

<p style="text-align: center;">Union of Taxation Employees Local 00013 Executive Council Minutes</p>
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Meeting of September 17th, 2007

In Attendance:

Presiding

Linda Collins
Eric Range
Dario Gritti
Veronica Eastman
Ryan Ward

Vice-President – TSO
Treasurer – TCC
Chief Steward
Director – TSO
Director – TCC

Recording

Vona Martin
Dave Taylor
Bev Bryant
Rob Hamilton
John Woodburne

Local Secretary

Vice-President – TCC
Director – TCC
Director – TSO
Director – TSO

Absent:

Jean dePeiza *
Frank DeBlasio *

President
Director – TSO

Sandra Cribar *
Lloyd Brown

Director – TCC
Director – TSO

* Excused – health or other reasons

1. COMMENCEMENT

Linda Collins, Vice-President – Toronto Centre, called meeting to order at 5:25 pm. Linda was pleased to report that Jean had returned from leave last week but that she was absent today because of a schedule medical appointment. She had no other opening remarks.

2. APPROVAL OF AGENDA

Linda added the matter of the UTETC website as an agenda item.

THAT the agenda items be approved

Moved by Rob Hamilton / Second by Eric Range / Carried.

3. SPECIAL BUSINESS

Linda Collins, as Chair, administered the oath of office to Veronica Eastman who then immediately assumed her office as a director.

4. APPROVAL OF MINUTES

Ryan reported a correction in the spelling a name.

Moved by Dave Taylor / Second by Ryan Ward / Carried.

5. REPORTS

Report of the Vice-President Call Centre

Dave reported that the 3rd floor at the Call Centre should operational by December 2007. The 9th floor is in need of new carpeting as lease is being extended another 5 years. In addition, cosmetic painting is also proceeding at the Call Centre.

At the TCC Union Management meeting, the issue of accommodating members with difficulty coping with someone physically sitting with them conducting a performance review while they are on the telephones was raised. The alternative would be for the member to sign a DTA consent form (signed by the member, the manager, and the Union) allowing for 'silent monitoring' on line for performance review purposes only. That consent form goes into their file. A critical component is that all records generated

during the review period – except for the performance review – is destroyed immediately after and cannot be used for disciplinary purposes.

Report of the Vice-President TSO

Linda advised that a Revenue Collections divisional Union Management [RCUM] meeting was held Friday past. Issues discussed included whether term employees would be let go to cut budgetary expenses. Their contracts were extended to the end of September and other consideration is being taken to minimise the impact of terms within the Division. The RCUM meetings are scheduled for every 3rd Monday of the month.

Linda said that she, as acting President, and Frank met with TCC AD Roma DeLonghi, the Management co-chair Sandra Zada, and Susan Hall, the TCC WPHSC co-ordinator, about expectations and cooperation. Linda felt that the meeting was very productive.

Linda reported that candidates in any competitive process needing an accommodation are required to provide evidence of that accommodation need to the CRA's Personnel Psychology Centre [CRA-PPC] to get their authorisation. Without their expressed written approval, such candidates will not be permitted any accommodation. The "Policy" has been in place for some time but it was never acted on until now. Efforts are underway to ensure all candidates are aware of the Policy and make the request well in advance. She anticipates that if the CRA PCC doesn't approve the accommodation that a grievance could be filed.

The Annual Children's Xmas party is at the same location - Steel Worker Hall located on Cecile Street (College/Beverley Streets) - on December 1st, 2007 from about 11:00am to about 2:00pm. The organising committee will be looking for volunteers as the time for the party nears.

Dario, Chief Steward, reported that they are grievances from 65 grievors outstanding as of two weeks ago, seven of which are "Duty to Accommodate" matters. UTE National advised that Toronto Centre alone has more outstanding than all the locals from the Atlantic Region. This information will be brought up at the next TCTSO UMM scheduled for this coming November.

To illustrate the importance of keeping proper and timely records at the Local's office to permit follow-up, Dario brought up an incident where it was learned much too late that a fourth level transmittal was not signed and the affected member was detrimentally affected when the case was tossed out. Anyone working on an outstanding grievance or complaint must ensure that Dario is aware of what's going on and that the grievance and complaint material is retained at the Office. A database program is being planned to help control our files. Ryan Ward volunteered to create a database system and send to Dario so that it can be brought forward. The Grievance, Complaint, and Conflict committee should be meeting soon to formalise the exchange of case information on a monthly basis.

6. REGULAR BUSINESS

Item 1 – 07-16 Confirmation of Outstanding Business

Dario reported that in addition to the four new items, there are 7 old items dating back to as late of 2005 that still need to be resolved. This resolution brings them forward.

THAT the seven outstanding items be confirmed and brought forward

Moved by Dario Gritti / Second by Rob Hamilton / Carried.

Item 2 – 07-10 Appointment of Stewards

Following a discussion, two new steward candidates were proposed who were unaware of the June date for appointments. Questions were raised about the “cut-off” date. At the last AGM, our Bylaws were amended to comply with National requirements. All non executive stewards must be re-appointed annually for one-year terms. The intention is not to discourage union activism but to ensure we have stewards who are truly active in place. Ideally, there should be one steward for every 25 members.

THAT subject to confirmation of their interest, the following members be tentatively appointed General Stewards:

MANSFIELD, Rick (re-appointment)
HEBB, David

Moved by Dario Gritti / Second by Dave Taylor / Carried.

Veronica felt that there should be more frequent meetings with all stewards to keep them in the loop and to encourage participation.

Item 3 – 06-03 Political Action – MP Lobby Effort

Ryan advised that there has been no further activity and recommends that the item be closed. He will still be actively involved on an *ad hoc* basis. Council concurred.

Item 4 – 06-04 Local Communications Program

Ryan reported that our website is due to be renewed by October 3rd. To renew it will cost us about \$253.00 for another 2 years. He originally was planning to recommend to Council to drop the current provider in favour of one charging less but, given that there is a move to possibly establish a Greater Toronto Region web presence, the cheaper provider would not be able to provide the needed capacity. Linda recommended that we should renew with the current provider but only for one year to allow for flexibility should the GTR locals adopt a Regional web presence.

THAT the Local renew its ISP service contract for one year.

Moved by Linda Collins / Second Ryan Ward / Carried.

Robert felt that we were no further ahead then we were one year ago. Phone numbers and names need to be updated; minutes, bylaws, etc. are still missing. The web mail access has been removed so none of the Councillors or stewards without ‘forwarded’ email can access their emails. Ryan said that he would try to update the website so that employee can access their emails from home and not work. Ryan also mentioned that he will look into another provider with a more user friendly system.

Item 5 – 07-12 Liaison with PIPSC Toronto Centre AFS Branch

Linda reported that PIPSC liaison meetings are going very well in Toronto Centre. One of PIPSC’s National Representatives will be at Toronto Centre in November and they have invited us to attend their meeting. Since the relationship has been established, Linda recommends that the item be closed. Further reports will be under *Reports*. Council concurred.

Item 6 – 07-17 Approval to Send Stewards to PSLRB IBN & Mediation Courses

Dario reported that at the May UMM, he had proposed, as a Union-Management initiative, that TCMT sent up to 5 seniors managers and we would send the same number of stewards/representatives to the Public Service Labour Relations Board

training session on 'Interest-Based Negotiations and Mediation'. The course is free but held only once or twice annually in Toronto.

While the idea was apparently well-received, nothing concrete was forthcoming from the Director. The course is an excellent one from which we all would benefit. Dario feels that we should endeavour to have everyone attend this course and, whenever it's available, that we send up to five stewards regardless of the participation by TCMT.

THAT the Local send least 3 to 5 members to the PSLRB IBN & Mediation course whenever it is offered in Toronto

Moved by Dario Gritti / Second Eric Range / Carried.

Because of the late hour and the need for some Council members to leave, Linda postponed consideration of the other items to the next meeting. Council concurred.

7. ROUNDTABLE

Linda congratulated Frank's wife who just gave birth to a 6lb 10 oz baby girl.

Ryan reminded everyone that the United Way lunch is this Wednesday.

John responded to Robert's query about negotiations as it applied to economic increases. John reported that our demands are 6% increase for each of the three years consistent with the current economic environment but that there has been no response from the employer.

Dario reported that the National Conference of Visible Minorities was held last week in Ottawa. There were over about 550 participants from across all federal government departments and agencies. His understanding is that CRA's participation was to send only 10 participants – 2 from each region - because it "had done enough" on matters of employment equity. No notice of the Conference was officially distributed to the TC's and TSO's. Nevertheless, TCTSO sent 1 participant.

ADJOURNMENT - 6:35 PM

THAT Council adjourn forthwith.

Deemed Carried

The next meeting is scheduled for Monday, October 1, 2007. The Chair will notify Council should there be a change.