

# **Union of Taxation Employees Local 00013**

## **Central Council Minutes**

**Wednesday, October 1, 2014 @ 5:30 pm**

### **In Attendance:**

	<b><i>Presiding</i></b>		<b><i>Clerk</i></b>
Linda Collins	President	Ryan Ward	Secretary
Eric Range	Treasurer	Paula Bartley	Director – TSO
Lloyd Brown	Director – TSO	Kevin Dalton	Director – TSO
Mani Mifsud	Director – TSO	Dian Wright	Director – TSO
Iain MacFarlane	Director – TCC	Ben Miller	Director – TCC
Patrick Tanedo	Director – TCC		

### **Absent**

Robert Hamilton      Vice-President – TSO      Sheila Reuben      A/Vice-President – TCC

### **Call to Order**

Linda Collins called the meeting to order at 5:20 pm.

Linda spoke to Bob Campbell about the construction zone and how it is difficult to do anything on the outside of the building as a result.

This was further confirmed when Bob's wife called him complaining about the construction zone when she was at the Royal York for a conference.

### **Approval of Agenda**

THAT the agenda be approved.

*Moved: Eric Range / Seconded: Dian Wright / Carried*

### **Approval of Past Minutes**

Approval of September 3, 2014 meeting minutes.

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

### **Reports**

#### ***President's Report***

Linda Collins reported that:

Spoke to Bob Campbell about construction zone. Don't count us to do stuff on the outside, only on the inside. Bob Campbell's wife called concerning issues she had with Royal York Hotel where a conference was taking place. Don't have anyone going outside if there is any danger outside building.

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

Robert has been handling several grievances that include:

10-day suspension – Advanced to level 3

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Failure of Duty to Accommodate – Settlement at level 4 in process  
Termination – Sent to adjudication and CHRC complaint, ATIP request just received  
Expenses denied – Level 1 denial – Transmitted to level 2  
Harassment – Member was on LIA (See accommodations section)  
Denial of Family Related Leave – Transmitted to level 3  
Disciplinary Action – Pending consultation – personnel file review  
Discrimination – Hearing disability – pending consultation  
Abuse of Authority – Level 2 presentation to Director on August 6 – awaiting reply

**Accommodations / Other**

Accommodation 1 – Will be PLM's this week  
Accommodation 2 – Stay here with long-term accommodation  
Accommodation 3 – Pending decision with receiving office re: Transfer

**Call Centre**

Grievances – None

**Accommodations**

Interim individual accommodation – Extended  
Interim individual accommodation – To be revised  
Interim individual accommodation – Dealing with T/L and Section Manager  
Interim individual accommodation – Request further clarification from Doctor  
Interim individual accommodation – Hours of work – Pending management review

**Other**

SP-05 process – The process has been withdrawn

Medical Assessment Referral – Review them with member before they are released to doctor, for leading questions, poor performance inferences

There was no Call Centre report provided.

**Christmas Party**

Determining if we request a nominal fee from members like was done in the past.  
Decided that waiving fee once again was best because we shouldn't take any more money from membership.  
Budget for Christmas Party is \$3,500.  
Grab bags ordered for \$5 each from Samko.  
Order a slab cake (1 chocolate, 1 vanilla) for dessert from Costco.

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#### **Business Cards**

Provided information from Vistaprint with designs for each executive member.

*Moved: Ryan Ward / Seconded: Iain MacFarlane / Carried*

#### **Grievance Committee**

Kevin Dalton reported that:

If a member comes in and says to the Chief Steward there is a problem, a potential grievance, Kevin will look at the information and will say it should be warranted or go back and get more information.

Meet with 2 other stewards to decide if this is a grievance. If coming from the Call Centre, the 2 stewards will come from the Call Centre. Members of Grievance Committee then refer this to President and President gets concurrence from 1 of 2 VP's if this goes ahead. The vote of the President/VP's decide if this goes ahead. This would be in effect on an informal basis right away and by the end of 2014 it will be fully implemented.

The 2 stewards who will sit on the committee do not have to be grievance trained. The election of the 2 stewards has not been set. Any and all representation should come to this body.

We need statistics and want to maintain the information for all situations, even those who don't end up as grievances. Trim down the Steward fact sheet to 1 page, double-sided. This entire process could take too long to handle situations.

Currently members come to Linda, Robert or Kevin and then it becomes top of mind. This is so we can maintain a system. If the member says I don't want anyone else involved, it is their right. We still record this as a statistic but will not reveal the person's name.

If a member wants to move ahead, do we request him/her to provide the person's name or we keep the person's name anonymous and just provide the facts of the case. E-Mailing documents on accounts is also an issue.

#### **Election of Executive Officers**

Congratulations to Mani Mifsud and Paula Bartley for being elected to the 2 Directors - TSO spots.

#### **GCWCC**

Patrick Tanedo reported that:

As the union co-chair for the GCWCC, he is requesting up to \$500 as a matching amount from what management provides from UTE Local 00013.

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This would not be used to purchase juice at an event it would be directly used to fund something that would go directly back to the members such as through a prize or otherwise. It is not about UTE, it is personal.

Several personal stories were shared about why this would be beneficial. It is not only professional, it is personal. Recognition is forthcoming on the management side for union work.

This government has stolen money from us. We are part of the Public Service Alliance of Canada. The government can put up items for GCWCC through their budget that we shouldn't need to contribute at all.

If the membership is asked, they will give as they see fit and this is their money that we are using.

THAT UTE Local 00013 donate up to \$500 as a matching amount of what management provides for the GCWCC.

*Moved: Patrick Tanedo / Seconded: Ben Miller / Defeated*

### **Communication within TSO**

Kevin Dalton reported that:

There is a concern that hard drives at work and email accounts on the employer's computer are being used too often. Bob Campbell specified at the President's Conference that we really need to stop using the employer's system.

Grievances and formal complaints in which we are dealing with management can be dealt with using the employer's system. Anything else cannot be used on the employer's email.

One issue that is a concern is that some executive members and stewards do not reply in a timely manner. A solution might be to ask the executive to make sure they have a smart phone or tablet to view any information that is being transmitted. Communicating agenda's, requests for vote or anything else as of today needs to stop. Written information can go on the hard drive.

If we are talking about anything within the office we need to walk away from where there are people around us such as a boardroom or other quiet areas.

No union business should be discussed in an open area.

### **Roundtable**

Lloyd Brown:

On Wednesday, October 8 – There will be a PSAC rally at the ROM (Bloor and Avenue Rd). Everyone is invited.

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**Adjournment**

The meeting was adjourned at 6:30 pm.