

**Union of Taxation Employees Local 00013**  
**Central Council Minutes**  
**Wednesday, April 10, 2013 @ 5:30 pm**

**In Attendance:**

	<b><i>Presiding</i></b>		<b><i>Clerk</i></b>
Linda Collins	President	Ryan Ward	Secretary
Robert Hamilton	Vice-President – TSO	Eric Range	Treasurer
Lloyd Brown	Director – TSO	Kevin Dalton	Director – TSO
Manni Mifsud	Director – TSO	John Woodburne	Acting Director – TSO
Dian Wright	Director – TSO	Sandra Cribar	Director – TCC
Patrick Tanedo	Acting Director – TCC		

**Absent**

Sheila Reuben	Director – TCC	Dave Taylor	Director – TCC
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**Guests**

Robin Johnson	Toronto RVP	Iain MacFarlane	Incoming Director
Benjamin Miller	Incoming Director		

**1. Call to Order**

Linda Collins called the meeting to order @ 5:31 pm.

**2. Approval of Agenda**

THAT the agenda for November 7, 2012 be approved.

*Moved: Sandra Cribar / Seconded: Manni Mifsud / Carried*

**3. Special Business – Elections**

Linda Collins reported that:

Congratulations to all of those who were re-elected and elected to their positions and thank you to everyone who has served for the past 3 years.

**4. Approval of Past Minutes**

THAT there are no minutes for prior meetings.

**5. President's Report**

Linda Collins reported that:

We still have 3 IAD reports that we are waiting on, one at the Call Centre, two at Front Street. There is one grievance, an accommodation case that is on-going at this time.

Grievance Training went well. Everyone who attended the grievance training was well-received and it was very good to have more people who are grievance trained.

All regional Locals have been invited as well as a guest for each to the AGM. Even though Morgan Gay is not attending the AGM, we will have Bob Campbell attending and Robin Johnson, who sits on the bargaining unit, will report on the state of our negotiations. Vona

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Martin is dealing with the hotel to ensure everything is arranged and Ryan Ward will have the posters and tickets available so they can go out by next week.

**6. Regional Executive Vice-President Report**

Robin Johnson reported that:

This Local was the only Local who didn't hand out black armbands in March. They were expected to be handed out by March 20<sup>th</sup>. It is so important to make sure all of the requests that come from UTE and PSAC are conducted in a timely manner. There will be an activity on April 30<sup>th</sup> and the message needs to go out to the membership. If we don't get the membership on our side we will call for a strike action. At this time there is no information what is being planned on April 30 but this is going to be vital that we get the message out to everyone.

There were several negative comments about the actions that have been taken to this point. Members complained that the armbands resembled NAZI propaganda and members were not willing to wear this because of the way it was designed. There are complaints that we are doing things that are completely inadequate such as handing out armbands,

What members complain about are that articles are published in newspapers like the Ottawa Citizen and they condemn what we are doing. The media is not publicizing our side of stories.

What needs to go back nationally is to make sure everyone knows the issues that we have had going on with our Local such as the mass construction going on out front and to the side of the building and out back we have dealt with an issue of a member who was hit by a taxi crossing the parking lot at the back of our building.

It would be a great idea to have a political action committee to work on all political action that is being asked of us by UTE and PSAC. The Political Action Committee has come up with guidelines to apply for funds. It is 100% covered for all Locals to apply for funds.

People have brought in falsified doctor's notes when a Team Leader has asked for a note that was not actually real. The Team Leader has been calling the doctor to confirm that he/she has written the note. UTE went to the Commissioner for an interpretation that the employer is breaching the Ontario Health Appreciation Act. According to the Assistant Commissioner, federal employees are not bound by provincial legislation and there is PSLRB precedence to site this.

Verifying the strike coordinators are Dian Wright and Patrick Tanedo. On May 9 the President's will be attending the PSAC Regional Meeting on how to get our members more involved. It is at the Ontario Federation of Labour office at 15 Gervais Dr. There will be a meeting in May with the President's and Treasurer's to have the Treasurer's learn payroll. When a regional conference is conducted, payment of net pay minus 30% is the calculation. Technically each local is expected to take off CPP and EI as well.

In April there will be a regional meeting of President's from Ontario. It will be held in Kingston on April 19 and 20. The Assistant Commissioner and Deputy Assistant Commissioner will be attending and the President's will be allowed to ask questions.

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Are there still members having complaints concerning tuition? There is one case of this within the Local and there was a grievance that we recently won.

Are there any issues concerning bringing in students? There are two teams of students whose contracts are finished on April 30<sup>th</sup>.

There is a court date concerning the rollback of 1% and that will take place in October 2013. Concerning performance evaluations, make sure a discussion has taken place in advance of the next Y280 evaluation in September.

At the Call Centre meeting at the President's Conference, one thing that came up provided is denial of vacation leave. What the employer cannot do is to turn down vacation leave based on operational requirements. Once an employee is denied, a grievance should be filed at that time. What we need to verify is if the denial of vacation leave is an anomaly or if it is consistent across the country. Some of the other Call Centres do not have an issue. The only other Call Centre that had an issue is in Montreal.

The PSAC Ontario Convention and UTE Convention Committee dates are both scheduled on the same days in May 2014. It has been requested that the dates get changed so they do not fall on the same weekend.

As a result of the next round of cuts, that were just announced today, there will not be anyone affected. This will only affect the National Capital Region and no one will need to be concerned from our region.

## **7. Vice-President Reports**

Robert Hamilton reported that:

Provided the report in writing. A summary of the President's Conference was provided by Robert Hamilton as well. Robert will be allowed to see documentation concerning one of our members who could be facing some substantial discipline. More than half of the Locals across Canada are being provided with a draft copy of the investigation to determine what information has been provided by the member and determine what is the best course of action. It is important to ask for disclosure of the documents.

We are asking for our members and especially all union reps to boycott National Public Service Week. If any steward participates in NPSW, discipline action can take place.

April 29 and 30 our members should not be answering questions, it should only be management that deals with the public at the end of Filing Season.

Take a look at [www.dues.ca](http://www.dues.ca), [www.weareallaffected.ca](http://www.weareallaffected.ca) and [www.nofreeride.ca](http://www.nofreeride.ca) concerning the Bill C377 Private Members Bill. There are 17 of 22 ridings that if a targeting effort is put forward by public service members, this can affect the vote. By getting all MP's email addresses and twitter accounts tied up with contact by our membership, this could be really a great way to get our message out.

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**8. Call Centre Report**

Call Centre directors reported that:

Call Centre Section Manager Wayne Fagan has accepted an Assistant Director position in the St. John's Tax Centre. Changes will be coming at the Call Centre effective July 2013.

The term protocol has been put on hold. All contracts are going to be dealt with as they have been previously. In July, a review of the protocol will take place. Our Term Employees are not subject to Y280's there is an Annex-R that they are subject to.

Anyone who did not receive a 2-year review that is beyond their two year mark in employment without a break in service of over 30 days, should notify their local executive member to notify Robin Johnson.

THAT the UTE Local 00013 donate \$500 to the Call Centre Social Committee procedures party that takes place on Friday, May 3<sup>rd</sup> at Joe Badali's.

*Moved: Patrick Tanedo / Seconded: Sandra Cribar / Carried*

**9. Treasurer's Report**

Eric Range reported that:

He is proposing the budget 2013 that will be presented at the Annual General Meeting.

THAT the proposed budget be approved.

*Moved: Patrick Tanedo / Seconded: Sandra Cribar / Carried*

**10. Mental Health Forum**

Linda Collins reported that:

Mental health forum that takes place at the Royal York on May 24 and 25. Registration has to be done online by April 19. We will be reimbursing for per diem only. We should figure out who are the two delegates who are attending and then any subsequent observers depending on how many are interested.

**11. UMA Training**

Linda Collins reported that:

The Local of the Professional Institute of the Public Service of Canada are backing out of UMA training. There are two sessions on May 23, 24 in which at least 3 volunteers are needed from UTE to fill the class. PIPSC originally said they would be doing the last two sessions at the end of the month but they are not going to be.

Request to have anyone who has not attend sessions or has attended very few to be able to attend on behalf of the Local. Benjamin Miller agreed to attend. If there is an issue and someone is needed, Patrick Tanedo will attend. Iain MacFarlane may also be able to attend. Kevin Dalton should also be available.

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**12. Greater Toronto Area Council**

Ryan Ward reported that:

We are looking for 3 members of our Local to attend regular meetings. The next meeting takes place on Wednesday, April 17 @ 6 pm in the PSAC Boardroom. They just have to be members of the Local, not necessarily executive members.

**13. New Executive**

Ryan Ward reported that:

I've put together a package of materials for the new executive. It includes a schedule of all the upcoming conferences, conventions and other training events in the PSAC and UTE. Inside the package is a CD with the Collective Bargaining Agreement, our by-laws and regulations and information about the Local.

**14. Communications**

Linda Collins reported that:

We are producing business cards for each executive member and also a business card with our web site and contact information for the Local that we are going to give out to our members. The web site is being updated regularly with the most important information about our Local and what our members need to know about.

**15. Roundtable**

Lloyd Brown: Grievance training request. It would be useful to have all executive members and as many stewards as possible.

Kevin Dalton: It is important to send Directors as a priority beyond Stewards.

**16. Adjournment**

That the meeting be adjourned forthwith.

*Moved: Robert Hamilton / Seconded: John Woodburne / Carried*