

***UNION OF TAXATION EMPLOYEES  
TRIENNIAL CONVENTION***



***RESOLUTIONS - BARGAINING***

## BARGAINING COMMITTEE REPORT - 2011

The Bargaining Committee met on April 29-April 30, 2011 to deal with resolutions 201 to 210.

The following are members of the Bargaining Committee:

Ahmad, Khalid	Winnipeg	Lafrenière, Lyne	Outaouais
Brière, Marc	Laval	McGoldrick, Hugh	Ottawa H.Q.
Fandrich, David	Calgary	Oldford, Brian	Halifax
Feraday, Brad	Toronto East	Ruyter, Terry	Burnaby Fraser
Fleury, Gilles	Jonquière	vanSydenborgh, Jamie	Hamilton
Graham, Janet	Vancouver	Villeneuve, Diane	Chicoutimi
Hardy, Dawn	Summerside T.C.	Webster, David	Kingston
Fraser, Jean-Pierre	Co-Chairperson		
Abbott, Pamela	Co-Chairperson		
Paquette, Lyson	Staff Advisor		
Lalancette, Denis	Chairperson		

The chair would like to thank the Committee members for their hard work and patience during the deliberations.

The Committee's resolutions priority for presentation will be:

Resolutions of concurrence: 201 and 202

Resolutions of non-concurrence: 203A, 203B, 204, 205A, 205B, 206, 207, 208, 209 and 210

Respectfully submitted for the members of the Committee,

Denis Lalancette  
Chairperson of the Bargaining Committee

## **BARGAINING RESOLUTIONS COMMITTEE**

201. VISION CARE (HEALTH CARE PLAN)
202. ACUPUNCTURE TREATMENTS (HEALTH CARE PLAN)
203. PERCENTAGE VERSUS FLAT RATE PAY RAISES STRUCTURE
204. ALLOCATION OF SEATS ON THE BARGAINING TEAM
205. COLLECTIVE BARGAINING COMPENSATION REPRESENTATIVE
206. ON LINE RATIFICATION VOTE
207. CHANGE TO REGULATION 15 (RATIFICATION VOTE)
208. PSAC REGULATION 15 – RATIFICATION VOTES
209. COLLECTIVE BARGAINING
210. CALL CENTRE PRESIDENTS' REPRESENTATIVE ON THE UTE STANDING BARGAINING COMMITTEE

**201. VISION CARE (HEALTH CARE PLAN)**

**COMMITTEE RECOMMENDATION**

**WHEREAS** the actual costs assumed by our members for vision care are considerably higher than the current limits on eligible costs covered by our Public Service Health Care Plan; and

**WHEREAS** there has been a dramatic increase in vision care costs.

**BE IT RESOLVED THAT** the UTE ask PSAC to take whatever action is necessary to raise the limits of eligible vision care costs covered by the federal Public Service Health Care Plan.

**Concurrence**

**RATIONALE:**

**Considerable increase of the costs justifies raising the limits.**

**QUEBEC, LOCAL 10006**

**202. ACUPUNCTURE TREATMENTS (HEALTH CARE PLAN)**

**COMMITTEE RECOMMENDATION**

**Concurrence**

**WHEREAS** only acupuncture treatments provided by a medical practitioner are currently reimbursed by our Public Service Health Care Plan; and

**WHEREAS** acupuncture treatments are generally dispensed by acupuncturists belonging to a provincially recognized professional association, without being medical practitioners; and

**WHEREAS** virtually no medical practitioner dispenses acupuncture treatments, and the value of our health plan is thereby reduced.

**BE IT RESOLVED THAT** the UTE ask PSAC to take whatever action is necessary so that the acupuncture treatments dispensed by acupuncturists belonging to a provincially recognized professional association are covered and reimbursed by the federal Public Service Health Care Plan.

**RATIONALE:**

**Acupuncturists must be recognized.**

**Recognition should not be limited only to medical practitioners, because only few provide acupuncture treatments.**

**QUEBEC, LOCAL 10006**

**203. PERCENTAGE VERSUS FLAT RATE PAY  
RAISES STRUCTURE**

**COMMITTEE RECOMMENDATION**

**WHEREAS** the UTE and the PSAC have traditionally pursued percentage pay raises; and

**Recommend that the “BE IT RESOLVED” be divided as follows:**

**WHEREAS** percentage pay raises, whether they be 1.5%, 1.75%, 2.0% etc., widen the salary gap between salary levels further to that which they were: for example the salary gap in 2000 between an SP03 and an SP07 was an ‘x’ factor; it is now an ‘X+’ factor and with every yearly contractual raise it becomes an ‘x++’ factor; and

**203 A : 1<sup>st</sup> and 2<sup>nd</sup> “BE IT RESOLVED”  
203 B : 3<sup>rd</sup> “BE IT RESOLVED”**

**203 A Non-Concurrence**

**WHEREAS** the union recognizes this factor concerning percentage pay raises and the widening discrepancy concerning respective job descriptions and their pay level.

**RATIONALE:**

**203 A**

**Not clear.**

**BE IT RESOLVED THAT** the Union of Taxation Employees Bargaining Committee be charged with undertaking a review of the pros and cons of percentage pay raises versus a specific flat rate monetary pay raise; and

**We do not know the impact on the Bargaining Committee.**

**Not enough directives.**

**BE IT FURTHER RESOLVED THAT** such a review be completed and presented to the membership on the UTE website a minimum of one month prior to the deadline date for the 2012 bargaining demands; and

**Recorded against: Dawn Hardy**

**203 B**

**BE IT FURTHER RESOLVED THAT** the bargaining committee in its recognition of this matter pursue monetary pay raises that can restore some of the inequities created over the last several rounds of bargaining.

**Because the 1<sup>st</sup> and 2<sup>nd</sup> “BE IT RESOLVED” are non-concurrence, the 3<sup>rd</sup> “BE IT RESOLVED” is out of order. Moreover, there is no proof that there is inequity.**

**204. ALLOCATION OF SEATS ON THE BARGAINING TEAM**

**WHEREAS** it is necessary to ensure the involvement of representatives of local presidents. One (1) representative from the TC's and one (1) representative from the TSO's; and

**WHEREAS** these two (2) representatives have relevant technical information; and

**WHEREAS** their presence enhances the credibility of the bargaining team among Locals and members.

**BE IT RESOLVED THAT** the composition of the bargaining team be amended to allocate the first four (4) seats on the bargaining team to the four (4) members of the Standing Bargaining Committee.

10.4 National Bargaining Team  
10.4.1 Composition

New: The first four (4) seats are allocated to the members of the Standing Bargaining Committee.

**COMMITTEE RECOMMENDATION**

**Non-Concurrence**

**RATIONALE:**

**The members' selection on the Bargaining Team is based on the quality and the experience of the representatives.**

**We need the most experienced representatives on the Bargaining Team.**

**SUMMERSIDE, LOCAL 90006**

**205. COLLECTIVE BARGAINING COMPENSATION REPRESENTATIVE**

**COMMITTEE RECOMMENDATION**

**Unanimous Non-Concurrence**

**WHEREAS** Collective Bargaining may affect change to Pay and Benefit entitlements and provisions; and

**WHEREAS** a representative of the Compensation Client Service Centre has value added knowledge into the effects of such bargaining demands may cause and have effect.

**BE IT RESOLVED THAT** Regulation 10.2.1 Composition item (3) be amended to read as follows:

(3) three local president representatives, one representing Tax Services Offices, one representing Tax Centres and one representing Compensation Client Service Centres.

Total Committee members five (5)

**BE IT FURTHER RESOLVED THAT** Regulation 10.3.1 Composition item (1) be amended to read as follows:

(1) Five (5) members of the Standing Bargaining Committee;

**Recommend that the “BE IT RESOLVED” be divided as follows:**

- 205 A : 1<sup>st</sup> “BE IT RESOLVED”– Non-Concurrence**
- 205 B : 2<sup>nd</sup> “BE IT RESOLVED”– Non-Concurrence**

**RATIONALE:**

- 205 A: There are no more added benefits.  
We have mechanisms to gather the information.  
May create more problems.  
Could be inequitable.**
- 205 B: The rationales in resolution 205A apply to resolution 205 B.**

**WINNIPEG C.C.S.C, LOCAL 50032**



**206. ON LINE RATIFICATION VOTE**

**COMMITTEE RECOMMENDATION**

**Non-Concurrence**

**WHEREAS** at the time of ratification vote, a large number of our UTE brothers and sisters are either out of their home areas or on leave at the time of the voting; thus not allowing them to cast their vote; and

**WHEREAS** not allowing all our brothers and sister their right to have access to the Ratification information and voting to cast their ballot; and

**WHEREAS** not allowing an accurate count of all our brothers and sisters.

**BE IT RESOLVED THAT** the UTE National develop and implement an up-to-date, well informed, online voting system; thus granting access to all UTE brothers and sister their right to a fair and informed Ratification vote; and

**BE IT FURTHER RESOLVED THAT** that an online Ratification vote would give UTE National a truer reflection of all members Coast to Coast, Border to Border.

**RATIONALE:**

**Recorded against: Brad Feraday  
Jamie vanSydenborgh**

**It is not clear.**

**The actual process provides for the members to be informed before voting.**

**Human contact is important (face to face).**

**There is more interaction during the meeting.**

**There are other ways to increase the members' participation.**

**Ratification process is under the responsibility of PSAC – Regulation 15.**

**NORTHERN BC & YUKON, LOCAL 20002**

**207. CHANGE TO REGULATION 15 (RATIFICATION VOTE)**

**COMMITTEE RECOMMENDATION**

**Unanimous Non-Concurrence**

**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.

**RATIONALE:**

This wording would allow for Components to setup ratification votes at a meeting for the purpose of explaining the tentative agreement to the membership, however allowing for those members that have taken the initiative to inform themselves in advance of the vote, to vote without a delay and is in line with the way elections for every other position or event within the Alliance and the country at large is conducted.

**The wording is not clear.**

**It is very vague.**

**There is no specific time frame.**

**This resolution does not address the needs of the members, such as mobility, etc.**

**The members would not have had the information before voting.**

**207. CHANGE TO REGULATION 15 (RATIFICATION VOTE)(CONT'D)**

**BE IT RESOLVED THAT** the PSAC amend Regulation 15A 3.11.8 to state Ratification votes shall be held at ***following*** meetings conducted for the purpose of explaining the terms of the tentative agreement, except where the isolated nature of the worksite or shift schedules require that special arrangements be made.

**SURREY TC, LOCAL 20029**

**208. PSAC REGULATION 15 – RATIFICATION VOTES**

**COMMITTEE RECOMMENDATION**

**Non-Concurrence**

**WHEREAS** the PSAC is responsible for all matters regarding collective bargaining; and

**WHEREAS** is not geographically or logistically possible for many Locals/Branches to hold joint ratification meetings with other Locals/Branches; and

**WHEREAS** this creates a discriminatory fiscal practice in the PSAC among Locals/Branches.

**BE IT RESOLVED THAT** PSAC Regulation 15, part 3.15 be amended to state that the PSAC be responsible for rental and payment of meeting facilities for all ratification votes.

**RATIONALE:**

**This resolution cannot be accepted, as the reference does not exist.**

**SAINT JOHN, LOCAL 60005**

**209. COLLECTIVE BARGAINING**

**BE IT RESOLVED THAT** the Union of Taxation Employees adopt, maintain, support and advance a collective bargaining principle of no concession bargaining.

**SAINT JOHN, LOCAL 60005**

**COMMITTEE RECOMMENDATION**

**Non-Concurrence**

**RATIONALE:**

**We should trust the Bargaining Team.**

**Although noble, this would handcuff the Bargaining Team.**

**The Bargaining Team has to be able to balance the interests.**

**More harm than good.**

**Could be interpreted as bad faith bargaining.**

**210. CALL CENTRE PRESIDENTS’  
REPRESENTATIVE ON THE UTE STANDING  
BARGAINING COMMITTEE**

**COMMITTEE RECOMMENDATION**

**Non-Concurrence**

**WHEREAS** many of the Union of Taxation Employees’ members are employed in Call Centres; and

**WHEREAS** the unique working conditions and employment practices undertaken by the employer at these locations requires specialized attention and representation; and

**WHEREAS** there are many collective bargaining issues that are specific to call centre members; and their terms and conditions of work.

**BE IT RESOLVED THAT** a Call Centre Presidents’ Representative position be added to the standing UTE Collective Bargaining Committee; and

**BE IT FURTHER RESOLVED THAT** the Presidents’ Representative elected to this position be a member employed at a Call Centre; and

**BE IT FURTHER RESOLVED THAT** the roles, duties, and selection criteria be the same for this position as it is with the current TSO and TC UTE Collective Bargaining Committee Presidents’ Representatives, and that the first selection process shall take place at the September 2011 UTE Presidents’ Conference.

**RATIONALE:**

**Issues are identified and reported by other sources.**

**There is a UTE Ad hoc Committee on Call Centers.**

**Same rationale as in resolution 205 A, such as:**

**There are no more added benefits.**

**We have mechanisms to gather the information.**

**May create more problems.**

**Could be inequitable.**

**SAINT JOHN, LOCAL 60005**