

**Union of Taxation Employees Local 00013**  
**Central Council Minutes**  
**Wednesday, October 06, 2010 @ 5:30 pm**

**In Attendance**

***Presiding***

Robert Hamilton	Vice-President – TSO
Eric Range	Treasurer
Veronica Eastman	Director – TSO
Alishia Fagan	Director – TCC
Dave Taylor	Director – TCC

***Clerk***

Ryan Ward	Secretary
Matt Downer	Vice-President – TCC
Patricia Payton	Director – TSO
Sandra Cribar	Director – TCC
Lloyd Brown	Director – TSO

**Absent**

Linda Collins	President	Manni Mifsud	Director – TSO
Vona Martin	Director – TSO		

**COMMENCEMENT**

Meeting called to order by Robert Hamilton at 5:25 pm.

**APPROVAL OF AGENDA**

THAT the agenda be approved.

*Moved: Eric Range / Seconded: Matt Downer / Carried*

**APPROVAL OF PAST MINUTES**

THAT the minutes for September 1, 2010 be approved.

*Moved: Sandra Cribar / Seconded: Patricia Payton / Carried*

**Business Arising from Minutes**

The Christmas Party poster is completed and can now be posted. Tickets have been designed but not printed yet.

**REPORTS**

**President's Report**

Robert Hamilton reported that:

President Conference information is quite comprehensive and is available if anyone wishes to read them. The important highlights are:

- More letters to MPs should still be sent out with regard to possible future changes to our pension. UTE National President Betty Bannon is not running for re-election again.
- PSAC President John Gordon said Collective Bargaining is at the disclosure stage.
- The UTE Chief Investigations Officer reported at President's Conference that an overhaul of the existing rules with regards to Internal Affairs Investigations will allow members and union reps more protection and defined roles. Questions can now be

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asked by union rep during proceedings rather than just listening to questions and answers. The policy clearly says it is an interrogation so a change includes pre-interview notice of 48 hours and the employer will report to union about an IA investigation. Union will sign confidentiality agreement.

- Employer will give full disclosure why employee is investigated – rather than ATIP request; it will be given to employee/union. Beyond 120 days for investigation and email will come out specifying about any kind of delay.
- Defibrillators will be put into action by March 31, 2011. Robert Hamilton will find out if the Call Centre and Front Street will be receiving them because of location to hospitals.
- Student hiring is a policy throughout the CRA and if there are concerns, they need to be reported to RVP.
- Conflict Resolution is going to be in effect. 18 full-time advisers (Ontario will have 5) that will provide information. Union role will be prepped for informal processes.
- The UTE Triennial Convention takes place at the Hyatt Hotel in Montreal. The call out will be in January 2011.
- Dependability/Reliability: Team Leaders are using a bias scoring grid for competitions and this will be a grievable issue if not. Structured reference check that is on-line is reported. Feedback from members is needed.
- Job Hazard Analysis: Sent to National and report release is in by end of October. Hopefully will lead to protection and may include body protection for field officers.
- Individual Feedback: It is essential anyone who applies for a staffing process should be encouraged to fill out the RC-136 Individual Feedback form in within the 7-day timeframe.
- Disability Insurance: Huge rise in claims, mostly due to psychological disabilities – Government may have to scrape back money and this is a concern.
- Pre-Retirement Leave: If a member comes to union – contact compensation agent and make sure it is fixed.
- Requested a list of grievances with how many we have won and lost.
- Elections: Local executive member Patricia Payton ran for the Harassment Committee. In total there were 12 acclamations for committee chair positions with one race. Within the region, Toronto North President Esther Burt (Finance Committee) and Toronto East President Brad Feraday (Political Action) were successful.
- Across Canada there are differing amounts of time that employees have to complete their timesheets. Matt Downer will follow-up with regard to a UTE ad-hoc committee that is dealing with this issue.

### **Vice-President Reports**

#### **Call Centre**

Matt Downer reported that:

- A union guide is going to be distributed for UTE reps that deal with all of the changes to Internal Affairs investigations in order to understanding the changes better.
- Reiteration of membership dues: Advise UTE National if employees go to new location as soon as possible so membership can be changed.

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- As employees come into the offices and leave, the rand list needs to be dealt with immediately so the office is dealing with them in a timely manner.
- Call Centre is still dealing with the G-20 issue that could go to grievance with regard to expense claims.
- Two employees have now moved to Hamilton TSO from the Call Centre that were affected by the expense claims.

**Treasurer's Report**

Bank statement received today. Report provided on state of affairs for Local.

**COMMITTEE REPORTS**

Nothing to report.

**CHIEF STEWARD**

Poster went out and three weeks later closed. There were two people who applied for the position. Since then one has withdrawn their application. Patricia Payton is the only applicant as a result.

THAT Patricia Payton be accepted as Chief Steward.

*Moved: Robert Hamilton / Seconded: Matt Downer / Carried*

**CALL CENTRE HEALTH & SAFETY**

Matt Downer reported that:

Next Health and Safety meeting is October 19. Any new implementations for the committee need to be done before the next meeting. Robert will discuss changes with Linda concerning changes and will report to the Call Centre and all affected areas.

**BIO, E-MAIL HOMEWORK**

Ryan Ward reported that:

Looking for bio information for the web site. All that is being asked of the executive is to provide some information that will not be a safety issue. No private information will be posted, only some basic information about each executive member. If executive members don't want information on the web site, this should also be expressed by notifying Ryan. Please provide information as soon as possible so the web site can be updated.

**STEWARDS**

Robert Hamilton reported that:

Matt Downer has forwarded an approved list of Stewards and Linda Collins can come up to the Call Centre in the future to swear-in all the members. The final list of stewards has not been finalized at the TSO to update the information.

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**RATIFICATION – TIME/DATE/VENUE**

Ryan Ward reported that:

The ratification vote will take place on Wednesday, October 20. The Call Centre will be voting in the meeting room on the main floor at the Call Centre's building from 10 – 2:30 pm and then Front Street will have voting taking place from 3 – 6 pm at the Royal York in Confederation Room 3. Voting will take place in Toronto East on Tuesday and Toronto North on Monday that week and all voting will be finished as of October 28 where the voting will be in Barrie.

**ROUND TABLE**

Veronica Eastman: The union should be involved in bring your child to work day (November 3). The role in the workplace should be addressed. Members have been enquiring about the PSAC scholarships because they have not heard. Superannuation Benefits should be listed on the UTE Local 00013 web site. If the family doesn't ask for the death benefits when a member dies, it is not paid out.

Sandra Cribar: Within the UTE Newsletter there is incorrect wording with regards to Duty to Accommodate. This error needs to be corrected.

**ADJOURNMENT**

THAT the Council be adjourned @ 6:35 pm

*Moved: Veronica Eastman / Seconded: Dave Taylor / Carried.*

The next meeting takes place on Wednesday, November 3, 2010.