

<p style="text-align: center;"><b>Union of Taxation Employees Local 00013</b> <b>Central Council Minutes</b> <b>Monday, January 18, 2010 Meeting</b></p>
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**In Attendance**

**Chair**

Jean De Peiza	President	Linda Collins	Vice-President (TSO)
Dave Taylor	Vice-President (TCC)	Eric Range	Treasurer
John Woodburne	Director (TSO)	Veronica Eastman	Director (TSO)
Matt Downer	Director (TCC)	Sandra Cribar	Director (TCC)
Bev Bryant	Director (TCC)		

**Absent**

Vona Martin	Secretary	Robert Hamilton	Director (TSO)
Lloyd Brown	Director (TSO)	Frank Deblasio	Director (TSO)

**Guests**

Ryan Ward (Clerk)

**1. Call to Order**

Jean De Peiza called the meeting to order @ 5:30 pm.

**2. Approval of Agenda**

*THAT the agenda be approved.*

*Moved: Linda Collins / Seconded: Dave Taylor / Carried*

**3. Approval of Past Minutes**

*THAT the minutes for November 2010 be approved.*

*Moved: John Woodburne / Seconded: Veronica Eastman / Carried*

**4. President's Report**

Jean De Peiza reported that:

She is looking forward to a phenomenal year health wise, work wise and union wise. In 2009 the year closed off with Bill C-10 grievances and this will be resumed in 2010. The grievances have been presented at first and second level with Robin Johnson preparing to present third level grievances. The names of all Grievors are needed and there is a package for all of them to receive. A "Sample of Grievance summary" needs to be used when grievances are being sent to third level that is available on the UTE Local 13 e-mail. Also a third and fourth level transmittal protocol that is being implemented where the member shall fill out both the third and fourth level transmittal forms in advance of sending it to third level. The fourth level transmittal form should be signed but not dated and put in the file.

UMI – Recently there was a two-day Union-Management session held at Front Street attended by Regional Vice-Presidents in the Ontario Region and the Assistant Commissioner. The Assistant Commissioner loves UMI and will be pushing for it in the TSO's.

Duty to Accommodate – New guidelines are coming out for manager's when there is an accommodation being completed. The Workplace Accommodations Committee and Union person will review accommodation needs to make sure all requirements are set.

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Medical Retirement – When someone is going on medical retirement advising them to apply for Sunlife Disability is important. There will be a top up to 70% of income when both CPP and Sunlife Disability are completed.

Internal Affairs – More information is now being received when an investigation is done. An unvetted copy of the report is now being provided and the union has the right to receive the same unvetted copy that Human Resources receives.

Severance pay is taking up to two months to process. Compensation issues should be brought up to Robin Johnson.

Health and Safety Conference – Linda Collins is replacing Frank Deblasio as Union Co-Chair as long as he is on leave from Front Street. She will be attending along with Sheila Reuben as delegates and the observers will be Bev Bryant, Sandra Cribar and Robert Hamilton.

Pride Conference – The PSAC Pride Conference takes place March 24-26 in Toronto. Two members from Front Street have applied to attend the conference and one member at the Call Centre. The member at the Call Centre is a youth and is very interested in attending the conference.

The member from the Call Centre has expressed interest in being one of our much needed youth members.

*Motion to approve delegate fee and per diem for a member of the Call Centre to attend the Pride Conference.*

*Moved: Jean De Peiza / Seconded: Dave Taylor / Carried*

2010 Elections – Notice of Elections have to be posted by the last Monday in January and close on the last Friday of February as per regulation 14. Then voting dates are to be announced.

UTE Survey – were unsatisfactory and Robin would like us all to find ways to improve on certain issues such as: the way the member responded to questions, like where they get their union from?

There are retirements coming up and members with 30 yrs plus will be receiving their retirement gifts for the local. Janneke Worthington received her retirement gift when she retired last week.

## **5. Finance Report**

Eric Range reported that:

Financial Statement for 2009 completed at the start of 2010. Conferences coming up include the Pride Conference, EAP Conference, and President's Conference. UTE National Convention is in Montreal in July 2011. Our bank balance is \$63,000. Issue that Scotiabank statements come out on the 21<sup>st</sup> of the month but it took quite a bit to finish the statement up to December 31.

For the Diana Gee Memorial Fund, the funds coming into the bank account must be allocated so funds are not in the account for a long period of time as they need to be allocated.

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**6. Vice-President Reports**

Rand list went from 241 in July to 185 in October. It is because the President and Vice-President's making sure this happened. The best way to keep tabs on Rands is by having the President and Vice-President's making this happen.

Dave Taylor reported that:

The Call Centre has been doing a major amount of work reducing the amount of Rands. There were 21 Rands on unknown list that came from elsewhere such as Service Canada and 37 on the regular rand list. Extended hour conference has to be discussed between the union and management to be signed off. Quite a few rehires coming in with 69 already in, 42 rehires next week, 27 new hires on February 15. New hires get 6 weeks of training, rehires get 1 week of training.

**7. By-Laws**

In the last minutes the by-laws committee was supposed to meet but has not yet done so due to scheduling issues. There will be a meeting to be announced soon. Lloyd Brown is away for the next month and will not be available to meet as part of the by-laws committee until that time.

**8. Workplace Health and Safety Co-Chair**

*Prior to December UMI Meeting taking place there were members of the general public found to be in the bathroom on the CRA's designated floors. The Call Centre's new Assistant Director went through the Canadian Labour Code describing how the memo submitted to her was completely inaccurate and this caused some embarrassment to the union.*

*The Labour co-chair wrote a letter to Frank Deblasio and it was responded inaccurately. She didn't do any research concerning this issue and instead just said it was in the Labour Code but couldn't provide details as to where.*

*Another situation at the Call Centre about duty to accommodate that was disregarded by the union co-chair who acted in an inappropriate manner was with a situation from an employee has a severe neurological disorder concerning citrus peels. The issue has been brought up numerous times around the Call Centre and all employees are well aware of the situation. It was pointed out that this may be a duty to accommodate situation and the member should be encouraged to proceed under duty to accommodate, as the employer cannot propose that all employees stop peeling citrus fruits.*

**A discussion was brought up about the Call Centre WPHS Union Co-Chair. It will be further looked into after the elections.**

**9. Roundtable**

Jean De Peiza: All committees that deal with union and management including EAP, WH&S, Diversity, etc., need to provide minutes to Jean De Peiza so they can be sent to Robin Johnson.

Veronica Eastman: February 25 Racially Visible Committee is having an event for Black History Month. If posting can go on all Union message boards, that would be great.

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Matt Downer: As Matt Downer is no longer a term employee, a new employee who is still a term should be appointed to succeed Matt on the ad-hoc committee for term employees.

Linda Collins: Hope members are being talked to concerning not only running but voting in the upcoming election.

**10. Adjournment**

THAT the meeting be adjourned.

*Moved: Eric Range / Seconded: Dave Taylor / Carried*