

Union of Taxation Employees Local 00013

Central Council Minutes

Wednesday, April 15, 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
Iain MacFarlane	Director – TCC	Ben Miller	Director – TCC
Vona Martin	A/Director – TSO		

Absent

Robert Hamilton	Vice-President – TSO	Sheila Reuben	A/Vice-President – TCC
Lloyd Brown	Director – TSO	Mani Mifsud	Director – TSO
Dian Wright	Director – TSO	Patrick Tanedo	Director – TCC

Call to Order

Linda Collins called the meeting to order at 5:25 pm.

President's Report

There has been too much going on this month.

In May, we are going to do joint union-management meetings for PSES.

June will include presentations on harassment - 3 hour presentation

There will be a note taker at each presentation that will take down all comments.

Starting in Audit - Income Tax

This is the division with the most harassment complaints.

Done in small groups with approx. 20 people total.

Real Estate team will be done first - separately from everyone else.

Presentations will be done by Union and Management - copy of PowerPoint.

Decide which section management will do which section.

Paula Bartley - volunteered to do presentations.

Eventually this will be rolled out to everybody.

Look at Audit - Income Tax and take the comments to be used as the pilot training.

Then it will be rolled out to everyone.

Meetings every second week on Pan Am preparedness.

Meeting this morning if anything happens near or at our building.

An employee kit will be done for the entire staff - information, web sites, phone numbers.

1.4M tickets on sale

1.2M tickets to Pan Am games

0.2M tickets to Para Pan Am games

Security risk assessment done - recommendations were made and have been met

5 commissionaires are in-house - Additional commissionaires during the games at the

Parking Lot and loading dock

O/S grievances - 1 at 3rd Level, 2 at 2nd Level, 2 at 1st Level

Audit - Reliability Stats Plus - AU-04's are now getting done.

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Wednesday, April 15, 2015 @ 5:30 pm

PIPSC is requesting that all AU-04's file a grievance.

Dian Wright is going to PSAC Convention.

There are going to be several other courses and conferences coming up:

August 28, 29 - EO Regional (Royal York)

September 24, 25, 26 - President's Conference

October 2, 3, 4 - Staffing Course possibly (Ottawa)

November 6, 7, 8 - UTE Health and Safety

November 14, 15, 16 - PSAC Regional Health and Safety

Call Centre Report

Iain MacFarlane - Security incident on Easter Monday

A staff member came into office and got into the building, onto the floor and to her desk

Swipe pass was working - New upgrade to security has happened - Not a new staff member

This is the second time someone has been on a floor after hours and no one checked

Director did not get informed by Assistant Director at Call Centre

There will be security incident written and some sort of investigation

There will also be a Health and Safety write up (T4009)

All terms have been extended until July 24

There are some people upset because they were offered 30 hours until July 24 only, not 37.5 and a 1-year contract

There are employees who are working full-time hours in other areas and are coming back to the Call Centre at 30 hours

1 person doing 2 jobs - Something that needs to be looked at (Such as T/L and R/O duties at same time)

Treasurer's report

THAT the budget for 2015 be approved.

M: Eric Range / S: Ryan Ward / Carried

Moved: Eric Range / Seconded: Ryan Ward / Carried

Suggestion to turn over remaining funds within Diana Gee Memorial Fund to the Aboriginal School at end of 2015.

Grievance Training

UTE Local 00013 is allowed to send up to 3 members to the grievance training at the end of May.

The members going are:

Ben Miller

Andria Cullen

Either Yves Tafoka / Antonio Pilla (1 of 2)

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Annual General Meeting

Invitations should go out to specific people who have been involved in the Local and special guests including:

Veronica Eastman, Gord Hawkins, Other Local Presidents, Jim Dallard, Jason Chong, Robin Johnson, PSAC Reps

Repayment of Loan to Local

Due to insurance issues with PSAC and UTE - Situation had never happened before

Insurance didn't cover what should have been covered

Vona - Given loan to help out during her time off work

Vona went to independent lawyer - Suit has been finished - Received settlement

Request to repay local for money that was paid

Day of Action (April 29/30)

People are tired of asking us to do something when not getting anything in return.

National office and PSAC need to realize this.

Request PSAC to come to Front Street.

Request to have employees decorate their desks.

Do something to support the employees on the 29th and 30th.

Bring in cake, timbits, chocolate, etc.

Report from President's Conference

Madonna Gardiner said no flow chart is available but she will be able to create something.

Any grievance issues need to go through Ken Bye. If Eric is contacted directly, he will reply back and say to go through our Regional rep or will send the response to Ken and have Ken address it.

PSAC Convention: All UTE Delegates are staying at the Hilton in Quebec City.

UTE Caucus meeting is on Sunday, April 26 at 8:30 am in 206A of the Convention Centre Room.

Day of Action: April 29 and 30. Even though we have many of our executive members at PSAC Convention, all Locals are expected to do something. Ken Bye is asking each Local who is going to coordinate this task.

An idea is to have a contest asking members to decorate their cubicles of pro-union slogans. This is what Toronto West is doing.

National Public Service Week: Requesting boycott of events once again.

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Wednesday, April 15, 2015 @ 5:30 pm

Grievance Course: 13 spots are available for GTA. This means we will only have 3 spots available to send out members to the course.

For the Grievance Course, those who are attending will receive per diem for Friday (\$95), Saturday (\$120) and Sunday (\$120) with loss of salary for Friday (7.5 hours) – this will be paid by the Local.

There will be a reimbursement to the Local of gross salary plus employer's portion of CPP and EI at the highest level. The flat rate per participant is \$200 for travel no matter where he/she is coming from.

PSAC Investigations Training – There will be 1 person from the region who will attend the investigations training. Randy McKeown's name has been submitted. Selbe Hewitt is the alternate for this training. This training is scheduled for June 11, 12 and 13.

May meeting is scheduled for Thursday, May 14 but will not be taking place in Toronto West as planned. It will now be Wednesday, May 27 in Toronto Centre, prior to the Local 00013 AGM and after the 00048 AGM. Bob Campbell will be asked to attend.

The June meeting is Thursday, June 18 currently scheduled in Toronto Centre as well.

Medical Notes: If a supervisor doesn't ask for a note, there is no issue but if a supervisor asks for a note, a note can be written by the member attesting that he/she is sick. If the supervisor asks for a medical note, this has to be from a practitioner. If a supervisor asks for a note, it should be asked in advance, not after the fact.

WSIB: Member fell twice in Barrie TSO parking lot. WSIB was claiming this wasn't workplace property but employer is saying this is a steel-gated parking lot for employees to park in.

Regional UTE Budget:

Carryforward amount for 2014 is \$44,495.63.

2015 budgeted amount is \$28,948.00

Total \$73,443.63

Education Budget: \$6,000 each year for 2015, 2016 and 2017.

The budget needs to be used by the end of the year 2017 or it is lost.

Doctor's Note for Returning to Work: Members off for a week or more. When they go back to work management has been asking for a "fitness to work" form filled out.

One person was sick with the flu and was asked to get a "fitness to work" form done by their doctor. Another was away due to stress leave and that person was also asked to get this filled out.

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Long-Term Disability: Letters are sent out to members who have been off work on leave without pay for disability. They are given a letter asking for limited options: 1. Set up a return to work plan. 2. Medically retire. 3. Resign.

Y280 Mid-Year Review: There are negative comments that are being listed on mid-year reviews on members Y280's. This is becoming an issue in Toronto North with the audit members. Team Leaders are not doing on-going coaching to the member and then suddenly writing up negative comments and a "mostly meets" or "does not meet" is being listed.

Comments are coming from QPAO like "you spend too much time on this account" or "you have not actioned this request for 45 days."

Accommodation Course: Requesting courses to take on the topic of accommodation, OFAF forms and other subjects of a health and safety area.

Staffing Course: Discussion to have a regional staffing course in October or later.

Roundtable

Linda Collins on vacation for Pan Am Games

Vona Martin on vacation (June 26 – July 10, July – August (LIA))

Ben Miller – Out of office but always reachable

Ryan Ward on vacation (June 20 – July 4)

Paula Bartley is staying here for now...

Adjournment

The meeting was adjourned at 6:55 pm.