

UNION OF TAXATION EMPLOYEES 2014 TRIENNIAL CONVENTION



RESOLUTIONS - BARGAINING

BARGAINING RESOLUTIONS COMMITTEE REPORT

The Bargaining Committee met on May 2 to 3, 2014 to deal with resolutions 201 to 211.

The following are members of the Bargaining Committee:

Camara, Daniel	Outaouais	Masdea, Pietro	Thunder Bay
Feraday, Brad	Toronto East	Masse, Sylvie	Trois-Rivières
Hardy, Dawn	Summerside	McLennan, Christine	Winnipeg CCSC
Koch, Kim	N. BC/Yukon	Melanson, Barry	London
Koenders, Linda	Ottawa HQ	Montague, Mike	Windsor
Martin-Gendron, June	Calgary C.C.	Youssfi, Hicham	Moncton
Lalancette, Denis	Chairperson		
Fraser, Jean-Pierre	Co-Chairperson		
Jackson, Adam	Co-Chairperson		
Paquette, Lyson	Technical Advisor		

I would like to thank the Committee members for their attention and respect demonstrated during the deliberations and for their good work and patience, I would also like to thank the interpreters and the technicians.

The Committee's resolutions priority for presentation will be:

Resolutions of concurrence:

208, 202, 207, 209

Resolutions of non-concurrence:

201, 203, 204, 205, 206, 210, 211

Respectfully submitted for the members of the Committee,

Denis Lalancette
Chairperson of the Bargaining Committee

BARGAINING RESOLUTIONS COMMITTEE

- 201. NATIONAL BARGAINING COMMITTEE
- 202. PSAC REGULATION 15(A) RATIFICATION VOTE
- 203. GLASSES (EYE GLASSES)
- 204. ORTHOTHERAPIST (TYPE OF MASSAGE)
- 205. PSAC STRUCTURE AND GOVERNANCE
- 206. FLAT WAGE INCREASES
- 207. SICK LEAVE
- 208. CONSERVATIVE PARTY'S DEFEAT
- 209. ORGAN DONATION POLICY RESOLUTION
- 210. JOINT UNION/MANAGEMENT COMMITTEE ON LONG TERM ILLNESS AND RETURN TO WORK POLICIES
- 211. LEAVE WITH INCOME AVERAGING

201. NATIONAL BARGAINING COMMITTEE

COMMITTEE'S RECOMMENDATION

WHEREAS all Executive Council members are to be given the opportunity to participate in the bargaining process in order to develop knowledge and gain experience in bargaining; and

WHEREAS, at present, only part of the Executive Council members can participate in the bargaining process; and

WHEREAS demands from the base often do not involve any of the currently identified committee Chairs who can participate in the bargaining process; and

WHEREAS this system could straighten out the fact that certain regions are not represented in the bargaining process.

BE IT RESOLVED THAT Regulation 10.3.1 be amended as follows:

10.3 NATIONAL BARGAINING COMMITTEE

10.3.1 Composition

This committee is made up of:

- (1) four (4) members of the Standing Bargaining Committee;
- (2) the RVP Chair of the Staffing Committee
the RVP Chair of the Workforce Adjustment Committee

Non-concurrence

RATIONALE:

Do not understand why the Co-Chairperson of the Staffing Committee was kept.

The composition does not need to change.

It is restrictive.

Does not reflect the will to change.

Other ways and means to acquire negotiation experience by being the Chairperson on the Committees.

There is no cost because it is paid by PSAC.

201. NATIONAL BARGAINING COMMITTEE (CONT'D)

(3) three (3) regional vice-presidents selected from among the seven (7) regional vice-presidents on the Executive Council who do not co-chair the National Bargaining Committee.

a) The three (3) vice-presidents who are to be members of the national bargaining committee are selected by the President, the 2nd Vice-President and the Regional Vice-President assigned by the Executive Council who is the Co-Chair of the Standing Bargaining Committee.

b) They will also be responsible for sending a call letter to the regional vice-presidents for identifying the regional vice-presidents who are interested.

c) They will be able to establish selection criteria based on the bargaining demands.

Total of nine (9) committee members.

JONQUIÈRE, LOCAL 10004

202. PSAC REGULATION 15(A) RATIFICATION VOTE

WHEREAS Regulation 15A 2.2 states Locals are responsible for the conduct of ratification votes; and

WHEREAS Regulation 15A 2.3 places an onus on Components to ensure members are kept informed about the issues during the Bargaining process; and

WHEREAS the PSLRA states that we must: hold a vote by secret ballot among all of the employees in the bargaining unit conducted in a manner that ensures that the employees are given a reasonable opportunity to participate in the vote and be informed of the results; and

WHEREAS many Locals/Branches have established an effective collective bargaining communication structure with their members and components can hold specific meetings to inform members and various other media to ensure the broadest possible awareness; and

WHEREAS all Federal, Provincial and Municipal elections are held without a requirement to attend a meeting immediately before voting; and

WHEREAS elections for the elected positions within the Alliance do not require someone to speak immediately preceding the election but allow for prior knowledge of someone's position and character to be sufficient.

BE IT RESOLVED THAT regulation (15A) section 3 be amended to insert a new section 3.11.10 and renumber the current 3.11.10 and remaining sections; and

BE IT FURTHER RESOLVED THAT the new section read as follows:

COMMITTEE RECOMMENDATION

Concurrence

Recorded against: Dawn Hardy

RATIONALE:

We must modernise.

Can help members with mobility issues.

A lot of information is available electronically.

Adjust to new means of communication and it is not meant to eliminate the information sessions, on the contrary, it is above.

More inclusive.

Enhance our ability to educate and reach more members; i.e., webinars.

**202. PSAC REGULATION 15(A) RATIFICATION VOTE
(CONTD')**

Members shall sign a prescribed register to vote that clearly indicates they have:

- a) proved they are an employee in the bargaining unit of the PSAC, and
- b) have obtained the relevant information explaining the terms of the tentative collective agreement by way of a meeting held by the PSAC, or an officer of the PSAC designated by the AEC, or by electronic (webinar, website, email communication, etc.) or other means determined by the PSAC.

Rationale:

Many members have expressed that the locals and component have done an excellent job of describing the terms of the tentative collective agreement prior to the date on which the ratification vote will be held. They want to have an opportunity to vote without necessarily having to wait to vote on the day selected to listen, once again to information they have already obtained or heard.

We are also attempting to bring the PSAC into the current century as well as there are many electronic methods for getting the messaging out, including YouTube® videos, podcasts, webinars, and teleconferences.

This may not work in all situations or locations but could be extremely helpful for remote locations as well to ensure everyone gets exactly the same information.

203. GLASSES (EYE GLASSES)

WHEREAS the cost of glasses is continually increasing;
and

WHEREAS the maximum amount that is reimbursable by
insurance has never increased.

BE IT RESOLVED THAT the UTE ask the PSAC to lobby
for getting the reimbursable amount increased.

SHAWINIGAN-SOUTH, LOCAL 10005

COMMITTEE'S RECOMMENDATION

Non-concurrence

Recorded against : Daniel Camara
Sylvie Masse
Hicham Youssfi
Brad Feraday

RATIONALE:

It is not well written.

Incomplete.

Does not stand on its own.

**This type of demand can be forwarded through other
UTE processes such as the ongoing and official process
of collecting demands and these types of demands are
forwarded to the NJC.**

204. ORTHOTHERAPIST (TYPE OF MASSAGE)

COMMITTEE'S RECOMMENDATION

WHEREAS orthotherapy fees are continually increasing;
and

WHEREAS the maximum amount that is reimbursable by
insurance has never increased.

BE IT RESOLVED THAT the UTE ask the PSAC to lobby
for getting the reimbursable amount increased.

SHAWINIGAN-SOUTH, LOCAL 10005

Non-Concurrence

**Recorded against : Daniel Camara
Sylvie Masse
Hicham Youssfi**

RATIONALE:

It is not well written.

Incomplete.

Does not stand on its own.

**This type of demand can be forwarded through other
UTE processes such as the ongoing and official process
of collecting demands and these types of demands are
forwarded to the NJC.**

205. PSAC STRUCTURE AND GOVERNANCE

WHEREAS the first object of the PSAC is “to unite all workers in a single democratic organization”; and

WHEREAS all unions across Canada are under attack and in response many unions, such as the CAW and CEP, have undergone radical changes in their structure and governance; and

WHEREAS Bill C-4 has led to significant changes to federally-regulated labour laws, changes that affect our union and other unions that represent employees of the federal government; and

WHEREAS in the past two decades there have been technological changes that may allow for greater participation in the decision-making processes of all organizations; and

WHEREAS our union’s process of having delegates elected at the local level to attend component conventions where they may be elected to attend the PSAC triennial convention, results in a final decision-making body far removed from the membership; and

WHEREAS getting members involved means permitting their actions to have real impact; and

WHEREAS our members are the foundation basis of our union.

COMMITTEE RECOMMENDATION

Non-concurrence

Adopted unanimously.

RATIONALE:

It is unclear.

Members of the Local Executives are elected by the Local members; as a result they are able to make decisions and to represent at Convention.

205. PSAC STRUCTURE AND GOVERNANCE
(CONT'D)

BE IT RESOLVED THAT the PSAC undertake a review of its structure and governance to recommend changes to its structure and governance that will result in a union that encourages and results in greater membership participation, takes advantage of technological changes, is able to better respond to our dynamic and nasty political, economic and social environment.

OTTAWA CENTRE, LOCAL 70004

206. FLAT WAGE INCREASES

COMMITTEE RECOMMENDATION

Non-concurrence

WHEREAS we have a negotiated pay scale with different pay rates depending upon job classification and length of service in that job; and

WHEREAS the pay scale results in dollar wage gaps between those at the bottom of the scale and those earning more; and

WHEREAS negotiated percentage pay increases these gaps; and

WHEREAS a flat rate increase to all members on the scale would not increase the gap and will not contribute to greater inequality among our members.

BE IT RESOLVED THAT PSAC/UTE pursue negotiations with the Employer that will result in flat wage increases.

RATIONALE:

The current principle is equitable.

It will limit us.

Need to seek other process to circumvent this problem by other means as it was proposed at the last round of negotiation with a demand requesting an annual allocation based on years of service.

OTTAWA CENTRE, LOCAL 70004

207. SICK LEAVE

WHEREAS the Conservative Government has no use for Public Servants and the excellent work they do for Canadians; and

WHEREAS the Harper Regime has demonstrated this after time in their Omnibus bills and Private members bills by introducing cuts to services and cuts to employees that deliver the quality services; changes to Pension, Health and Safety, Union Financial disclosure and most recently to change out Sick Leave, a negotiated right.

BE IT RESOLVED THAT the PSAC champion a campaign to continue the fight to protect our negotiated Sick Leave; and

BE IT FURTHER RESOLVED THAT the campaign strategy includes a lobby of the Members of Parliament & Senators, ad campaigns and the involvement of members.

COMMITTEE RECOMMENDATION

Concurrence

Recorded against: Daniel Camara

RATIONALE:

It is already done.

Repeating to reinforce the message since the government's attacks are materializing.

It is obvious – it absolutely needs to be done.

SAINT JOHN, LOCAL 60005

208. CONSERVATIVE PARTY'S DEFEAT

COMMITTEE'S RECOMMENDATION

WHEREAS the Conservative Party is attacking us from all angles; and

WHEREAS we have to take charge and lead the discussion in their court; and

WHEREAS if we do nothing, it is highly likely that the unions will disappear sooner or later.

BE IT RESOLVED THAT the UTE take all actions, both political and financial, for attacking the conservative party and getting them removed from power during the next federal election.

JONQUIÈRE, LOCAL 10004

Concurrence

RATIONALE:

It is a resolution of intent.

It is important to be able to debate this on the convention floor so the members at the convention will have the opportunity to express and commit themselves.

We need to convey a clear and strong message.

We cannot wait - UTE needs to stand and commit in actions.

We need to raise awareness to the Canadian public.

We already have a budget.

209. ORGAN DONATION POLICY RESOLUTION

COMMITTEE RECOMMENDATION

WHEREAS less than 20% of Canadians have made arrangements to donate their organs and tissue; and

WHEREAS there are over 1,600 Canadians added to the transplant waiting list annually; and

WHEREAS one donor can save as many as eight lives, by donating your eyes, bone marrow, skin, kidney, heart, lung, pancreas, liver, bowel and colon.

BE IT RESOLVED THAT the Union of Taxation Employees promote organ and tissue donation among our membership; and

BE IT FURTHER RESOLVED THAT the UTE spread the word of organ donation by promoting websites such as www.cantransplant.ca to encourage our family members and friends to register; and

BE IT FURTHER RESOLVED THAT the UTE forward this resolution to the PSAC Triennial Convention in 2015.

Concurrence

RATIONALE:

Good campaign.

To build awareness among members.

Good act.

Many means to promote such as: websites, UTE journal, special mailings, e-mails, etc.

TORONTO CENTRE, LOCAL 00013

**210. JOINT UNION/MANAGEMENT COMMITTEE ON
LONG TERM ILLNESS AND RETURN TO WORK
POLICIES**

WHEREAS the demographic shows our workforces to be aging and subject to more long term illness.

BE IT RESOLVED THAT the union begins discussions with the employer to establish a joint Union/Management Committee to review and improve policies and procedures as they pertain to extended medical leave and return to work programs.

HALIFAX, LOCAL 80003

COMMITTEE RECOMMENDATION

Non-concurrence

RATIONALE:

It is not clear because it could apply to different policies either from the union or the employer.

The problematic is unknown.

Do not know who to communicate with.

211. LEAVE WITH INCOME AVERAGING

COMMITTEE RECOMMENDATION

Non concurrence

WHEREAS the employer has a Leave with Income Averaging Policy; and

WHEREAS the employer has indicated the burden of Leave with Income Averaging for extended periods in peak times; and

WHEREAS many UTE members avail of Leave with Income Averaging; and

WHEREAS the policy currently states an employee must take a minimum of five weeks.

BE IT RESOLVED that the Union of Taxation Employees request the employer to change its position on a minimum of five weeks duration and allow members to take Leave with Income Averaging in shorter durations.

RATIONALE:

The employer could set a cap on leaves.

It is important and we understand that there are many problems, as a bargaining demand was presented in this round of bargaining.

This can be risky since the employer could use it to reduce the number of employees taking this type of leave.

This can open the door to lose this policy all together.

ST. JOHN'S, LOCAL 90001