

Union of Taxation Employees Local 00013

Central Council Minutes

Wednesday, March 4, 2015 @ 5:30 pm

In Attendance

	<i>Presiding</i>		<i>Clerk</i>
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
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Call to Order

Linda Collins called the meeting to order at 5:35 pm and introduced Ken Bye.

Approval of Agenda

THAT the agenda be approved.

Moved: Patrick Tanedo / Seconded: Mani Mifsud / Carried

Approval of Past Minutes

Approval of October 1, 2014 meeting minutes.

Moved: Ryan Ward / Seconded: Dian Wright / Carried

Reports

Regional Vice-President Report

Ken Bye reported that:

There was a steady flow of visitors today in the training centre at Front Street. He will be on the 7th floor at the Call Centre on Thursday. The grievance course is going ahead May 8 – 10 and will be taking place either in Hamilton, Mississauga or somewhere else in the area.

There will need to be a call out from the entire region of South-West and GTA that will come out in the future and there are likely 13-14 spots available for the GTA.

President's Report

Linda Collins reported that:

Robert is off for at least the next two months and possibly longer. At this point we don't know what will happen. Robert will contact Linda by the end of this week and let her know what he

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is going to do with his position on the union executive. Linda has access to his files so we can continue to deal with everything he was working on.

Management is aware of his absence with regard to his position on the union.

Grievances: 2 at Level 3, 1 at Level 2, 1 at Level 4 – Adjudication and memorandum of agreement – National office said this is going to re-surface in April as the member is getting a letter momentarily concerning duty to accommodate.

Workforce Adjustment issues: MG-05's in Audit have been given Reasonable Job Offer. There are only SP-04 Non-Residence Waiver Officers who have until March 9 to send in re-location letters before their issues go any further. If they don't they could find themselves out of a job. The Public Service Survey is coming up. The results will be coming out on March 14 (PSES Regional Results) regionally and locally they will come out at the same time. There will be 4 main issues and the committee will come up with a plan of action to be implemented by September 2015.

There will be a very significant re-organization in Collections on April 1st. This will affect all areas of Toronto Centre Collections. Toronto Centre will be the regional office dealing with the Million Dollar account inventory as the highest office in the region.

SME will for the first time on a regional level reach the expectations and on a local level, they will exceed their expectations.

Duty to Accommodate issues: There will be issues to deal with accommodations and this will be discussed at the management level at the Call Centre and Front Street.

Internal Investigations: Requested check list be completed because investigations have been taking a significant period of time. The Regional Office doesn't have an issue with what we are looking for in the check list. There will be a policy that union and management will follow when doing an investigations so none of the steps are missed. In the future we will be getting full disclosure on everything.

Ottawa did a security assessment of our building and there will be changes coming to security within the building soon. It is specifically for Front Street and it was done primarily because of the Pan Am games. The handicap door will remain closed because it is part of security issues. If you are a member with a disability you may use the door at the back near Druxy's that will allow you to get in provided you are coded for the door.

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Vice-President's Reports

There are approximately 500 employees with 32 Acting Resource Officers and 20 Acting Team Leaders. The majority have less than 1 year experience this year. There were over 168 new hires this year including students.

There is 1 grievance pending at the Call Centre. The budget and planning was shared to the union – The cost per call was the highest in the country and is now getting reduced.

NET's will be presented shortly and bilingual agents will be subject to the evaluations – We don't expect changes to the bilingual staff despite this.

The MG-03 and SP-05 has been completely tapped and requests have gone out to employees who are on-loan to other departments with offers of working at a higher level than their substantive.

MG-05 process for the region is now at the assessment stage and interviews have been completed.

This is the first time that several new hires are getting less than 30 hours per week although they have been given lots of overtime opportunities so they can be paid

Due to Pan Am Games, if there is any security issue where Front Street has to be closed during this time, the Call Centre will be available for relocation.

Treasurer's Report

Happy Birthday Linda. The Financial Statement for 2014 was presented along with the audited statement. The auditor has gone through the statement and approved it. The budget for 2014 and financial statements were almost right on. In 2015 we will need to provide a budget for 2015 at the AGM. There should be a surplus for this year because the only conference is the PSAC National Convention in Quebec City.

Just about finished the financial statement for the Diana Gee Trust and there is about \$4,000 left. There was a 10-year trust that got set up and this should be the final year. There is one possibility of possibly making a donation to the family in Alberta who lost everything in a fire and has a 4 year old child and were expecting another child.

Grievance Committee/Training

Linda and Kevin discussed how to structure the Grievance Committee. Let's see how it goes to pull people together to get feedback and recommendations on the committee. In the future

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we should re-visit how to deal with the committee. There may need to be representation from another office if

Kevin is working from home for the near future. He is asking if someone else might want to take on the role of Chief Steward, this should be encouraged.

Communications from the employer's email is something that was also discussed with Linda and Kevin, especially with regard to grievances. Grievances should

Discussion of how to handle respective grievances should be on the next agenda.

Meeting Schedule/Daytime Meetings

What used to happen previously with the executive is that if we knew we were having a short meeting there would be a meeting in one of the boardrooms at lunch but it would have to be half hour or less. This may not be feasible because the Call Centre would have to come to Front Street.

President's Conference

Linda Collins and Iain MacFarlane will be attending the September president's conference.

Day of Action (March 18)

Everyone is asked to wear red and black and hand out flyers. There are too many health and safety issues to doing it outside.

Set up a coffee and tea urns to talk to everyone or give out a coffee coupon that people can have coffee for our members – with a talk for 2 minutes. Pre-paid Druxy's coffee cart outside the elevators.

Poster: Colours for Coffee – Wear your UTE colours and you can receive a coffee from Local 00013.

Set up a table in the common area outside Druxy's.

CBTU Conference

Coalition of Black Trade Unionists Conference in Chicago takes place from May 19 – 26, 2015. This conference will be covering lots of important issues and Dian Wright will be attending. Michelle Obama will be speaking at the conference. Dian Wright can send in a copy of what the expenses will be and could possibly have some expenses covered. The issue from UTE is that this is a convention that takes place every 3 years and it would not qualify for UTE national funding.

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Web Site

Several web sites have been evaluated but there has yet to be a web site that would be really easy to use. The web site will regardless be set up and active by the Annual General Meeting in May so everyone will be able to see it. Ultimately, all council members should be able to use the software that we are getting so that no one person has to work on the site.

Annual General Meeting (May 28, 2015)

List of activities between now and AGM was submitted were given out to the executive and requests to get these items ready by members. Ryan Ward will verify what is being done and when to ensure everything is completed.

Roundtable

Patrick: I don't know if this is going to be the last council meeting but thanks for everything.

Kevin: Daily there are issues all the time and need to have people who can step up to take on issues that arise. We should do something for Robert – Duck Dynasty t-shirt or something along those lines. Part of the reason he is off is because of all of the things he was handling.

Linda: Thanks to everyone – very difficult year and some have been very involved with issues concerning Robert's absence due to health, Patrick not being at the Call Centre and other things. Management appreciates what we are doing – they respect each one of us. Understand we want to handle things at the lowest possible level. We get support from management. The regional office has now moved in and we will be doing a floor inspection in April including in the Regional Office.

Adjournment

The meeting was adjourned at 7 pm.