

## Union of Taxation Employees Local 00013

### Central Council Minutes

Wednesday, April 8, 2014 @ 5:30 pm

#### In Attendance:

	<b>Presiding</b>		<b>Clerk</b>
Linda Collins	President	Ryan Ward	Secretary
Robert Hamilton	Vice-President – TSO	Eric Range	Treasurer
Lloyd Brown	Director – TSO	John Woodburne	Director – TSO
Iain MacFarlane	Director – TCC		

#### Absent

Sandra Cribar	Vice-President – TCC	Kevin Dalton	Director – TSO
Frank DeBlasio	Director – TSO	Dian Wright	Director – TSO
Ben Miller	Director – TCC	Patrick Tanedo	Director – TCC

#### 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*

#### Approval of Past Minutes

THAT the minutes for March 5, 2014 be approved.

*Moved: Robert Hamilton / Seconded: Dian Wright / Carried*

#### President's Report

Linda Collins reported that:

We've gone through transitions for virtual reporting. The biggest problem with virtual reporting is the way people are going to be represented. Wherever the body sits physically, that local will look after them. If you are reporting to a supervisor in London, the AD or Director in London will have to look after issue. We had an issue with an employee who sits in Ottawa but reports to Toronto Centre and it was dealt with in Toronto Centre. Our Local will be responsible of the expenses to go to a particular office even if we are dealing with Hamilton, London, etc.

There is a situation in the Sudbury Local in which three members of their Local have been removed due to inappropriate behaviour. They do investigate all complaints that go through in regards to executive members and stewards. You can be removed from office as you can see from Sudbury. Even though we are elected officials representing the Local, we still have to act in a professional manner. It is being watched and it is on the front burner because of things that have taken place. Investigations are done by outside the Local. Once someone is removed from office, the person may not be able to run again for a period of time.

We have a situation where a member of the executive is going directly to Robin Johnson but it not going to Robert Hamilton or Linda Collins. If it cannot be resolved at the executive level, Linda will take it to the Director. Only if it cannot be resolved at the Director level, Robin Johnson will then step in.

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If an individual refuses to go for medical assessment and the employee refuses to go, there is precedence that the employer can lay them off.

**Vice-President's Reports**

***Vice-President – TSO Report***

Robert Hamilton reported that:

Regular business – Termination grievance – support information for 4<sup>th</sup> level (denial) and 4<sup>th</sup> level Failure of Duty to Accommodate – both were denied and go to adjudication  
2<sup>nd</sup> Duty to Accommodate grievance now at 4<sup>th</sup> level, denied, after we had concessions from the A/C verbally

Investigation completed – Misrepresented time submissions (Audit) 10-day suspension  
Disputed Disciplinary Action Report (review these carefully – they can include subjective comments rather than fact)

Performance Review – 3 cases on-going, two in audit – be diligent about use of performance logs for each audit completed – T/L must cover performance gaps

Grievances – Termination grievance – 4<sup>th</sup> level denial – seeking ATIP and medical info  
Duty to Accommodate denied at 4<sup>th</sup> level, after we had concessions  
Suspension time worked falsified – 10-day suspension – grievance to be filed this week  
Falsify CRA documents – 30-day suspension – skipped 1<sup>st</sup> level to go to 2<sup>nd</sup>, 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, no formal Individual Accommodation Plan (IAP) completed.

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

President's Conference – We Are All Affected cards – only 36% participation rate  
Ontario Region proposes to vote in block

**Triennial Convention**

Convention Committees – RH on Finance Committee

Fun Night – 60s, 70s, 80s theme – Get Your Groove On – Wed. July 16, best costume, dancing

No direct billing of hotel rooms – will get travel advance

Time limits for speakers reduced from 5 to 3 minutes

Robert Hamilton is on Finance Committee

Ken Bye is on the Structure and By-Laws Committee

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Workshops

ITPR – Kent MacDonald presented: Once referred, members deals only with National Rep appointed – security clearance revocations, grieve Automatic request for all 7 disclosure items – Grievance only needs to be brief and there are notes available by Robert.

Representing members during Internal Directorate Investigations – See UTE guide to Representing Members in Internal Investigations (in information for Locals).

Draft Investigation Reports are not being given anymore for internal investigations.

When Canada Post was converted to short-term disability – There was no significant savings among workers who were put on short-term disability above their sick time from when everyone was on sick leave.

Request a copy of all notes that are taken with the investigation report each day in addition to your own notes. Members were not necessarily provided with their rights at each step of the way in writing and this is necessary.

***Vice-President – TCC Report***

Patrick Tanedo reported that:

End of the performance cycle – evaluations are being done for each member. Requesting that one person is responsible for all issues that are resolved with nets. There was a test created that was so difficult Resource Officers found that they were quite difficult to answer.

Notice of non-renewal for those who have 2-years or less of Call Centre experience. There are definitely members who have not been notified they are being let go as of yet.

Sections 4.4.4 to 4.4.8 are the sections that deal with non-renewal of employees.

The elevators are jammed for those who work from 9 am to 5 pm and we expect members to be late as a result of this.

Returning ARNI agents are being given time for training before they get their net evaluations in order to write the test.

Duty to Accommodate just came in and the member does not want to sign that Health and Safety Cost Solutions has access to their medical reports.

There are members in other offices to report to Toronto Centre that have no idea if a position becomes vacant remotely that it can be filled in Toronto Centre.

Stewards are going to be given the task to collect everyone's personal email address working at the Call Centre.

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**Treasurer's Report**

Eric Range reported that:

The Diana Gee Memorial Trust will be finished this week. There is approximately \$6,000 in the account and it should be resolved by May or June.

**Roundtable**

Lloyd Brown: Who is paying for tickets to fun night? The Local will cover the cost except if you are bringing a guest.

John Woodburne: This is his last meeting and he will be retiring as of April 25<sup>th</sup>. It has been great working with everyone. This Thursday, there is an informal gathering at Jason George Pub on Front Street at Jarvis.

Ryan Ward: Every executive member has an email account created. They are currently being forwarded to each person's personal email right now. If anyone wishes to log in.

Eric Range: Thanked John for being with the Local for several years.

Patrick Tanedo: One thing that was brought up in Ontario Caucus was pledging money from our Local for a charitable donation.

Submit a request with an explanation of the charity to the Local President and what the event is and a donation for up to \$500 can be given.

Linda Collins: Flyer Distribution will take place on April 30. Make sure all stewards will be ready for it.

**Adjournment**

The meeting was adjourned at 6:45 pm.