



## COLLECTIVE BARGAINING: THE ROAD AHEAD

It seems as though bargaining never ends. Either we are in negotiations or monitoring the collective agreement until the next round of negotiations, which, even though we have a bit of a pause, is really right around the corner.

We have begun work on pursuing strikebreakers/scabs. Of equal importance, we are facing several challenges that we need to keep in mind for the next round: primarily the potential of a new government as an election can happen at any time; and second, the increasing use of machine learning or artificial intelligence (AI) and its effect on our workforce.



In order to address these challenges and to prepare ourselves to negotiate in such an environment, we will need to see demands that identify and propose to protect our membership against these forces.

The UTE has long implemented what we call the “on-going demand process”. That is to say that we continually receive demands from locals across the country for consideration in the next round of bargaining. This is truly your opportunity to highlight problems you have identified or workplace issues you think can be addressed through the negotiation process.

In order to facilitate this process, you will need to speak with your local executive ( <https://www.ute-sei.org/en/about/locals>) and they will be able to fill out a form to send to the national office. We continually add these to a collection of demands that will be reviewed by the bargaining committee as we get closer to serving notice to bargain.

We believe this process is very important because it is you, the member, who is immersed in the day-to-day work; you know the hurdles you face, such as leave provisions or work-life balance issues.

Once the bargaining committee reviews the submissions, we then put together the package of demands that forms the basis for our negotiations. Of course, not all demands make it, but we do try to incorporate those that are numerous or similar and speak to common concerns in the workplace.

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**SI VOUS PRÉFÉREZ RECEVOIR CETTE PUBLICATION EN FRANÇAIS,  
VEUILLEZ VOUS ADRESSER À VOTRE PRÉSIDENT- E DE SECTION LOCALE**

(Continued from page 1)

Take this opportunity to become involved in the process. We feel it is very important to have demands from the shop floor so to speak, rather than a few determining what is important for our members. We also take demands from our UTE labour relations officers, who have seen first-hand what grievances have been filed and how to address those situations. They see a broad spectrum of issues and what is required to fix the problems that have been highlighted.

Please feel free to reach out to your executive and talk about any ideas you may have to better our working conditions for the future.

In Solidarity,

**Adam Jackson**

**2<sup>nd</sup> Vice-president, responsible for Collective Bargaining**

### **CRA 2023 WORKPLACE CHARITABLE CAMPAIGN**

The Canada Revenue Agency (CRA) is once again holding its fall Workplace Charitable Campaign. The Union of Taxation Employees (UTE) continues to support wholeheartedly this campaign.

I took part in the launch of the 2023 Charitable Campaign with senior Agency officials, and UTE's national officers will continue to promote the campaign throughout the fall. The UTE Regional Vice Presidents will do the same with their CRA Regional counterparts, and I strongly encourage our Locals to participate as well.

Once again, we encourage our members to be generous by continuing to contribute to the charities of their choice. You can donate through the CRA's 2023 Charitable Campaign or directly to the United Way or the UTE's charity of choice, International Children's Awareness Canada (ICA) (see below). Together, let's continue to make a difference in the lives of those who need it! For more information, please contact one of the members of your local executive.

### **INTERNATIONAL CHILDREN'S AWARENESS (ICA) CANADA**

International Children's Awareness (ICA) Canada is a small non-profit organization dedicated to the long-term development of countries in need. At any given time, ICA has several projects on the go and is seeking funding to undertake additional projects. ICA projects help small communities and families in developing nations.

ICA is a registered charity in Canada (registration no. 887858660RR0001). The organization is made up entirely of volunteers, which means that 100% of donations are used for projects and not for salaries or administrative costs.

We ask our members to support this worthy organization by making their donations directly to ICA Canada or through the CRA 2023 Workplace Charitable Campaign.

Thank you so much for your great generosity!

In Solidarity,

**Marc Brière**

**National President**

## MESSAGE FROM THE NATIONAL PRESIDENT

Sisters, Brothers and Friends,

As we move into fall, I hope you have taken some well-deserved time off from work to spend quality time with your loved ones. These special moments of relaxation, joy and rest are very important, both for your physical and mental well-being.

Several important events have taken place since the start of 2023. First, we announced strike votes in early January. Then, in February, the Canada Revenue Agency (CRA) announced how the new on-site directive would be deployed in a hybrid work model. This directive required the majority of our members to report to work on site forty percent (40%) of the time.

In early April, the strike votes came to an end, and you gave us a very strong strike mandate, with over 92% of the members who participated in the process voting in favour. Although negotiations between the parties resumed briefly, this was far from enough to avoid strike action. The intransigence shown by CRA and Treasury Board left us with no other choice. On the evening of April 18, the PSAC National President announced that there was no agreement and that a general strike would begin the next day. Right from the start, you turned out in large numbers on the picket lines, demonstrating your support for your negotiating team and your incredible solidarity. Our Locals also responded exceptionally well, making every effort to set up picket lines across the country.



On April 23, the UTE Executive Council voted to provide our members, for the first time in our union's history, additional strike pay in the amount of fifty (50) dollars per day of strike action. Payment of this additional amount took effect on Monday, April 24, and continued until the end of the strike on Wednesday, May 3. The total cost of these additional amounts to UTE is approximately eleven (11) million dollars.

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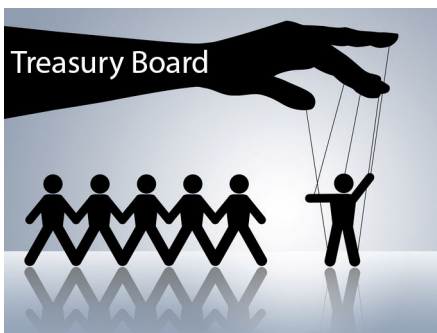
From May 1 to 3, we were left to face CRA and Treasury Board alone, as the other PSAC bargaining teams reached tentative agreements on Sunday, April 30. This made our task even more difficult. Monday, May 1 was certainly one of the most difficult days of my career in our union and as a federal government employee, and I know it was the same for all our members and union representatives. The road to an agreement was very difficult and filled with obstacles.

I want to tell you how EXTREMELY proud I am of you, our members, our negotiating team and all our union representatives. You fought with strength and determination to obtain a new, fair, and equitable contract.

Ratification votes on the tentative agreement were held from May 24 to June 16, with 88% of members voting in favour of ratification. The new collective agreement was signed on June 27. It applies from November 1, 2021 to October 31, 2025. CRA has a maximum of 180 days from June 27 to implement the monetary provisions of the collective agreement. To date, the adjustment of rates of pay and the payment of retroactive wages have been completed. We are still awaiting confirmation from the employer regarding payment of the \$2,500 lump sum. All other provisions of the collective agreement took effect from the date of signature. We continue to follow up regularly with the Agency to ensure that the employer meets the deadlines set out in the contract.

The strike brought its share of logistical challenges for the PSAC and its Components. There were many missteps and delays, and our Locals had to take on tasks that were not theirs to perform. I know that many of our members and union representatives felt abandoned by the PSAC. A first post-strike post-mortem took place in June 2023 at the PSAC National Board of Directors (NBoD) on which I sit on behalf of UTE and its members. At this meeting, I shared with the PSAC National President and other members of the NBoD, the feelings and state of mind of our members. I listed at length all the problems that our members and Locals had to face. I made very clear our dissatisfaction and the need for further post-mortem meetings in the near future.

It's very important to realize that the one and only reason we got a new contract with wage increases and improvements to your working conditions is because we went on strike. It's sad that the government forced us to use this last resort, but we must admit that without it, we'd still be waiting. It shouldn't be the norm to have to wait three (3) or even four (4) years after the expiry of a contract to get a new one.



Treasury Board's behaviour, which has prevented the CRA from fully negotiating with our bargaining team for over a year and a half, and even during the strike, is repugnant to me. It's clearer than ever that the spring 2012 change by Stephen Harper's Conservative government to the CRA Act prevents our bargaining unit from being able to negotiate freely and independently with the Agency. For the future well-being of our members, and to truly enjoy our right to collective bargaining as recognized by the Charter of Rights and Freedoms, it is imperative for us to put forward a strong political

action campaign over the coming months. We must lobby to ensure that changes be made to the CRA Act to repeal or amend Section 58, which gives the Treasury Board President the power to dictate the course of our negotiations. We'll need your full support in this campaign. You'll need to get involved with your MP and other elected officials. We must do everything possible to ensure that this campaign takes place before the next federal election, scheduled for 2025. We will provide you with more information before the end of the year.

(Continued from page 4)

In addition, UTE will enter into discussions with PSAC to enable us in the future to bargain more independently and distinctly from other Alliance bargaining units.

We are also aware that the CRA is moving towards the use of enhanced artificial intelligence (AI) and that this could be used to attack certain job security provisions as well as the quality and satisfaction of the jobs of some of our members. We will soon be entering into discussions with the employer on this subject, and we fully intend to oppose any CRA initiative that would move in this direction if jobs and opportunities for advancement would be lost, and jobs could be marginalized.

Other issues have arisen in the past few months. In early July, we filed an Unfair Labour Practice Complaint against the CRA following its decision to prematurely end or not renew the contracts of a large number of our term call center members shortly after the end of the strike, and for failing to disclose this information to us while we were at the bargaining table.

Following the Letter of Agreement reached during the last round of negotiations, UTE and CRA have established the Joint Consultation Committee on the Directive on Virtual Work Arrangements. The committee's first meeting was held on September 7. In the meantime, the Virtual Work Arrangements Directive remains in effect.

Another major issue we are following very closely is the accumulation of problems many of our members are experiencing since Treasury Board transferred the Public Service Health Care Plan contract from Sun Life to Canada Life. We know that many of you are having difficulty enrolling in the plan or logging into your account and are experiencing long delays in the processing of your claims. In addition, it is still too often impossible to reach the insurer's customer service department. This situation is totally unacceptable, and we have raised this issue with the PSAC to keep up the pressure on Treasury Board. I have also publicly denounced this inexcusable fiasco. We will continue to put pressure on Treasury Board to improve the situation quickly. I urge you to contact your member of parliament and make your anger heard.

In closing, I would like to inform you that our union held its Triennial Convention in August. At the convention, delegates debated resolutions and established our union's future direction and adopted a budget for the next cycle. Once again, delegates renewed their confidence in me by re-electing me as UTE National President for a three (3) year term. I am very honoured by this and would like to take this opportunity to thank the delegates for their continued support. I would also like to thank all our union representatives for their involvement and great dedication to our members. I wish the best of success to all the other officers who were elected at the convention, and I promise that they can count on my support throughout their term of office.

I am excited at the prospect of continuing to work closely with the officers of the Executive Council and with our Locals to fiercely defend your interests. I pledge once again to serve you to the best of my ability and to spare no effort in achieving our goals. There will certainly be new challenges ahead, but I am confident that together we can meet them successfully. I thank you for your continued support of your union and invite you to contact any of your local union representatives if you have a problem or question, as they are there to help.

I sincerely thank you for all the good work you continue to do, and for your exemplary dedication to the Canadian population.

In Solidarity,

**Marc Brière**  
**National President**

## UNAUTHORIZED ACCESSES “THE NEED TO KNOW”

The union is constantly reminding its members to use sound judgement when accessing taxpayer related information. The rule of thumb is simple: if it is not in your inventory, if it is someone you know, a colleague, friend, someone you are just curious about **DO NOT ACCESS. You will get caught and there will be consequences.** The CRA systems have become so technologically advanced that a “red flag” is raised immediately when accessing information that has no direct correlation to your work. It may take a few days or a few weeks but ultimately you will be asked to explain your actions.

Unfortunately, these warnings go unheeded all too often by both new as well as seasoned employees. The consequences can be significant, starting at a minimum of a five-day suspension up to and including termination of your employment. Just think what your two-week paycheque is, divided in half, and that would be the minimum financial penalty you would receive. What about no longer having any income at all? You need to ask yourself, “Was is it worth it?” Likely the answer is NO.



The monitoring that can be done with the system goes far beyond just tracking system accesses and determining their work-related need, it also tracks keystrokes. While this may have always been the case there is a troubling trend, possibly in its infancy, being used by the CRA. We all know employees occasionally make mistakes and enter information incorrectly. It happens; usually an employee will just backspace or delete the entry and enter the correct information. It seems to be an innocent, simple mistake. Unfortunately, there have been a few cases where this has occurred, and the employee has been disciplined for an “unauthorized access” where no access has actually occurred. To be clear, the employee **never** hit enter, so how the employer could define that as an unauthorized access is puzzling.

This discipline seems very harsh, and we just want to highlight to you, our members, the need to exercise caution. We always advise members that if they have entered something that they should not have, they should immediately tell their supervisor. This may mitigate any possible discipline. In a scenario where someone had just keyed something incorrectly and does not enter it, should they be going to their team leader and advising of that? It is an interesting question.

As these matters go through the various levels of the grievance process, we will have a better idea if this is the approach that CRA will continue to take, or if common sense will ultimately prevail.

*Communications Committee*

## PROMOTIONS AND PAY

A member who is given the opportunity to act in a position higher than their substantive position for a substantial period will have received incremental pay increases over the period of their acting assignment, per the Collective Agreement. An issue can arise when the member is offered an indeterminate position at this acting level or higher.

The Directive on Terms and Conditions of Employment requires that when a member receives a

*(Continued on page 7)*

promotion<sup>1</sup> while in an acting position, their rate of pay will be calculated based on their *substantive* position, not the rate of pay that they have been receiving in their acting position. This can result in a member receiving no increase in their rate of pay or, in some cases, a *reduction* in their rate of pay.

Many members have been dismayed to discover this fact only when they received their first full pay in the permanent position. Even if the rate of pay is not lower, but remains stagnant, they will fall behind co-workers who remain in acting positions at the same level, as the increment date shifts with the new position.

Some managers, recognizing the unjust result, have accommodated the member by adjusting the appointment date of the position, or other measures to ensure that the member is paid a fair rate of pay. This, however, is the exception, rather than the rule. The member may be forced to accept the situation as a trade-off for a permanent position at a higher level.

<sup>1</sup> A promotion is defined as an appointment to a position for which the maximum rate of pay is higher than the maximum rate of pay for the substantive position immediately prior to the promotion by at least the amount of the lowest increment for the position to which the member is appointed.

**Example:**

A member who holds an SP 04 position at the 1<sup>st</sup> increment acts in an SP 05 position for one year, beginning in January 2021. They received acting pay and an increment at the SP 05 level after one year of acting in the position.

SP 04 1<sup>st</sup> increment: \$58,948, starting pay rate

SP 05 1<sup>st</sup> increment: \$63,801

SP 05 2<sup>nd</sup> increment: \$65,718

Minimum pay increase for acting:  $\$65,718 - \$63,801 = \$1,917$

The member is paid at the 1<sup>st</sup> increment for SP 05: \$63,801

In June 2022, the member was successful in a process and offered a permanent SP 05 position. The member, who prior to the process was paid \$68,869 (having worked in the position for over 52 weeks), anticipates that they will be paid at least that amount, possibly at the next increment, which is \$70, 934.

However, since the Directive on Terms and Conditions of Employment mandates that the new pay rate is calculated based on the member's substantive position, the rate of pay is actually:

SP 04 2<sup>nd</sup> increment: \$63,626

Minimum pay increase: \$1,917.

Minimum new rate for SP 05: \$65,543

SP 05 2<sup>nd</sup> increment: \$68,869 is the new rate of pay

Not only is there no increase to their rate of pay, but the increment date has reset to the date of permanent appointment, so the member will have to wait a full year for the next increment, despite the fact that they were due for an increment in six months in the acting position. Their co-workers, who are still acting in the SP 05 position, will be eligible for an increment sooner and the member, despite having been successful in a permanent placement, will fall behind their co-workers.

**Melanee Jessup,  
President, UTE Local 00015 Kitchener  
Communications Committee**

## UNION OF TAXATION EMPLOYEES (UTE) 2023 TRIENNIAL NATIONAL CONVENTION



*The Le  of the Continent*

The UTE National Triennial Convention was held for the first time in Winnipeg from August 16-19, 2023. There were 188 delegates in attendance along with 88 observers, 14 guests, 12 Life Members and Honorary Members and 15 staff.

The Convention began with the President, 1st Vice-President, the 2nd Vice-President, the 10 Regional Vice-Presidents, and the Life and Honorary Members being piped in.

Linda St. Cyr-Saric, an Indigenous Elder, was introduced. She is a proud Red River Métis woman and citizen of the Manitoba Métis Federation. Linda did a land acknowledgement and said a prayer. She was thanked for her attendance and provided with a token of appreciation from UTE.

The first order of business was to the adopt the Convention Rules of Order. There were a number of procedural motions proposed to amend the Rules of Order. These various motions were defeated, and the Rules of Order were adopted.

Attendees were greeted by the President of the Manitoba Federation of Labour (MFL), Kevin Rebeck. Kevin has been active in the labour movement for over 30 years. Brother Rebeck as president the MFL pushed for domestic violence legislation that later spread across Canada, except for Nunavut. He spoke about having a strong united labour movement, a living wage, strong health and safety legislation, strong public services, and adequate staffing.

A moment of silence was observed to commemorate the members who had passed away since the last convention. Their names were displayed during this period.

After all the procedural issues were dealt with, convention was presented with, and passed the reports of the National President, the First Vice-President and the Second Vice-President.

The first committee called was the finance committee. One of the primary responsibilities of the committee is to present a three-year budget for the operations of UTE. Doug Gaetz, First Vice-President, and chair of the committee went through the various items that make up the budget. After debate and questions from the delegates, the budget passed unanimously. The committee's first recommendation, a line item for promotional items to increase visibility at the PSAC National Convention was carried. The second recommendation, that carries over the unused amounts allocated for non-UTE events and National and Regional Conferences from year to year until 2026, was also carried. The third recommendation setting the per diem was passed earlier.

During the course of debates throughout the convention on various resolutions with a cost, there was a total dues increase of \$0.53 per member/ per month or a yearly dues increase of \$6.36.

**What follows are the highlights of August 17-19 identifying events or resolutions which might be of more interest to the membership.**

### **August 17**

A resolution passed which asked that UTE enter into discussion with employer to speed up the accommodation process. Currently it takes far too long for members' accommodations to be dealt with.

A resolution passed that a review be undertaken of all UTE media to ensure accessibility for all of our members.

During the lunch period, many convention attendees went to the Canadian Human Rights Museum to show their solidarity with our indigenous members and First Nations communities in Manitoba and

*(Continued on page 9)*



(Continued from page 8)

elsewhere in Canada. We held a demonstration in support of the families of three missing indigenous women whose remains are presumed to be in the Prairie Green landfill, north of Winnipeg.

The Union of Taxation Employees strongly condemns the inaction of the various levels of government on this issue, and we call on them to act immediately and show compassion for the families of the missing. They deserve to be respected and to be able to grieve with dignity and respect.



The Honours and Awards Committee was called up to make some presentations. Cosimo Crupi, Committee Chair presented 25 Year service pins to Sharon Bulger from the Ottawa TSO local and Greg Krokosh the Regional Vice President (RVP) for the Rocky Mountains Region. Greg was not re-offering for the position of RVP as he is retiring in the new year. All his friends and colleagues wish him well in his retirement and he will be missed within UTE.

Gary Esslinger, RVP Prairie Region was presented with a long service pin for his more than forty years of service. What occurred next was a very big surprise to the brother. He was going to proceed to the microphone to say a few words of thanks, but he was asked to sit down by the chair. Brother Crupi then proceeded to tell a story of a member who had dedicated many years of service to the union and the membership and announced that Brother Esslinger was being awarded a Life Membership, the highest award in UTE, for his years of service and dedication not only supporting the members, but also supporting his fellow union activists. To suggest he was surprised was an understatement. He thanked everyone for the great honor and received a standing ovation.

## August 18

Friday morning each of the 10 regions held a caucus to elect the regional VP and an alternate regional VP for the region. As well, elections were held to elect delegates and alternates for the PSAC National Convention. This information was presented to the convention on Saturday afternoon. A list of the individuals elected, and their alternates is included in a separate article provided in this newsletter.

In the afternoon, the By-Law Committee was called up and began with a Resolution which would change the regulations to make the position of 2nd Vice-President a paid full-time position. Prior to this, the incumbent was required to take union leave without pay while performing their union activities after which they were required to go back and do work for the employer. A recommendation had been made by the UTE Structure Committee that the position be made a full-time position like that of the National President and 1st Vice-President. After much debate, the question was called, and the committee's recommendation was adopted. There were two other resolutions debated meant to incorporate into the bylaws the position of 2nd Vice-President. These were carried unanimously.

*For information of the reader is worth pointing out that any salary increases provided to the now three paid positions within the UTE National Executive are based upon salary increases negotiated by the union for its membership. As well it should be mentioned any periods that UTE members are on strike the paid national officers receive only strike pay in the same manner and amount as a membership.*

Time was set aside to offer a special tribute to Senior Labour Relations Officer, Shane O'Brien who will be retiring. Shane has been involved with the union for many years, starting with his local, then as RVP for the Atlantic Region before joining the staff of the Union of Taxation Employees where he began as a labour relations officer before moving to the senior labour relations position. Shane is an

(Continued on page 10)

Honorary Member of UTE (awarded 2014). Representatives from all ten regions spoke of Brother O'Brien's support and guidance over the years. National President, Marc Brière spoke about his reliance on Shane's council and how much he will be missed. Life Member and previous UTE National President, Betty Bannon joined us virtually to express her thanks for all Shane has done over the years, as well as tell a few stories.

Lastly the Bargaining Committee was called up to deal with a Resolution to be submitted to the PSAC National Convention that in-person voting shall be the preferred option with respect to strike votes and ratification votes. The recommendation was adopted.

## **August 19**

The Chair of the Nominations and Elections Committee, Jean Bergeron gave instructions on the elections process. He began the elections of the three national positions. Results of these elections are also included in a separate article contained within this newsletter.

The oath of office was administered to all the elected national officers as well as the 10 regional Vice-Presidents and their alternates. Following this, the By-Laws Committee was called back up to deal with a few resolutions prior to the end of convention. There were two resolutions discussed: one regarding Equal Opportunities (EO) Committee members and a second one dealing with the Equal Opportunities' Conferences. The first resolution allowed for the five representatives of the equity groups of the EO Committee to attend the three regional EO conferences, was carried unanimously. The second resolution proposed to add an additional half day to regional EO conferences was also carried unanimously.

**Gary Esslinger**  
*Chair of the Communications Committee*

### **A FOND FAREWELL**

It is with mixed emotions that I write this message today. After 35 years of service as a Labour Relations Officer and Senior Labour Relations Officer with the Union of Taxation Employees, I have finally decided to retire. My last day of work will be on September 29, 2023.

It has truly been a privilege and an honour to have served such a professional, dedicated, and appreciative group of members. Each and every one of you, with whom I have engaged throughout the years, and represented or assisted in some capacity, have greatly contributed to a rich and rewarding career for me. I have been truly blessed to have served such a prestigious group, and to have had the opportunity to advocate on your behalf in the grievance procedure, in staffing complaints, at the bargaining table, and in all of my interventions with the employer.

I have made so many lifelong friends and acquaintances. I will forever remember you fondly and will relish the memories of having worked so closely with so many of you.

I enter this new chapter of my life with a sense of accomplishment, and a feeling that it is now time for me to move on, and leave the future of our great Union in the very capable hands of our current representatives, as well as the recruitment of new representatives with visions and ideals of the way forward for our Union. The future is in the hands of you, the members, who are the backbone of our Union. I will miss you all dearly and hope that our paths may cross again at some point in our lives.

Thank you for all that you have given me over the years. Thank you for your support, trust and understanding. Thank you for your friendship. You all hold a place in my heart, and you will never be forgotten!

Until we meet again...

In Solidarity,

**Shane O'Brien**  
**Senior Labour Relations Officer**



## SCHOLARSHIP AWARD RECIPIENTS 2023

The National \$3,000 scholarships for 2023 are awarded to:

Briony Doyle, Sydney National **Robert “Bob” Campbell** Scholarship  
Nick Pang, Fraser Valley TSO National **Diana Gee** Scholarship

The Regional \$1,500 scholarships for 2023 are awarded to:

Pam Brown, St. John’s  
\*Jasmin Jaiya Jouhal, Surrey  
Noah Le May, Outaouais  
Alyssa Fabiano, Thunder Bay

Jordan Steeves, Kitchener  
Keziah Amador, Toronto East  
Michelle Harding, Winnipeg TC  
Kyrra Klassen, Saskatoon  
Erica Akene, Surrey  
Evan Howell, Ottawa HQ

The **AI Rollins** Atlantic Regional Scholarship  
The Quebec Regional Scholarship  
The **Jean Bergeron** Montreal Regional Scholarship  
The **Kent MacDonald** Northern and Eastern Ontario Regional Scholarship  
The **Nick Stein** Southwestern Ontario Regional Scholarship  
The **Linda Collins** Greater Toronto Regional Scholarship  
The Prairies Regional Scholarship  
The **Don Davoren** Rocky Mountains Regional Scholarship  
The Pacific Regional Scholarship  
The **Shane O’Brien** National Capital Region Scholarship

*\*The Quebec Regional Scholarship was allocated to an applicant from the Pacific Region.*

The \$1,000 UTE/Personal Insurance Company Scholarships for 2023 are awarded to:

Jack Roberts, Saint John  
Zachary Brideau, Bathurst  
Cody Cooper, Toronto West  
Jordan Khehler, Windsor  
Sana Rehman, Thunder Bay  
Anita Kaiser, Toronto North  
Andrew Dewis, Ottawa HQ  
Ateef Ramji, Edmonton  
Claire Wilbur, Saint John  
Brandon Kennard, Surrey

Quebec Region\*  
Montreal Region\*  
Prairie Region\*  
Southwestern Ontario Region  
Northern and Eastern Ontario Region  
Greater Toronto Region  
National Capital Region  
Rocky Mountains Region  
Atlantic Region  
Pacific Region



*\*The Quebec and Montreal Personal Insurance Scholarships were allocated to applicants from the Atlantic Region.*

*\*The Prairie Regional Personal Insurance Scholarship was allocated to a person from the Greater Toronto Area.*

**Cosimo Crupi,**  
**Chair, Honours and Awards Committee**

## ELECTION RESULTS EXECUTIVE COUNCIL AND ALTERNATES

**Marc Brière**

National President

**Doug Gaetz**

1st Vice-President

**Adam Jackson**

2nd Vice-President

**Kimberley Koch**

Regional Vice-President  
Pacific Region

(Alternate RVP - Heather Kenny)

**Kevin Welgush**

Regional Vice-President  
Rocky Mountains Region

(Alternate RVP - Trixie Gorzo )

**Gary Esslinger**

Regional Vice-President  
Prairies Region

(Alternate RVP - Wanda Dufty)

**Jamie vanSydenborgh**

Regional Vice-President  
Southwestern Ontario Region

(Alternate RVP - Jennifer MacPherson)

**Cosimo Crupi**

Regional Vice-President  
Northern and Eastern Ontario Region

(Alternate RVP - Chris Foucault)

**Patricia Sleczkowski**

Regional Vice-President  
Greater Toronto Region

(Alternate RVP - Pattrell Jones )

**David Lanthier**

Regional Vice-President  
National Capital Region

(Alternate RVP - Tracy Marcotte)

**Eddy Aristil**

Regional Vice-President  
Montréal Region

(Alternate RVP - Claude Flamand)

**Jérôme Martel**

Regional Vice-President  
Québec Region

(Alternate RVP - Julien Nobert)

**Brian Oldford**

Regional Vice-President  
Atlantic Region

(Alternate RVP - Darlene Bembridge)

### CHANGE OF ADDRESS

Please note that all address changes should be done online at <https://www.ute-sei.org/en/for-members/change-address> or via email to [membership@ute-sei.org](mailto:membership@ute-sei.org). If you do not have access to e-mail, please pass it on (with your PSAC ID) to a local representative or mail it directly to the National Office at 233 Gilmour Street, Suite 800, Ottawa ON K2P 0P2.