** Similarly, we are continuously present on all committees related to your insurance, retirement plan, compensation, development, and training, etc. **AGESSS has also participated in parliamentary committees, notably regarding the creation of Santé Québec, has filed requests before the courts alone to defend officers' right to association**, has assisted hundreds of managers in filing disagreement notices to assert their rights, and continues to exert pressure on political authorities in this regard.

4. **Quality training:** Develop your managerial skills through our training programs delivered by recognized leadership development experts. In addition, our partnership with other associations offers innovative content at competitive costs.

5. **Promotion, advertising, and events:** We actively work to highlight your profession, through our website, social media, exclusive content, promotional tools, events such as the annual symposium, the annual officers' Day, and other public relations activities. Over the past year, AGESSS has been present on numerous occasions in various media, conducting interviews and publications, thereby increasing the visibility of officers (with represents more than sixty media mentions).

For over 50 years, AGESSS has been a major player in improving the working conditions of the Healthcare and Social Services Network's management staff and promoting your profession. Our headquarters team consists of nearly 25 dedicated employees working to fulfill the Association's mission in collaboration with your elected officials. **We now have nearly 8500 active members**

and over 1300 retired members, a number that continues to grow and solidify the strength of your voice.

We invite you to follow our communications, explore our website, and actively participate in the AGESSS activities.

AGESSS is more than just an association; it is a community working hand in hand to strengthen your profession and defend your rights. We are proud to have you among us and hope you will continue to support our mission.

Danielle Girard
Chief Executive Director

