

**Union of Taxation Employees Local 00013**  
**Central Council Minutes**  
**Wednesday, February 11, 2014 @ 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	Sandra Cribar	Vice-President – TCC
Eric Range	Treasurer	Lloyd Brown	Director – TSO
Dian Wright	Director – TSO	Iain MacFarlane	Director – TCC
Ben Miller	Director – TCC	Patrick Tanedo	Director – TCC

**Absent**

Kevin Dalton	Director – TSO	Frank DeBlasio	Director – TSO
John Woodburne	Director – TSO		

**Call to Order**

Linda Collins called the meeting to order at 5:30 pm.

**Approval of Agenda**

THAT the agenda be approved.

*Moved: Robert Hamilton / Seconded: Iain MacFarlane/ Carried*

**Election of PSAC Ontario Delegates**

Robert Hamilton  
Frank DeBlasio  
Iain MacFarlane  
Benjamin Miller  
Dian Wright

**Election of UTE National Delegates**

Robert Hamilton  
Sandra Cribar  
Eric Range  
Dian Wright  
Iain MacFarlane  
Ben Miller - Alternate

**Observers:**

Linda Collins, Ryan Ward, Frank DeBlasio, Patrick Tanedo, Lloyd Brown

**Approval of Past Minutes**

THAT the minutes for November 2013 be approved.

*Moved: Ryan Ward / Seconded: Eric Range / Carried*

**President's Report**

Linda Collins reported that:

Once again we have gone through some busy times. Thanks to everyone for looking after things while I was off sick. I would like to remind everyone that we have certain protocols that are to be

## **Union of Taxation Employees Local 00013**

### **Central Council Minutes**

**Wednesday, February 11, 2014 @ 5:30 pm**

followed. These apply to all three of our sites. As we have a chief steward – no grievances get filed before they are discussed with Frank to evaluate their validity. In Frank's absence, the chief steward responsibility falls to the president or who I assign that duty to. For discussion on duty to accommodate, Robert is very experienced in the do's and don'ts and you should be consulting with him or myself before anything is done. Remember that we do have workplace accommodation coaches that management and/or union can use and should be encouraged to use for help. All of the names are listed on infozone. We want all accommodations to be for only those that truly need an accommodation. It is very important to remember that one person's accommodation is never to negatively impact anyone else. The link where you can find the accommodation coaches will be provided to our executive.

If you have someone that you feel would be a good steward, it has to be brought to Council and whether the person is accepted will be a council decision. Once agreed, the person has to be sworn in. This can only be done by myself or the RVP. In extreme cases, I might delegate the responsibility to one of the VPs, but that would be just for that one occasion. The committees that we are currently working on with management to try and improve the workplace are; integrity, mental health, harassment, EAP and Equal Opportunity. I encourage all of you to participate when you can as it is important that we all work towards a better environment.

Because of all of the conferences and travel that has to be done this year, we have to watch our dollars. Therefore everyone will not be available to go everywhere. This will also allow us to bring more to the Triennial Convention in July. Because of the amount of travel involved, I will not be going to everything because it is way too much. For president's conference in March, Robert will be going as the acting president. I've told him that he can take an observer or go on his own, it is up to him. Ryan will talk about the delegates for PSAC and Triennial. Because of the expense, the inter-regional for June will not be held in Banff. We don't know where it will be.

I know there has been lots of chatter taking place regarding the Call Centre breaking away and becoming its own Local. So far two Call Centres in the West have done this. Hamilton is currently looking into the possibility but they are relatively small so whether it would benefit the members or not has to be looked at as non-filing season, the membership would be very small coming to the Local. Before anything can be done here, Robin has to become involved because it would mean a vote from the membership as to whether they want to break away and an executive would have to be elected. Remember that this should not be done for personal reasons but only if it's going to benefit the members.

UTE is doing a Canadian-wide determination about the potential separation of all Call Centres across Canada. There are already two Call Centres who are already separated from their Locals and a presentation of pros and cons to separation from the Local. Off-peak time could reduce the amount of money available for a Call Centre Local due to the reduction of staff during that time.

### **Vice-President's Reports**

**Union of Taxation Employees Local 00013**  
**Central Council Minutes**  
**Wednesday, February 11, 2014 @ 5:30 pm**

***Vice-President – TSO Report***

**Regular Business** – Termination grievance – support information for 4<sup>th</sup> level (denial) and 4<sup>th</sup> level Failure of Duty to Accommodate – WHSC for CRA doctors have failed to respond to PHIPA request for information.

2<sup>nd</sup> Duty to Accommodate grievance now going to 4<sup>th</sup> level (denied) after we had concessions from the Assistant Commissioner verbally

Investigation ongoing – misrepresented time submissions (Audit)

Disputed Disciplinary Action Report (review these carefully – they can include subjective comments rather than fact)

**Performance Review** – Will be ongoing problem issue in Audit, with pressure for results in division and new Audit work logs – Team Leaders are not following policy and then complete negative review

A number of Audit issues, we have been successful in four rating improvements, one grievance withdrawn as remedy achieved

**Grievances** – Termination grievance – 4<sup>th</sup> level denial – seeking ATIP and medical info Duty to Accommodate grievance going to 4<sup>th</sup> level, denied, after we had concessions

Investigation ongoing – misrepresented time submissions

30-day Suspension – skipped 1<sup>st</sup> level, going to 2<sup>nd</sup> level, pending ATIP and medical info

**Failure of Duty to Accommodate** – We have to build strong cases by documenting failure to act, employer not following their own policies

**Accommodation / Disability** – Continuing support for member with severe long-term illness diagnosed, pressure to take him off strength – extension of LWOP (further requested)

**Training – Field Calls** – Still 44 employees to be given session

***Vice-President – TCC Report***

Everyone is back that should be back except ARNI employees

Training is on now and overtime starts February 21 with night shift

Sandra Cribar is working night shift (1 – 9 pm)

UMA meeting is next week

Net review – It is no longer based on a 10-point scale and it is being fair, equitable and transparent to be more like the Y280.

**Treasurer's Report**

Last year we spent quite a bit of money sending people to President's Conference and it is necessary to reduce the amount of people coming. Last year we spent \$11,000 on observers to President's Conference.

THAT UTE Local 00013 only send 1 observer along with our President or designate to all President's Conferences.

*Moved: Eric Range / Seconded: Robert Hamilton / Carried*

**Union of Taxation Employees Local 00013**  
**Central Council Minutes**  
**Wednesday, February 11, 2014 @ 5:30 pm**

**iPad**

Patrick Tanedo is going to look to purchase 2 iPads. We have been given \$600 from UTE to purchase these iPads and if we don't we will need to give the money back to UTE.

**TUB Course**

March 21, 22 will be the Talking Union Basics course at the PSAC Office (90 Eglinton Avenue East). It will take place all day on Saturday and Sunday from 9 am – 5 pm. We have 16 people signed up including 11 from our Local.

**Procedures Party**

Ben Miller was approached about donating money from the Local to the Procedures Party. It was suggested that in the next budget that we allocate an annual amount toward the Procedures Party so it doesn't have to be an annual vote for this specifically.

THAT the Local allocate \$200 to the Call Centre Procedures Party.

M: Patrick Tanedo / S: Sandra Cribar / Carried

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

**Web Hosting and Domain Updates**

We are changing over the web site to Go Daddy. It will be updated as of the end of February and will change over to Go Daddy for our design and hosting together. The plan is to have an easy to update web site that anyone can do at anytime and does not need any knowledge of HTML or other coding. Everyone will have their own email accounts they can access through one of three methods (web based, through Eudora, Outlook or Windows Live, or by forwarding to a personal email).

Ben Miller: The Rand cards are not being updated again but at least we have photocopies of all of the cards to ensure they are updated.

Sandra Cribar: Proper new hire package is needed. Ben is looking at doing something on this. We need to wait until after Triennial in-case there is any change in leadership. We need this to be clearly accessible. We need a proper breakdown of our union dues breakdown for salary. Management is looking to get out a new hire handout for the new hires but we can.

Dian Wright: What day is the May resolution committee? Please confirm.

Ryan Ward: John Woodburne's retirement party is on Thursday, April 10 at P.J. O'Brien's Pub.

Patrick Tanedo: Feedback from some stewards and they would love to see more communications.

**Adjournment**

The meeting was adjourned at 7:10 pm.