

## **THE RESSAQ :** **Our association, our progress**



*Mr. Martin Daigle, V-P to the collective agreement, Mr. Hugo Légaré, President, Ms Monique Lauzon, secretary/treasurer and Ms Lyse Caron, V-P to the community life.*

The **RESSAQ** is an association of resources whose representatives, at all levels, are themselves responsible for their own resource.

During its existence, the **RESSAQ** teamed up with a central union with the aim of offering more services to their resources. However, after a few years together, this partnership appeared clearly fruitless. Particularly with the decisions that were taken by the central union and this without any regard to the opinion of the resource members of our association.

All together, the member representation service was ineffective and did not result in any arbitration results. Several ministry files remained on the shelves, including the issue of the Measure of Maintenance and several resource files with errors in compensation. For all of these reasons, the **RESSAQ** decided to put an end to this union relationship.

For more than three (3) years, the **RESSAQ** has managed to change the ways of doing things, in particular to restore the democratic spirit that animates the association and to give a voice to the resources so that they may be heard at all levels of the government. Several files were settled in national consultation with the Ministry or at regional round tables as well as with the institutions themselves.

The **RESSAQ** is constantly working to put in place the best possible team to support the hard work of the resources and each of the victories obtained becomes, for your representatives, a source of motivation used to better represent you on the field.





# The GOALS that will animate the **RESSAQ** in the next few years



## Goal 1 : Democracy and transparency

- ✓ The **RESSAQ** offers a structure that is simpler, more efficient, less costly than a union center and closer to its members;
- ✓ This structure allows it to be more attentive to the needs of its resource members and to devote a larger portion of the budget to the resources (resource and psychological support program, accompaniment at all stages, legal representation services, representation at all levels of government and even in international instances, etc.);

## Goal 2 : Quality services adapted to the reality of the resources

- ✓ The **RESSAQ** **defended an exact total of 50 resource files** before the courts since 2015. It should be noted that at the time of our disaffiliation with the CSD, the **RESSAQ** had no active case before the courts in 2015, even if the collective agreement existed since 2013;
- ✓ The **RESSAQ** now has **25 active resource files** that are being defended before the courts, the other cases having been the subject of settlements or judgments;
- ✓ The **RESSAQ** is involved in **4 national disagreements**, including issues concerning all resources, particularly regarding the reimbursement of transportation;
- ✓ The **RESSAQ** now has, through a gain in court, made it possible for pregnant women to access the **«Safe Motherhood Program»** and to receive fair financial compensation;
- ✓ The **RESSAQ** obtained a total **\$428 775.65 by regulation for the resources** that had various problems with their establishment;
- ✓ The **RESSAQ** prevented the massive closure of resources in the Mauricie and Charlevoix regions by reaching agreements with the establishments, notably by providing for the renewal of contracts;
- ✓ The **RESSAQ** is currently defending the retribution of these resources and is responsible for the partial renewal of the agreement for the year 2016 while other union centers had accepted, foolishly, the end of the agreement for December 2015;
- ✓ The **RESSAQ** defends the rights of resources in cases that exceed the jurisdiction of the collective agreement, particularly in terms of the fire safety standards, municipal taxation, qualification of principal residence or taxation.

### Goal 3 : A better collective agreement

- ✓ *Trade union centers are above all, companies that look out for their own interests. Like a political party, the unions do not hesitate to take unfair maneuvers to achieve its ends, especially during the election campaigns.*
- ✓ *The **RESSAQ** representatives have the same rights of intervention as those of any other union since these rights derive from the law and not from the collective agreement.*
- ✓ *The resources always have recourse with the **RESSAQ**, even in terms of classification, since the courts of Quebec have jurisdiction when the arbitrator can not intervene;*
- ✓ *The **RESSAQ** is the only association that has successfully incorporated measures that suspend the rights of institutions to carry administrative investigations, this is a major step forward;*
- ✓ *The **RESSAQ** is still negotiating with the Ministry and is in a good position to obtain and guarantee lump sums whose amounts are being negotiated, but which will be higher than those currently guaranteed by certain union centers.*

## **THE STRENGTH OF THE RESSAQ : IS ITS INDEPENDANCE !**



**BE PROUD, BE RESSAQ !**

### **Did you know that...**

When a resource owner decides to buy or rent a new residence, he or she must, **FIRST AND FOREMOST**, communicate with his or her establishment.

The establishment's role will then be to visit the new residence and verify that it meets the requirements set out in the Terms of Reference to accommodate the users.

**So, before signing anything, contact your establishment right away !**

## ❧ Finance Column ❧

# Statement 29 : Retribution of a FTR or IR

In the coming weeks, each Family-Type Resource (FTR) and Intermediate Resource (IR) will receive the Statement 29 to complete the *Income Tax Return (TP-1)*.

In fact, the Statement 29 must be produced by any public establishment that pays remuneration to the person in charge of a family-type resource or an intermediate resource (IR) who receives, at his principal place of residence, a maximum of nine (9) users. The public establishment must produce and transmit these Statements 29 no later than the last day of February of the year following the year covered by the statement.

### **What should I do if I receive a Statement 29 from my establishment?**

This statement is sent to you if, during the tax year, you were responsible for a Family-Type resource (FTR) or an Intermediate resource (IR) and you received at your principal place of residence a maximum of nine (9) users.

If you have received a Statement 29, you must complete Form LM-53. The LM-53 allows you to establish your allowable earnings to determine your Quebec Parental Insurance Plan (QPIP) contribution as well as your earnings to determine your Quebec Pension Plan (QPP) contribution.

Please note that if you are responsible for a FTR or IR with another person, that person must also complete Form LM-53 in their own return. This LM-53 form allows you to establish the percentage of your QPP / PQIP contributory compensation that each person in charge must declare.

### **Contribution paid in 2017 to a recognized association...**

If you are responsible for a family-type resource or an intermediate resource under the Family Type Resource Representation Act and certain intermediate resources and their collective agreement negotiation regime, you cannot claim credit for the contribution paid to a resource association recognized under the law.

*Reference : Revenu Quebec Income Tax Return Guide p. 64*

## ❧ Contest ❧

### « *Relaxing Getaway for Saint-Valentine's Day* »



The RESSAQ invites you to participate in its contest  
« *Relaxing Getaway for Saint-Valentine's Day* »

Answer the following question :

**What is the definition of a disagreement ?**

*You will find the answer in your collective agreement book within (p. 1 to 6)*

***Enter and win, one night including breakfast, valid for 2 people at***

***L'Hôtel & Suites Le Dauphin in Drummondville !***

Please return your complete contact information and the answer to the question  
**before February 8th. Hurry...don't miss out on a nice time together !**

**By mail : 11530, 2<sup>e</sup> Avenue Est, Bureau 100  
Saint-Georges (Qc) G5Y 1W6**

**By fax : 418-222-6576**

**The contest will end on February 8th, 2018 and the prize will be drawn on February 9th.**