

Annual General Assembly 2019

Wednesday June 19, 2019 at 1:30
Hôtel & Suites Le Dauphin
600, boulevard Saint-Joseph
Drummondville (Québec) J2C 2C1

The RESSAQ...
Your
resource

Welcome dear members of the Grouping of adult residential resources of Quebec, to the Annual General Assembly of your association.

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AGENDA

Annual General Assembly 2019 Wednesday June 19

- 1.** Opening of the annual general assembly
- 2.** Reading and adoption of the agenda
- 3.** Reading and adoption of the minutes of the AGA of December 28, 2015
- 4.** Annual report of the Executive Committee
- 5.** Finances
 - a.** Presentation and adoption of the financial statements
 - b.** Presentation of the 2019 budget forecasts
- 6.** Negotiations of 2020
- 7.** Varia
- 8.** Adjournment of the annual general assembly

EDITORIAL

Dear resources,

After the long winter that we have just crossed, great weather is finally at our doorstep! This is a very busy time for the RESSAQ, as we are preparing the negotiations for the next collective agreement.

In fact, over the last few months, we have been working to recruit a new union advisor who will be of great help to our association. We had several interviews to find the best representative and we are very happy with this addition to our great team! We are absolutely convinced that by their experience, their listening abilities and their training that they will meet the expectations of each and every one of you.

These last few weeks have been very busy for my team and I because we had regional meetings in all the areas we represent. We travelled all over Quebec to meet with you and try to guide you in your role as a family-type or intermediate resource. I was extremely pleased to see the participation of our members and I hope that it will be even greater during the next meetings since we hope to see you again soon.

The renegotiation of your collective agreement is approaching quickly and we will need you to properly identify the points on which to focus for our next negotiations and on which you want us to work on. During the recent meetings, we collected a lot of information and this will allow us to know how to asset your needs, be assured. the RESSAQ remains more and more attentive to its members and we are always open to your suggestions and your ideas!

It is with great joy that we announce the union of a COMMON FRONT between the RESSAQ and the FFARIQ for children (Federation of Foster Families and Intermediate Resources of Quebec) in order to put our energies and our experiences together for the benefit of our membres. With a common goal, to obtain better working conditions for resource managers in Quebec. We must understand that our real adversary is the Management Committee for Negotiations on Health and Social Services (CPNSSS).

We invited the other associations to join our working group,

because we consider that the Ministry has benefited from our division for far too long now. We are sorry to hear that the other associations have decided to go on their own when negotiating their respective collective agreements. We must respect their choice.

Let's be ready, let's be supportive, because that is the best way we will improve our conditions.



A handwritten signature in black ink that reads 'Hugo Légaré'.

Hugo Légaré
President of the RESSAQ



THE FINANCES OF THE RESSAQ

Dear members of the RESSAQ,

It is with great interest that I accepted the position as treasurer on the Executive Committee for the RESSAQ in November 2017. Since I was already a representative of the region of Lanaudière, and part of the National Council, I saw the importance of this position for a sound management of our association and to fulfill the mandates required by the RESSAQ.

The budgetary decisions made within the RESSAQ are largely based on fulfilling our association's mission of meeting the needs and expectations of our members while supporting them in their right to be recognized in their daily work in taking care of the people that are entrusted to them.

For the last 2 years, the RESSAQ has given itself the mandate of being close to its members. We will continue to visit our regions to discuss with you about the problems that you have and to then bring them to the CPNSSS and the National Concertation Committee. We firmly believe that it is largely through your presence during these important regional meetings and by your interventions that the RESSAQ will be able to help the men and women, responsible for family-type resources who daily serve the population and whose work must be recognized at its true value.

You will note at the annual general meeting for the members all the financial efforts that were made so that the RESSAQ can support its actions in the short, medium and long term.

2020 is approaching quickly, year of renegotiation of our collective agreement! For several months now, the RESSAQ, has been studying its 2019 budget forecasts, trying to keep a tight budget and investing the necessary amounts planned for this purpose. The achievement of our financial objectives was made possible thanks to the good financial situation of the RESSAQ and with the collaboration of the Executive Committee's members.



Monique Lauzon
RESSAQ Treasurer

THE DEFENSE OF YOUR RIGHTS

Your association has great responsibilities. We must represent you and defend your rights when the establishments do not respect their obligations.

The RESSAQ uses all the means of action which is at its disposal. We solve problems through discussion and partnership with the Local Consultation Committee. We also use the judicial way, when discussing is not enough to solve the situation. The RESSAQ has filed dozens of disagreements in the recent years. Some of these disagreements are resolved through mediation and negotiation before the trial is held. Others are submitted to an arbitrator so he may settle the situation. When a situation affects several resources, in several regions, we then file a national disagreement, so that the decision that is made applies to all members of the RESSAQ. These national disagreements are also discussed at the National Consultation Committee, which reunites the RESSAQ national elected officials and representatives of the Ministry of Health and Social Services. In certain circumstances, your association does not hesitate to call on the senior management of institutions to inform them and sometimes to denounce certain situations and to propose systemic changes.

All the arbitration decisions and situations settled by the consultation and negotiation fuel the reflection of elected officials of the RESSAQ for the renewal of our collective agreement. We take inspiration from all the small or big victories to improve your working conditions.

In order to improve your working conditions and your living conditions, we need to know your reality. Never hesitate to contact your regional representatives for advice and assistance in all the aspects of your relationship with the institution. Together, we are building the foundations of respect and recognition for our work.



PIERRE-LOUIS FORTIN-LEGRIS
UNION ADVISOR
RESSAQ
514-798-8815



CNESST Commission des normes, de l'équité,
de la santé et de la sécurité du travail

We all know the main principles of the newly renamed CSST, now CNESST. The concept is simple : an employee who injures him or herself may receive compensation.

What about family-type resources?

At the legal level, family-type resources are not employees within the meaning of the Act on Industrial Accidents and Occupational Diseases (LATMP) or even a « worker » (*article 2 LATMP*). In fact, family-type resources do not receive « wages », but « retribution ».

However, the resource can register with the CNESST, just like a self-employed worker (*article 18 LATMP*). The registration of the resources that make the request is refunded in full by the establishment.

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What would registration bring me ?

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What are the allowances for resources?

In the event of a work stoppage, a family-type resource will continue to receive monthly « payments ». Thus, the latter may be denied *income replacement indemnity revenu (IRI)* (*articles 44 and following LATMP*).

But in fact... being off work, means for the resource, to hire a replacement to continue the services at the residence for the users. As a result, resources would be entitled to « *compensation to replacements* »

Normally, « *compensation to replacement* » is not provided for in the *Act respecting industrial accidents and occupational diseases* (LATMP). However, the court (ALT) known as the (TAT) in Quebec, recognized this right in 2016. Unfortunately, the CNESST continues its systematic refusals. In this sense, we must redo representations with each new application before the *Administrative Labor Tribunal* (ALT). Generally, these files are settled in a positive way.

So? Why register ?

Even if the *Workplace Accidents and Diseases Act* (LATMP) is not designed for family-type resources, it does protect you at certain levels. For example, the CNESST can compensate :

- For health care (*article 1 and 149 and ss. of the LATMP*);
- Mileage to get there (*article 115 of the LATMP*) (AIAOD);
- Permanent impairment (*article 83 and ss. of the LATMP*);
- In the event of death (*articles 92 and ss. of the LATMP*);
- The reimbursement of the costs of adapting the home or the car due to permanent functional limitations. The CNESST could also pay the increase in insurance premiums related thereto (*articles 153, 155 and 157 of the LATMP*);
- Broken prostheses or orthoses (including glasses and dentures) (*article 113 of the LATMP*);
- Cleaning, repair or replacement of damaged clothing (*article 112 of the LATMP*);
- Housekeeping and home repairs (including the land) that can no longer be performed following the employment injury (*article 152 of the LATMP*);
- But most importantly, it could provide some financial protection in the event that a resource has permanent functional limitations that would prevent it from continuing as a resource (*articles 166 and ss. of the LATMP*).

In conclusion, registering is optional, but the registration of the resource that makes the request is fully reimbursed by the establishment. So, why not do it ?



ALEXANDRE OUMET
UNION ADVISOR
RESSAQ
514 798-8815

NEWS FROM THE

regions



ESTRIE REGION

Hello, my name is Stéphanie Cordeau, and I have been Regional President for the Estrie region since 2013.

Since my first term as regional president of the RESSAQ, there has been a lot of change in my regional team. You, dear members, have spoiled me by selecting strong representatives to surround and support me to defend your rights in our beautiful region.

Today I am proud to introduce my regional team: Ms Linda Montminy who is our Acting Treasurer (in replacement of Mr. Guy Piché, who was appointed Secretary at the National Executive) as well as Mr. Frédéric Lieutenant who is our Regional Secretary.

For more than 3 years now, we have been working hard in our region. With the help of the CIUSSS of Estrie, we offer training on the classification tool. These trainings are extremely important to understand the annual classification exercise of your users. We have done a great deal of support, during class review requests, to help our members in the region. Do not hesitate to contact us so that we can support you in the classification exercise, somewhat complicated for most resource managers of adults. Other training classes will be planned for 2019-2020, you will be informed shortly.

We will be entering negotiations in 2020 so we need all of you to make a strong NGO. We need your ideas and support to succeed in making gains in our new collective agreement. We must stand together... it will make us stronger. Hope to see you again soon.



STÉPHANIE CORDEAU

REGIONAL PRESIDENT

MEMBER OF THE NATIONAL COUNCIL (CA)

ESTRIE

819-620-4608

NEWS FROM THE

regions



MONTREAL REGION

Good day to you dear resources. My name is Linda Adjei and I am the Regional President of the beautiful Montreal region. It is my pleasure to help you in any way I can, no matter the subject. Here are the questions or topics in which I answer to most of the time :

- Issues at the level of compensation;
- Vacant places ;
- Issues related to the families of our users versus resource managers (visits without notice);
- Multiple requests from the institutions to the resource managers;
- The rights and obligations of resource managers versus the rights and obligations of the establishments;
- The institutional complaints about resources and resource complaints towards their establishment;
- Meetings between RESSAQ member resources and their establishments;
- Upcoming associative events;
- Any other related information regarding their resources.

By speaking with you regularly, dear resources, I realize that many of you are reluctant to appeal to our association to defend your rights. The RESSAQ is a serious association and we are here to represent you ! Also, I find that many members lack some basic knowledge as a resource manager while they would only benefit them.

We work hard at the RESSAQ and I hope that it will encourage other members to participate in the RESSAQ events and help us make the RESSAQ even stronger.



LINDA ADJEI

REGIONAL PRESIDENT

MEMBER OF THE NATIONAL COUNCIL (CA)

MONTREAL

514-332-4219

NEWS FROM THE

regions



CHAUDIÈRE-APPALACHES REGION

The election of a new President in Chaudière-Appalaches

Hello,

Newly elected during the last regional tour in Lévis, we are proud to welcome Ms Myriam Gagnon as representative of the Chaudière Appalaches region.

It is with extraordinary motivation and strength that she intends to take over from Mr Hugo Légaré (President of the RESSAQ) who was the responsible representative of the region until now.

Indeed, our President took the reins of the region the time to find your new representative.

Also, if you want to invest for the RESSAQ, there are still 2 available positions to join Ms Gagnon and the rest of the team for the greater Chaudière-Appalaches region.

For any questions, please do not hesitate to call the head office of the RESSAQ at 418 222-0201. Someone will direct your call to the person who will be able to help you in the best way possible.



MYRIAM GAGNON

REGIONAL PRESIDENT

MEMBER OF THE NATIONAL COUNCIL (CA)

CHAUDIÈRE-APPALACHES

581-224-6946

NEWS FROM THE

regions

Hello to all,

My name is Patrick Bonnette and I am your President for the Laval region.

As a worker and DP/DI resource manager for 30 years now, I have had all kinds of positive and negative experiences in this area. But it is my clients who have always given me the strength and courage to continue and fight for this clientele so that they may receive the very best in a family environment.

This is also the reason why I got involved with the RESSAQ, whose members are also resource managers. We are surrounded by more than competent people like our union advisors, administrative officer, accounting assistant, executive assistants.....

Our mission for Ms Sabrina Dulude, regional secretary and I, is to assist you in your partnership with the institution. We will solicit you in order to mobilize you more and more to make your voice heard especially in view of upcoming negotiations.

We want to represent you in any way we can, but to do so, we need your participation!

Looking forward to seeing you again and again,



PATRICK BONNETTE
REGIONAL PRESIDENT
MEMBER OF THE NATIONAL COUNCIL (CA)
LAVAL
450-663-3162



LAVAL REGION

NEWS FROM THE

regions



LANAUDIÈRE REGION

Hello, my name is Gilles Lachapelle and I am President of the Lanaudière region for the RESSAQ. Allow me to first salute all the resources of Lanaudière.

I myself joined the RESSAQ at a regional meeting in 2015. I was fortunate to have some passionate people already in place including Ms Lyse Caron, from the region,

My regional team (Ms Johanne Lapointe, regional treasurer as well as Ms Karine Bilodeau, regional secretary) and I, are constantly in communication to refer to each other to ensure we give you the best possible support. You can, under any circumstances, call each of us for any questions you may have in your daily resource and we will always be happy to be there for you.

Over the coming weeks and months, we will invite you for meetings to inform you of the progress in our region. It will be our pleasure to welcome you to discuss together your claims for the new collective agreement and also your concerns, if any, or better, your suggestions, which will always be welcomed and useful.

On my behalf and on behalf of my team, I wish you a great summer season with your family and salute your dedication to the users you help on a daily basis. Even if this is not always recognized, we know everything we bring to those people who need it so much.



GILLES LACHAPELLE
REGIONAL PRESIDENT
MEMBER OF THE NATIONAL COUNCIL (CA)
LANAUDIÈRE
514-606-9896

NEWS FROM THE

regions



RÉGION DES LAURENTIDES

I am happy to join the RESSAQ family for the Laurentides. I have been in place for more than a month now and the first task that I gave myself was to greet you by calling you and offering you my support and listen to your needs. We are more than 150 adult resources at the RESSAQ Laurentides. I intend to set up an available, responsive and dynamic committee to serve you.

I am a lawyer by training, retired since 2011. My practice touched civil law, labor law and litigation before the Courts. Before unionization, I became involved for 5 years as President of the Association of Foster Families of the Laurentides and representative at the Federation which has now become the FFARIQ. I also took part in union work with the CSN when they were children's representatives in this region. I then worked for a few months as a union advisor at the FFARIQ in 2014.

I am the proud mother of 2 special children, my daughter suffers from particular problems and my son has Asperger syndrome. I am also very happy to be the mother of a beautiful boy with an intellectual disability that I have been taking care of for 21 years for the Flores Institution. So, to a certain extent, I know and live your reality.

My first goal is to break the isolation. Unionization may not yet give us all the tools necessary for a happy professional life, many frustrations still live in us, I share them with you. However, we have a special forum before the management team in the Laurentides and in Quebec City, where we are trying to reach concerted agreements, as far as possible. We now also have the possibility to send our files to the Courts.

But our steps must be done according to your expectations. Without you, we will not be able to change things. We need your courage and your voice to make it happen. I invite you to come out of your isolation, to assert yourself and to communicate with us if you need support. We will listen to you with respect and in the utmost confidentiality.

Looking forward to meeting you and interacting with you, my team and I remain available to you at all times.



HELENE TESSIER
REGIONAL PRESIDENT
MEMBER OF THE NATIONAL COUNCIL (CA)
LAURENTIDES
450-438-6319

Your help and assistance program

SUPPORT



travailsantévie

Did you know that **only the members of the RESSAQ** can benefit from a resource help and assistance program (PAE) otherwise known as (EAP Employee Assistance Program) ?

Your help and assistance program provides immediate and confidential support to help you as well as your family if needed, resolves work, health or life concerns.

FREE

The use of your EAP is free for you, because this program is part of your advantages to being a member of the RESSAQ!

UNDERSTANDING YOUR ASSISTANCE PROGRAM

- Your EAP is a confidential and optional support service that can help you make a move to make the necessary change you need.
- Let them help you find solutions to any problems you may have, no matter what your age or stage of your life.
- ***Your EAP is completely confidential***, within the framework defined by law. No one, including your association, will know that you are using the service, unless you speak about it to them yourself.

Access your EAP at any time, by phone or on the Web.

1 800 361-2433
travailsantevie.com



NEED HELP

or

information ?

SUPPORT

YOUR REGIONAL PRESIDENTS

| NAME | TELEPHONE | E-MAIL | REGIONS |
|-------------------|--------------|--|-------------|
| Stéphanie Cordeau | 819-620-4608 | ressaq.estrie.president@gmail.com | Estrie |
| Linda Adjei | 514-332-4219 | ressaq.montreal.president@gmail.com | Montreal |
| Myriam Gagnon | 581-224-6946 | ressaq.cappalaches.president@gmail.com | Chaud.-App. |
| Patrick Bonnette | 450-663-3162 | ressaq.laval.president@gmail.com | Laval |
| Gilles Lachapelle | 514-606-9896 | ressaq.lanaudiere.president@gmail.com | Lanaudière |
| Hélène Tessier | 450-438-6319 | ressaq.laurentides.president@gmail.com | Laurentides |

HEAD OFFICE OF THE RESSAQ – SAINT-GEORGES

| | | |
|-------------|-----------------|--|
| Telephone : | 418 222-0201 | <i>Lucie Vachon, Accounting assistant, lucievachon@ressaq.com</i> |
| | 514 798-8815 | <i>Priscille Drouin, Executive assistant, priscilledrouin@ressaq.com</i> |
| Fax : | 418 222-6576 | <i>Louise Dulac, Administration assistant</i> |
| E-mail : | info@ressaq.com | |

Accompagnement

If you have difficulties or want to assert your rights as a resource, you have the right to be accompanied by a RESSAQ representative. Do not hesitate to avail yourself of your rights, and contact us without delay.

Executive Committee

The executive committee of the RESSAQ consists of five (5) members of the National Council (CA).

The executive committee exercises the functions and powers delegated to them by the statutes and by-laws of the association, the National Council. Here are the names of the members of the RESSAQ Executive Committee:

From left to right on the photo below :

- Guy Piché, National Secretary
- Lyse Caron, Vice-President National Accord (collective agreement)
- Kathleen Gauthier, Vice-President National Associative Living
- Monique Lauzon, National Treasurer
- Hugo Légaré, National President



Together we believe

[illegible]