

<p style="text-align: center;">Union of Taxation Employees Local 00013 Central Council Minutes</p>
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Meeting of September 12, 2005

In Attendance:

Presiding

Jean DePeiza

President

Recording

Linda Collins

Director – TC

Eric Range

Treasurer

Dave Taylor

VP - TCC

Bev Bryant

Director – TCC

Anna Caruso

Director – TC

Rita Neves

Director – TCC

Cheryl Grieve

Director – TC

Dario Gritti

Director – TC

Lisa Hamilton

Director – TCC

Rob Hamilton

Director – TC

Absent:

Ryan Ward

Secretary

Guests:

None

COMMENCEMENT

Jean De Peiza, President, called the meeting to order at 6:15p.m. She apologized for the absence of minutes from the previous meeting. Jean has spoken with Ryan and explained the importance of having the minutes available at least ten (10) days before each meeting so that the Council Members would have the opportunity to review them before each meeting.

The Agenda Items were approved without change or additions.

REPORTS

There were no reports available from the President and Vice President.

Item 9 encompasses the report of the By-Laws and Regulations Committee.

AGENDA ITEMS

Item 1 – Office Move

The physical move will proceed September 23rd. The report is deferred to the October 3rd meeting.

Item 2 – Status of Investigation

Jean De Peiza reported that since the matter is now closed, there will be no investigation.

Item 3 – Local Website

Rob Hamilton reported that:

- Internet Service Provider will be “All-In-One by EHosting.ca”
- *Adobe Go Line* will be used to create the website.
- Rita will check to see if she can get *Adobe Go Line* from the University of Toronto at a discount student rate.

- The website design will follow the design used by “BC Interior” for their website.
- The website is expected to be up and running by September 30, 2005.

Item 4 – Chief Steward

Deferred to the next meeting.

Item 5 – Diana Gee Sponsorship/Scholarship/Achievement Award

Linda Collins reported that:

- Candi Carnovale contacted the *Native Elementary School* and the *Native Friendship Centre*. A positive response was received from both institutions.
- The *Native Elementary School* proposed ‘achievement awards’ for Grade 8 students (rather than scholarship) as a means to encourage students to remain in school beyond grade 8. *Native Friendship Centre* would consider a scholarship.

Council agreed that:

1. achievement awards proposed by the *Native Elementary School* would likely have a more positive impact in the community given the limited funds available; and
2. Linda continue to work with Candi to develop the achievement award program at the *Native Elementary School*.

Item 6 – Handbook, Rules of Order

Deferred to a subsequent meeting.

Item 7 – Annual Children’s Christmas Party

Cheryl Grieve reported that:

- The party is scheduled to be held on December 10th unless the hall is free for December 3rd.
- The location will continue to be at the Steel Workers Union Hall on Cecil Street.
- The hall rental will be \$350.00.

Council concurred.

Item 8 – 25% Levy – Call Centre Employees

Dario Gritti reported that:

- The National is expecting to see some action regarding the collection of the 25% levy from the designated employees.
- Proposed action:
 - Letters to each employee affected be sent explaining the requirements and how the funds may be paid.
 - Employees will be able to pay the levy over a period of time.
 - The levy to each employee would be 25% of salary covering a three-day period when strike action took place.

- If employee does not pay, the matter will be referred to PSAC.
- A receipt will be issued for amounts paid indicating additional union dues paid for income tax purposes.

A suggestion was made that no one be required to pay at this time. A letter would be sent out stating the requirements and what can happen if payment is not made but that this would be more of a warning as to what will happen should there be another strike. It was agreed that this was not appropriate, as the PSAC wants the levy to be collected.

If some type of action is not taken, PSAC will have the right to take the equivalent amount from the local union dues thus reducing our budgeted revenues.

Item 9 – Regulations-Succession/Electoral Process/New Elections

Dario Gritti reported on behalf of the By-Laws and Regulations Committee:

- a) The succession to the Presidency was automatic. A 10-day notice of resulting by-election of the Vice President's position must be called.
- b) Following discussions with Jerry Dee, RVP, it is suggested that Council call a general election at year end which would give the new Central Council two years to prepare for the next UTE Triennial Convention. To do so, Council would need to suspend the provisions of Regulation 14.
- c) Amendments to the Regulations are required to note the change in the Local's offices, to clarify succession rules, and to eliminate some remaining anomalies.

A discussion ensued regarding items a) and b) with the following points raised:

- Council needs to be more transparent to the membership.
- A general election would allow the membership to choose a new Council in light of the recent situation and possible loss of confidence in current Council.
- The membership has just gone through a general election, holding a by-election for the position of Vice President – TC gives the current council a chance to 'clean-house'.

Council agreed that:

- A *Notice of Succession and By-election* is to be posted within 10 days for the position of Vice President – TC.

Dario Gritti, on behalf of the By-Laws and Regulations Committee, proposed the following amendments to Regulations to the Council:

That *Regulation 6, Section 1* be amended as follows:

- (a) The head office of the Local shall be at 174 Willowdale Avenue, Lower level in the City of Toronto
- (b) The mailing address of the Local shall be: 69 Yonge Street, P.O. Box 17006, Toronto, Ontario. M5E1Y2

Moved by Dario Gritti
second by Cheryl Grieve
carried.

That *Regulation 2, Section 2* be amended as follows:

The Vice President – TC-TSO shall, in the absence of the President, exercise the duties of the President.

The Vice President – TCC shall, in the absence of the President and the Vice President – TC-TSO, exercise the duties of the President.

Moved by Dario Gritti
second by Dave Taylor
carried.

That *Regulation 7, Section 7* be amended as follows:

The Vice President – TC-TSO shall succeed to the Presidency.

Where the Vice President – TC-TSO is unable or unwilling to succeed to the Presidency, the Vice President – TCC shall succeed to the Presidency.

Moved by Dario Gritti
second by Lisa Hamilton
carried.

That *Regulation 14, Section 1* be amended as follows:

Elected officers shall be installed into office not later than at the Annual General Meeting or the first day of May of the same year, should, for any reason, the Annual General Meeting not be held as required.

Moved by Dario Gritti
second by Lisa Hamilton
carried.

That *Regulation 15, Section 3* be amended as follows:

The Nominations Committee established by Regulation 14 shall serve as the nominations committee for purposes of electing Stewards.

That the Amendment be amended to read: "That *Regulation 15* be hereby repealed".

Moved by Dario Gritti
second by Lisa Hamilton
carried as amended.

Item 10 – PSAC Area Council Update

Deferred to the next meeting.

Item 11 – Grievance Procedures Update

Jean De Peiza met with Jerry Dee regarding current 'grievance procedures and practices' and reported the following:

- Any member approaching a steward to handle a grievance, complaint, or matter will be required to provide
 - a written 'statement of facts', signed and dated,
 - their detailed reasons why the complaint is valid, and
 - the relief they desire.
- There is still a GTR Grievance Committee that reviews all grievances for validity before approving action.
- Currently, the Local Presidents meet once a month to discuss the complaints that have been submitted during the previous month and the progress of any outstanding grievance, complaint, or matter handled by a GTR Local.

ROUNDTABLE

- Stewards have complained that they are kept 'out of the loop' and that they never have any meetings. In the absence of a Chief Steward, the VPs are to hold branch meetings with the Stewards on a regular basis. The VP is to provide whatever training the Stewards need to allow them to perform their duties.

Once the election has been run and a Vice-President – TC is installed, meetings with the Stewards will begin.
- Question was raised as to why the former president has been allowed to sit as a steward. Dario Gritti explained that as the "immediate past president", the former president has the right to sit on Council and serve as a Steward as provided in the Local By-Laws.

It was also explained that, as a typical steward, the former president no longer has the authority to sign off grievances or complaints.
- Lisa Hamilton ask if she was going to be provided with any type of training that would enable her to better deal with members and their situations. Jean advised that Lisa has been scheduled for courses in grievance training and WSIB but the dates have not yet been set.
- There are concerns at the Call Centre that there is no transparency in the case of who is laid off and who is kept on. This situation is expected to be discussed at the upcoming Union-Management Conference.

ADJOURNMENT

The meeting adjourned at 8:00 pm.