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## **MINUTES OF THE EXECUTIVE COUNCIL JANUARY 8-9, 2004**

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### **THURSDAY, JANUARY 8, 2004**

#### **1. CALL TO ORDER OF THE SPECIAL MEETING**

The meeting was called to order at 9:00 hours. B. Bannon was presiding. In attendance: Denis Lalancette, Bob Campbell, Pamela Abbott, Terry Dupuis, Shawn Bergeron, Kent MacDonald, Nick Stein, Diana Gee, Chris Aylward, Sabri Khayat, Marcel Bertrand, Linda Cassidy, Mike Lefebvre and Pierrette Labrie.

#### **2. HOURS OF SESSION OF THE REGULAR MEETING**

m/s T. Dupuis/L. Cassidy

That the hours of session be 9:00 AM to 11:45 AM, 1:15 PM to 5:00 PM January 8, 2004 and 9:00 AM to 11:00 AM January 9, 2004.

- **MOTION CARRIED.**

### 3. ADOPTION OF AGENDA

m/s T. Dupuis/S. Bergeron

That the agenda be adopted as follows:

Government Restructuring Announced December 12, 2003

Point of Privilege by Brother MacDonald: He has an emergency in one of his locals and he will be leaving his cell phone on vibrate in order to attend to this business.

The President stated that the Point of Privilege was well taken.

The President advised the Executive Council that Dan Tucker and Claude Tremblay from the CCRA and Sister Nycole Turmel and Brother Steve Jelly from the PSAC would be attending the opening of the meeting to update everyone on the issues on the restructuring that they have been involved in and/or were aware. It was noted by the President that there are still many outstanding issues and questions that neither the CCRA nor the PSAC could answer. The Paul Martin government has not publicized the more specific details of the restructuring to either the government departments and agencies or the PSAC.

**Dan Tucker:** As of December 12, 2003 the CCRA lost the entire Customs stream, Trade Appeals and Customs Compliance to the CBSA. Until such time as the CBSA has their Corporate Support Services (HR, IT and F&A) set up the CCRA will be providing these services for the ex-CCRA Divisions. Agriculture, Solicitor General and HRDC are doing the same for the Divisions that they lost. Currently the CCRA, as well as, the other departments are analyzing and evaluating their support services to estimate the numbers and dollars that would likely be transferred to the CBSA. The target date to have this finalized is the end of February. They are also looking at the "how" the individuals will be identified for transfer to the CBSA. This may be no easy task since the CCRA worked very hard to integrate these services with the consolidation of the Tax and Customs streams within the CCRA. He also advised that the "legal" name of the CCRA is still the CCRA until changed by the government formally. The floor was then opened for questions and answers.

#### **Responses:**

- The compensation service delivery model (CSDM) project is still going ahead but the CCRA may need to look at the CBSA and CCRA needs. Where it makes sense for the CCRA to continue to provide some support services it will be considered. As the restructuring and the CSDM unfold the CCRA will continue to meet and advise the PSAC and UTE.

- The CCRA is aware that the government has not declared the current restructuring a WFA situation and that the PSAC has filed a complaint. They are also aware of some of the concerns, which were outlined by the President of UTE.
- Right now the CBSA/CCRA has a steering committee in place looking at the overall review for Communications, IT services etc. This committee is being co-chaired by Denis Lefebvre of the CBSA and Francois Guimont of the CCRA.
- Dan Tucker would make no comment on the impact on Collective Bargaining other than he would be contacting the PSAC as soon as possible with any information regarding this issue.
- Dan would be reviewing the memo signed by Cathy Turner regarding the Benefits Program and advise of the impact on these programs to the UTE President. To his knowledge, none of the CCRA Benefit Programs were leaving the CCRA.
- Regarding the operational budgets, there would be no change in programs that the CCRA is aware.
- GST and Excise remains with the CCRA.
- The CCRA is not aware of any discussions or decisions that they would be a “new” employer due to any name change to the CRA. However, it may take an amendment to the CCRA Act to legally complete the name change.
- There was nothing to update regarding the Administration Reform and Renewal.
- Regarding the issue of ACS and the impact on bargaining the CCRA is struggling with this as the landscape within the CCRA has changed substantially with the loss of the Customs stream. Treasury Board has not indicated to the CCRA if ACS is affected with the “classification freeze” that was announced. The President of UTE pointed out to Mr. Tucker that it was the desire of UTE for the CCRA to go ahead with ACS whether or not Customs was with the CCRA or not.
- There was a question raised regarding the impact of the freeze that was announced and the capital spending for a Call Centre in the Pacific Region. Mr. Tucker was not knowledgeable of this project but doubted that it would be over the 5 million to be affected by the freeze. He was also not personally knowledgeable regarding a similar question regarding Client Services in the Pacific Region. The RVP was advised to contact the new Assistant Commissioner for the Pacific Region on these issues.

Mr. Tucker and Mr. Tremblay were thanked for attending and providing what information they had on the restructuring to the Council.

**Nycole Turmel:** Sister Turmel updated the Council on the meetings that she had with the Treasury Board and the President of the CBSA. This was in more general terms as it affected all of the PSAC. She stated that it was made clear to all parties that were scheduled for bargaining that the schedule should be adhered to and they should be prepared to come to the table with a sufficient monetary bargaining mandate.

She also advised that a complaint to the Public Service Staff Relations Board (PSSRB) regarding the government stating that this restructuring was not a WFA situation was filed December 23, 2003 and that the English and French versions would be sent electronically to the component.

As well, she advised that the decision by Nancy Riche on the “anomalies” should be issued by the end of next week.

The Council then spent the rest of scheduled time in open discussion regarding the government restructuring as it relates to UTE, CEUDA, PSAC and bargaining. During the discussion it was found out that the CCRA had phoned Sister Nycole Turmel and postponed the bargaining session that was scheduled for Monday, January 12, 2004 to the February dates that were already scheduled. The negotiating team caucus that was scheduled for Sunday had now been changed to a “strategy” session to be held Sunday and Monday. The council then outlined some possible actions that they wanted the team to consider when they had their strategy meeting. It was stated that the process for the team was that the team would work out a plan of action and then would make recommendations to the National Strike Co-coordinating Committee (NSCC) that was re-scheduled to meet at 5:00 PM Monday, January 12, 2004.

- File for conciliation
- File a suit/class action against individuals in the government and CCRA, starting with Paul Martin
- File “bad faith” bargaining charges

The meeting recessed at 5:00 p.m.

#### **FRIDAY, JANUARY 9, 2004**

The meeting was called to order at 9:00 a.m. with Sister Bannon in the chair.

Actions for the UTE to proceed with are as follows:

- File a suit/class action against individuals in the government and CCRA, starting with Paul Martin if the PSAC does not
- Prepare a bulletin for locals outlining what has occurred in the last 30 days and what actions the PSAC and UTE are taking. This bulletin would be finalized after the negotiating team strategy meeting, the NBOD meeting scheduled for Thursday, January 15, 2004 and the Riche decision on the anomalies. The target date is the week of January 20<sup>th</sup>.
- Request from the CCRA the permission to issue a general announcement or statement to the members via the “Infozone” regarding the restructuring and it’s impact on the membership.

- Look at the feasibility of setting up a question and answer section on the website for the members to submit questions and UTE to post answers.
- Issue a bulletin or e-mail to our locals to encourage them to make contact with their local counterparts to discuss the process for distribution of literature for bargaining now that the majority of CEUDA members have moved to the CBSA. The UTE representatives should be co-operating and assisting CEUDA to make sure that the remaining CEUDA members within the CCRA do receive information.

**Whereas** the Government restructuring announced on December 12<sup>th</sup>, 2003 will affect a number of components within the PSAC; and

**Whereas** the creation of the new Department of Public Safety and Emergency Preparedness along with the new Canada Border Services Agency (CBSA) will affect member jurisdiction in many components.

**Be it resolved that** effective March 1, 2004 all PSAC members working for the Canada Revenue Agency (CRA) be allocated to the Union of Taxation Employees; and

**Be it further resolved that** as the common/corporate services devolve from the CRA to the new CBSA and as the transfer of those members takes place that these members be allocated to CEUDA.

M/S Kent MacDonald/Sabri Khayat

**Recorded Vote #1: Motion Carried**

**Note:** The original intent of the mover was to have this motion, if passed, taken to the next NBOD meeting. The President advised that she could find nothing in the PSAC Constitution for the NBOD to have jurisdiction on an issue such as this so she advised that she would speak with the PSAC National President and if she ruled this motion “out of order” for the NBOD then it would not be taken to the NBOD. Council all agreed that there were other avenues that could be pursued to attempt to achieve the first be it resolved. It was also noted that the second be it resolved would stand whether or not the first be it resolved was achieved or not.

It was brought to the attention of the Council that the Taxi dispatchers in Ottawa were on strike and that they should not be calling for cabs but should be finding cabs at cabstands or hailing them on the street.

It was also requested that the President contact TWU and request from them what it is they want us to do in the event of a Telus strike since we have Telus cell phones and some members may have Telus internet services. The President agreed to contact TWU and would issue TWU's instructions to everyone.

Brother Bergeron announced that one of the members from the Winnipeg Tax Centre Brother Mike Sadowski unexpectedly passed away last week. Condolences were sent to the family and members.

The meeting adjourned at 11:00.

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Betty Bannon  
National President

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Bob Campbell  
First National Vice-President

**RECORDED VOTES/  
VOTES CONSIGNÉS**

January 8-9, 2004 / 8-9 janvier 2004

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<b>ABBOTT, P.</b>	1										
<b>AYLWARD, C.</b>	1										
<b>BANNON, B.</b>	1										
<b>BERTRAND, M.</b>	1										
<b>BERGERON, S</b>	1										
<b>CAMPBELL, B.</b>	1										
<b>CASSIDY, L.</b>	1										
<b>DUPUIS, T.</b>	1										
<b>GEE, D.</b>	1										
<b>KHAYAT, S.</b>	1										
<b>LALANCETTE, D.</b>	1										
<b>MACDONALD, K.</b>	1										
<b>STEIN, N.</b>	1										

**Legend / Légende:**

- 1 - Yes / pour
- 2 - No / contre
- 3 - Abstain / abstention
- 4 - Absent