

New at the RESSAQ ! Relocation of its headquarters



Dear members,

On behalf of your directors, today I am pleased to announce the relocation of its headquarters as of November 1st, 2016 ! As for our group, this is an opportunity to be centralized so that we may be closer to our members.

The RESSAQ will leave its existing office from Saint-Georges, Beauce and will relocate its headquarters in Montreal, in an office located on the Metropolitan Boulevard East. This restructuring reinforces the commitment to the growth and sustainability of our association.

Therefore, as of November 1st, 2016, here is the new address for the RESSAQ headquarters :

***6555, Metropolitan Blvd East, Suite # 200
Montreal (Quebec) H1P 3H3
Telephone : 514-798-8815
Fax : 514-798-1747***

In closing, our dearest wish would be to meet the members of the RESSAQ in our new offices. It will be our pleasure to have you visit our offices and answer to all of your questions.

Application of the trailer-clause Increase in compensation

Dear colleagues,

At the signing of our collective agreement in January 2016, it was understood that under the Act on the representation of family-type resources and certain intermediate resources and the negotiation process for their group agreements, the component of remuneration linked to support services and assistance provided for in section 3-3.06 would be established based on the remuneration of similar employment, which was subject to agreements on wage parameters agreed at the central table of the Government of Quebec.

Following the signing of the collective agreements, here are the following increases of the rates for the duration of the collective agreements under the trailer clause. The data here below describes the general parameters of the increase and the effects of the salary relativity agreed upon at the Central table of the Government of Quebec and increases for the different monetary arrangements covered by the collective agreements.

- ✓ For the period starting April 1st, 2015 to March 31st, 2016, the rates in effect on March 31st, 2015 are maintained without increase.

- ✓ For the period starting from April 1st, 2016 to March 31st, 2017, the rates in effect on March 31st, 2016 are increased by 1.5 % effective on April 1st, 2016.
- ✓ For the period starting from April 1st, 2017 to March 31st, 2018, the rates in effect on March 31st, 2017 are increased by 1.75 % effective April 1st, 2017.
- ✓ For the period starting from April 1st, 2018 to March 31st, 2019, the rates in effect on March 31st, 2018, are increased by 2.0 % effective April 1st, 2018.
- ✓ For the period starting from April 1st, 2019 to March 31st, 2020, the rates in effect on March 31st, 2019 are maintained without increase.

Here are the increases applicable and the reference periods which they will apply to :

1. The compensation scale linked to the support or assistance established on the level of services required :

	From 2015-04-01 to 2016-03-31	From 2016-04-01 to 2017-03-31	From 2017-04-01 to 2018-03-31	From 2018-04-01 to 2019-04-01	From 2019-04-02 to 2020-03-31
Level of service 1	34.88 \$	35.39 \$	36.01 \$	36.74 \$	37.67 \$
Level of service 2	43.60 \$	44.24 \$	45.01 \$	45.92 \$	47.07 \$
Level of service 3	52.31 \$	53.09 \$	54.02 \$	55.10 \$	56.50 \$
Level of service 4	61.03 \$	61.94 \$	63.02 \$	64.29 \$	65.91 \$
Level of service 5	69.74 \$	70.78 \$	72.02 \$	73.47 \$	75.33 \$
Level of service 6	78.47 \$	79.63 \$	81.03 \$	82.65 \$	84.75 \$

2. The daily rate for the first 60 days following the arrival of the new user :

From 2015-04-01 to 2016-03-31	From 2016-04-01 to 2017-03-31	From 2017-04-01 to 2018-03-31	From 2018-04-01 to 2019-04-01	From 2019-04-02 to 2020-03-31
47.88 \$	48.59 \$	49.44 \$	50.43 \$	51.71 \$

3. No adjustment is made for the portion of the monthly fees connected to the support and assistance of the resource that exceeds these amounts :

From 2015-04-01 to 2016-03-31	From 2016-04-01 to 2017-03-31	From 2017-04-01 to 2018-03-31	From 2018-04-01 to 2019-04-01	From 2019-04-02 to 2020-03-31
9 547.03 \$	9 688.47 \$	9 858.19 \$	10 056.21 \$	10 310.79 \$
3 121.88 \$	3 158.44 \$	3 233.49 \$	3 328.61 \$	3 454.11 \$

As of the first month following the date of signature, the maximum amount of adjustment was 3 093.24 \$

4. The maximum annual amount used for calculating the amount to give access to certain services on social systems :

From 2015-04-01 to 2016-03-31	From 2016-04-01 to 2017-03-31	From 2017-04-01 to 2018-03-31	From 2018-04-01 to 2019-04-01	From 2019-04-02 to 2020-03-31
49 573 \$	50 317 \$	51 198 \$	52 222 \$	53 544 \$
86 783 \$	88 085 \$	89 626 \$	91 419 \$	93 733 \$

5. The availability of premium is paid to the resource available for unannounced investments :

From 2015-04-01 to 2016-03-31	From 2016-04-01 to 2017-03-31	From 2017-04-01 to 2018-03-31	From 2018-04-01 to 2019-04-01	From 2019-04-02 to 2020-03-31
218.11 \$	221.38 \$	225.25 \$	229.76 \$	235.58 \$



RESOURCE ASSISTANCE PROGRAM

**PREVENTION AND SUPPORT,
ANYWHERE AND ANYTIME**

Being the only association in offering this service to its members, the RESSAQ is proud to present to you its brand new assistance program to the resources which has been available for all its members since January 1st, 2016. Don't hesitate to use it, it's there for YOU.

A tailor-made program made just for you

Life inevitably involves times of stress. Even if we usually resolve the problems that occur, it is possible that we may cross personal situations which are more worrying. In this case, our functional adaptability at home and at work becomes more or less compromised.

As a qualifying member of the **RESSAQ**, you will benefit, at no charge, of **5 hours per year** for clinical consultation and/or for telephone advice services for any legal or financial questions. You will benefit of a warm greeting by skilled counselors 24/7 and this, confidentially.

This program will help you to:

Improve your family relationships

Separation or divorce, work-life balance, parenting, blended families, conflicts between couples, care for the elderly, adoption assistance, psychoeducation.

Increase your well-being

Stress, anxiety, depression, sleeping disturbances, crises, death of a close one, life passages, emotional disorders, mood or adaption, sexual problems.

Solve a professional problem

Stress, burnout, interpersonal conflicts, career planning intimidation and harassment, difficulty in communicating, management coaching.

Resolve a dependency problem

Alcoholism, smoking, drug abuse and drug dependence, internet addiction, compulsive gambling and sexual addiction.

Take care of your financial health

Debt, budget planning, bankruptcy

Answers to legal questions

Separation and divorce, custody and child support, civil litigation, will and estate planning, real estate law.

Improve your lifestyle

Nutrition, physical activity, weight management, diabetes, cardiac disease, high blood pressure.

NO INFORMATION WILL BE DISCLOSED AS THIS SERVICE IS STRICTLY CONFIDENTIAL

You can get help quickly by calling this toll free number

1-888-687-9197

Or by visiting the following website

VOTRECONSEILLERVIRTUEL.CA

**THINK ENVIRONMENT.....
THINK GREEN !
RESOURCE ASSISTANCE
PROGRAM
PREVENTION AND SUPPORT,
ANYWHERE AND ANYTIME**

PSYCHOLOGICAL



Briefing

Why seek counselling ?

Anyone can experience psychological problems at some point in their life. People may simply become dissatisfied with life and want to make changes or redefine themselves in some way (in their personal life, their life as a couple or their interpersonal relationships). Others may undergo some sort of hardship or trauma such as a bereavement, separation, illness, or assault. The essential thing is not really the actual hardship or trauma, but the impact it has on the person.

When to seek ?

When you feel a little bit down, when life feels too hard or deprived of good times, a natural reflex is to try and change things (by having a nice chat with a friend or going off on a few days vacation). However, sometimes that's not enough and you'll need professional counselling to help you work through the problem. When you sense that counselling might be helpful, don't hesitate to seek help, don't wait until it's too late.

An objective professional might be exactly what you need. If you go for counselling when the symptoms emerge, you'll increase your chances of solving the problem quickly before it becomes aggravated. There truly is something to the saying « an ounce of prevention is worth a pound of cure » It is easier to make changes in your life when the problem is limited to your being stressed rather than waiting until the situation worsens and leads to burnout.

What is psychotherapy ?

Psychotherapy, which originated some 100 years ago, remains the reference for many psychological counselling services today. Practitioners use well-

defined techniques to help people experiencing personal problems change the way they think, feel and behave so as to relieve their distress and live a more satisfying life.

In many cases, psychotherapy provides people with the tools that they need to cope with problems that arise. For those who want to resolve a major psychological problem, psychotherapy is one of the most effective and most widely recognized means for achieving that goal, within both the general population and the scientific community..

How does psychotherapy work ?

Psychotherapy is a process of change that involves working closely with a professional counsellor. It's a process during which you can let yourself go, say what you think and feel in a non-judgement environment. The first step in psychotherapy is the evaluation phase. The psychologist will use tests or questionnaires or an interview to assess your situation and determine the best treatment plan. As part of the process, you may be asked to work through exercises, think about situations or emotions you find troubling, talk about things you so far

have kept to yourself, and realize that you have to modify certain thought processes or behaviors. Many techniques are available, and that is why it is very important to have a relationship of trust with the professional that will help you through your journey.

Within our employee assistance program, however, we favour such short-term therapies as the cognitive-behavioral approach. The focus of this approach is on the present with the counsellor encouraging the person to become aware of their thoughts and beliefs and replace them with more realistic assessments and decisions.

Regardless of what troubles you, the essential thing is to seek counselling from a competent professional without delay. Call your Employee Assistance Program to get help and guidance from a counsellor who will meet your needs in a confidential manner, at a time that's convenient for you

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