

Union of Taxation Employees Local 00013

Central Council Minutes

Wednesday, June 26, 2013 @ 5:30 pm

In Attendance:

	<i>Presiding</i>		<i>Clerk</i>
Linda Collins	President	Ryan Ward	Secretary
Robert Hamilton	Vice-President – TSO	Sandra Cribar	Vice-President – TCC
Eric Range	Treasurer	Frank DeBlasio	Director – TSO
Kevin Dalton	Director – TSO	John Woodburne	Director – TSO
Dian Wright	Director – TSO	Ben Miller	Director – TCC
Patrick Tanedo	Director – TCC		

Absent

Lloyd Brown	Director – TSO	Iain MacFarlane	Director – TCC
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Call to Order

Linda Collins called the meeting to order at 5:35 pm.

President's Report

Linda Collins reported that:

My time has been taken up 100% as a result of two cases we are working on. We are trying to prevent a bullying and harassment grievance. Conflict resolution was tried and it didn't work. If we go ahead with a grievance it will go to 3rd level and Robyn Johnson will be handling it. It is important that for any cases of this that the member document everything.

Two issues in Audit. One involves an AU-01 process where some people were appointed. There were some who didn't get appointed that took issue with some people who were appointed. A job description dispute for some non-resident tax auditors where the presentation has been made to the team leader and the team leader agrees with it. At the Assistant Director level, they are disagreeing with this.

Linda will be on vacation from August 26 – September 20 and when she comes back, she will then leave for President's Conference. Linda is moving from Toronto to Hamilton and will be commuting from Hamilton.

Meeting with Director Joanne Todesco since she came back. Relationship is still there and we should be able to work with her. The president from CBSA Local 00024 left a voicemail and wanted to talk to Linda about some common issues that are similar to CRA and CBSA.

There is a clause that states, if the government feels they are not getting anywhere with negotiations, with consent of the bargaining committee, they can take the CBA to the membership.

Vice-President's Reports

Vice-President – TSO Report

Regular Business – Accommodation for office location move (complex issues)

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Director and Assistant Director are involved, member on LIA.

Grievances – Termination took place May 30, 2013 – Advanced with package to 4th level in conjunction with failure Duty to Accommodate grievance to be skipped from 1st level to 3rd level with Assistant Commissioner. Canadian Human Rights Commission complaint to be filed this week.

Failure of Duty to Accommodate – Severe vision loss (with Director for response) or to be advanced to 3rd level, in conjunction with Canadian Human Rights Commission complain already filed.

Education expenses – won't grant 100% as in past, transmitted to 2nd level.

Investigation / Disclosure – in process to obtain full disclosure via ATIP. Raising ATIP request to obtain what information is required. Dario Gritti was able to provide a chart that discusses the information that can be obtained and what is needed for any ATIP request.

Accommodation / Disability – continuing support for member with severe long-term illness diagnosed, pressure to take him off strength. The employer is pushing to have an answer provided by a specific date or this person's position is being vacated.

Recourse – Failure of management to provide access to building, system and materials for competition preparation.

Job Hazard Analysis / Field Calls – Mini first aid kits for field officers will be provided soon and training will be given commencing July 3 & 4.

E-Mail from Director about signing off on code of ethics document.

Vice-President – TSO Report

June 2013

Planning: Due to an increased accessibility from HQ all telephone agents were offered to work full-time hours until the end of their contracts. Students were also asked to work full-time. There will be meetings for affected members that will have layoff notices given to them commencing June 27, 2013 with union in attendance. Toronto East Collections has released a call letter for SP-04 collections agents and we are unaware of the number of employees they need.

Accessibility to GSTC and CCTB lines of business are set to increase to 95% for both commencing July 2 – August 30 and July 15 – September 27, respectively. The preceding may affect any layoffs scheduled for July. Management suggested changing some term full-time agent's schedules to part-time after August 23, 2013.

Issues: AHOD continues to be an issue at the Call Centre as it is affecting R/Os ability to complete their workload. It appears that statistics and Call Centre requirements are taking precedence over R/O accessibility for agents. Not only are R/Os unable to complete their workloads in the mandated processing time, 3 days, but they are also unavailable to agents that require their assistance. Therefore, the phone program, in terms of hours, is taking precedence

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over quality. Management cancelled RO/Tier 3 phone time the week ending July 21, 2013, because they had not adequately planning for NQALP listening. Therefore, it seems that management is using R/Os in an inconsistent manner to cover planning gaps.

Two agents were disciplined from the same team for lateness. In both cases a verbal reprimand was given with no permanent record left in their file. There was an issue with possible sexual harassment that was successfully handled through the informal route.

Call Letters: There was a call letter specifically targeted towards SP-03 agents to be acted up to the SP-04 level.

WPHS: Four new Ergonomic Coaches received training. There was an incident that happened today, July 26, 2013, and the employees were appropriately dealt with. The elevator went falling down several floors.

Public Service Employee Survey (PSES): All PSES make-up sessions have been completed and all employees have been covered.

Treasurer's Report

There is approximately \$4,000 left in the Diana Gee Fund currently. The landlord requested a copy of the Insurance Policy for our office. It costs us about \$1,800. The lease expires March 31, 2014. It has been paid until that date. After that time, a decision could be made although offices generally cost over \$2,000 or more in downtown Toronto.

Approval of Past Minutes

THAT the minutes for May 2013 be approved.

Moved: Robert Hamilton / Seconded: John Woodburne / Carried

Business Arising From Past Minutes

A conversation took place between Bob Campbell and Linda Collins concerning the issues surrounding the Local not being able to hand out literature on April 30, 2013. He understands the health and safety issues surrounding the building since attending the Mental Health Conference when he stayed at the Royal York.

Message Boards

The Local will be putting up information on the union boards that people can read about everything that is happening.

Committees

EAP and Employment Equity Committees

Linda Collins will be the main rep for both committees.

Dian Wright will continue on Employment Equity Committee.

Kevin Dalton will be the rep on EAP.

There will also be a rep from the Call Centre on EAP and Employment Equity as well. They do not have to be Directors.

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Health and Safety

Frank DeBlasio and Robert Hamilton will remain on Health and Safety Committee. Sandra Cribar will remain on Health and Safety. Patrick Tanedo will also be on the committee. Iain MacFarlane will also be a member of the committee.

Discussion has taken place that it would be useful to have observers attend the Health and Safety Committee. They would be able to attend as an observer and would not be members of the committee but would be able to attend and verify the types of things that are happening.

UMA

The last UMA session will be completed tomorrow. There were no UTE members attending but PIPSC was able to provide all of the union reps.

Stewards

All that is needed are the names of those who wish to be Stewards and their intent. Once a list is put together, it will be given to Linda to be sworn in.

THAT all meetings of the UTE Local 00013 continue to be the first Wednesday of each month.

Moved: Kevin Dalton / Seconded: John Woodburne / Carried

Political Action

Are we going to have a political action committee?

Dian Wright and Ryan Ward attended the PSAC campaign meeting and we need to get as many members involved in the campaign that the PSAC is dealing with.

Stewards

It would be useful to have the stewards and executive have a BBQ. Stewards are allowed to attend meetings and should be encouraged to get involved.

Sandra Cribar: Upcoming conferences – Have you heard anything?
UTE Password needs to be changed.

Mental Health Conference – Very informative. At the conference, an attendee said many members are not concerned with mental health at all. Identifying mental health issues is hard when managers step out of conferences or don't attend at all. The Director was informed about some managers didn't come out of the two-day forum at Front Street and this information was recorded. The conference said that about 20% of employees had mental health issues. CAMH says it is 1 in 3. More people need to have documented information for things such as depression, especially for issues of lateness and absenteeism.

Ben Miller: Pride is this week and the PSAC has a float at the parade. All of the unions are walking as one big mass near the front of the parade. They are meeting at noon at the corner of Bloor and Church.

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Patrick Tanedo: Do we have an idea what is going on with desk drop situation? There is a policy in place that Call Centre locations are not to be public knowledge. The floors belong to us so items can be handed out by us near the elevator. Robin Johnson said that the last time she was here that the union would be willing to pay them for the period of time out of the office.

Dian Wright: Suggestion from a colleague that we consider "work to rule" in the workplace. She felt UTE is not being straight with us on the web site and painting a rosy picture. If we want to have a speaker discuss where we are right now in negotiations that Bob Campbell will decide who comes to speak.

Ryan Ward: GTAC is looking for members of the Local who wish to attend GTAC meetings. We can send 3 members who do not have to be executive to attend. If you are interested or you know anyone else who is interested in attending, please let me know. The other thing that GTAC is doing is lobbying MPs and MPPs. PSAC will cover costs associated with lobbying your local MP and MPP while they are in the riding all summer.

Kevin Dalton: Resigned post as technical advisor. Feedback that was unfavourable but there was no information of who said it, when they said it, how they said it and other information. There was unsubstantiated information that was written based on people's feelings and written up by a Team Leader. This was hidden on three levels and it completely fell in the face of the UMA training that I attended.

Linda Collins: It would be useful to put together a list of statistics without names of how many situations have been dealt with and at what level or if it has been dealt with through a different method. In Linda's monthly meetings with the Director, she can bring up these statistics. There will be a Regional Disability Officer who will be able to help managers through a process of identifying and working with employees that have issues.

Adjournment

THAT the meeting be adjourned.

Moved: Patrick Tanedo / Seconded: Sandra Cribar / Carried