

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



RESOLUTIONS - GENERAL

GENERAL RESOLUTIONS COMMITTEE

The General Resolutions Committee met on April 29-30, 2011 to deal with resolutions 301 to 331. One resolution, 316, was ruled out of order by the National President. The remaining thirty (30) resolutions were debated and recommendations were made.

The Committee set the priority of the resolutions as follows: 329 - Mental Health Regional Education Conferences, 311- Health and Safety, Regional Health and Safety Conferences, 304 - Campaign on Enhancing the Canada Pension Plan and the Quebec Pension Plan, A Carefree Retirement and Retirement Security for Everyone, 324 - PSAC Supplemental Pension Plan, 325 - PSAC Supplemental Pension Plan, 315 - Policy on the Recovery of Overpayments, 317 - Joint Union/Management Committee on Long Term Illness and Return to Work Policies, 330 - Payment Dates for Parental Leave Top Ups and 328 - Bullying in the Workplace.

All other concurrence resolutions will be dealt with in order, followed by the non concurrence resolutions.

I would like to thank my co-chairpersons, the staff technical advisors and all the members of the Committee. This being my last convention it was a privilege and an honour to not only work with the members of this Committee but with the UTE Executive, Local Representatives and the membership. The pleasure was all mine.

The members of the Committee are:

Bye, Ken	Barrie	Krokosh, Christine	Lethbridge
Campbell, Gesine	Ottawa TSO	McLennan, Christine	Winnipeg CCSC
Cook, Alex	Kelowna	Melanson, Annette	Saint John
Ennis, Gerard	St. John's	Pitt, Lise	Montréal South Shore
Grady, Gina	Windsor	Roy, Jocelyne	Québec
Hyatt, Richard	Burnaby Fraser CC	Scott-Cadieux, Lynne	Policy & Planning
Jessup, Melanee	Kitchener	Masdea, Pietro	Thunder Bay
		Vallière, Louise	Rouyn-Noranda

Stein, Nick,
Bergeron, Shawn
Dupuis, Terry
Cassidy, Linda
Gagné, Erik P.

Chairperson
Co- Chairperson
Co-Chairperson
Technical Advisor
Technical Advisor

In Solidarity,

Nick Stein
Chairperson
General Resolutions Committee

GENERAL RESOLUTIONS COMMITTEE

301. REGIONAL HEALTH AND SAFETY CONFERENCES
302. NATIONAL EAP CONFERENCE
303. UNION STRUCTURE
304. CAMPAIGN ON ENHANCING THE CANADA PENSION PLAN AND THE QUEBEC PENSION PLAN, A CAREFREE RETIREMENT AND RETIREMENT SECURITY FOR EVERYONE
305. INCOME SECURITY AT RETIREMENT FOR UTE MEMBERS
306. NATIONAL SUSTAINABLE DEVELOPMENT COMMITTEE
307. EAP REFERRAL AGENT
308. PET CARE POLICY
309. PUBLIC SERVICE LABOUR RELATIONS BOARD ADJUDICATION DECISIONS
310. PSAC HIRING OF RETIREES
311. HEALTH AND SAFETY – REGIONAL HEALTH AND SAFETY CONFERENCES
312. NON-SMOKING FOR ALL UTE
313. NON-SMOKING FOR ALL UTE
314. SCENT FREE POLICY
315. POLICY ON RECOVERY OF OVERPAYMENT
316. MOTION 571, “SHANNEN’S DREAM”
317. JOINT UNION/MANAGEMENT COMMITTEE ON LONG TERM ILLNESS AND RETURN TO WORK POLICIES
318. SCHOLARSHIP SUBMISSIONS
319. VALUES & ETHICS – UNION OF TAXATION EMPLOYEES

- 320. LIVE-CAST COVERAGE OF UTE TRIENNIAL CONVENTION
- 321. UTE QUESTIONNAIRE
- 322. MEMBER DEVELOPMENT OPPORTUNITY
- 323. UTE ACHIEVEMENT BOOKLET
- 324. PSAC SUPPLEMENTAL PENSION PLAN
- 325. PSAC SUPPLEMENTAL PENSION PLAN
- 326. ASSOCIATION OF THE PUBLIC SERVICE ALLIANCE RETIREES (APSAR)
- 327. FUNDING EAP NATIONAL CONFERENCE
- 328. BULLYING IN THE WORKPLACE
- 329. MENTAL HEALTH REGIONAL EDUCATION CONFERENCES
- 330. PAYMENT DATES FOR PARENTAL LEAVE TOP UPS
- 331. INDETERMINATE REPLACEMENT

301. REGIONAL HEALTH AND SAFETY CONFERENCES

COMMITTEE RECOMMENDATION

WHEREAS the Regional Health and Safety Conferences meet the unique needs of the regions caused by environmental and geographical impacts; and

WHEREAS regional health and safety needs are influenced by the different work processes and methods employed to carry out the work processes that are unique to the regions; and

WHEREAS the evaluations from the last Regional Health and Safety Conferences clearly indicated that the conferences were beneficial.

BE IT RESOLVED THAT the Union of Taxation Employees hold (3) three Regional Health and Safety Conferences, before the next convention in 2014. The funding for these Regional Health and Safety Conferences and the assigning of delegates will be in the same format as the National Health and Safety Conference.

The Committee believes that resolution 301 is included in resolution 311.

ROUYN-NORANDA, LOCAL 10009

302. NATIONAL EAP CONFERENCE

WHEREAS the Employee Assistance Program is very important; and

WHEREAS the committee members must meet to discuss the future of the EAP.

BE IT RESOLVED THAT the UTE hold a National EAP Conference before our next triennial Convention in 2014; and

BE IT FURTHER RESOLVED THAT the UTE fully fund the attendance of one delegate per local at this National EAP Conference; and

BE IT FURTHER RESOLVED THAT the UTE encourage the locals to send local EAP committee members to this conference.

ROUYN-NORANDA, LOCAL 10009

COMMITTEE RECOMMENDATION

The Committee believes that resolution 327 is included in resolution 302.

Non Concurrence

RATIONALE:

Not seeing local value.

Believe our funds could be better served elsewhere.

Duplication through the three National Conferences.

Not opposed to this conference but prefer to see the money spent on the concept of mental health.

Fiscal restraint indicates we need to make a choice.

**Recorded opposed: Louise Vallière
Melanee Jessup**

303. UNION STRUCTURE

WHEREAS UTE Local 70035 is part of the Montreal Region within the UTE; and

WHEREAS the Outaouais Tax Services Office where UTE Local 70035 is located comes under the Quebec Regional Office within the employer (CRA); and

WHEREAS the Outaouais Tax Services Office where UTE Local 70035 is located is a sister office to the Rouyn-Noranda Tax Services Office; and

WHEREAS the Rouyn-Noranda Tax Services Office is also part of the Montreal Region; and

WHEREAS the Montreal Region is part of PSAC-Quebec.

BE IT RESOLVED THAT the UTE take whatever action is necessary with the PSAC and provide its support to have local 70035 transferred to the PSAC Quebec structure.

OUTAOUAIS, LOCAL 70035

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

Shows support for the resolution of the issues the local has faced in the past.

The office is merged with Rouyn-Noranda who currently is under the jurisdiction of PSAC Quebec so having this local also report to the same region is appropriate.

During the last strike there were many complications from instructions received from two different PSAC regions.

Carried unanimously.

304. CAMPAIGN ON ENHANCING THE CANADA PENSION PLAN AND THE QUEBEC PENSION PLAN, A CAREFREE RETIREMENT AND RETIREMENT SECURITY FOR EVERYONE.

WHEREAS the CLC and the FTQ have established a campaign for increasing the retirement incomes of all Canadians, entitled *A Carefree Retirement* for the FTQ, and *Retirement Security for Everyone* for the CLC; and

WHEREAS a number of our members will not reach the income replacement target rate at retirement of 70% enabling them to have the same standard of living at retirement as during their working life.

BE IT RESOLVED THAT the UTE commit to supporting and promoting the CLC's and the FTQ's campaigns: *A Carefree Retirement* and *Retirement Security for Everyone*; and

BE IT FURTHER RESOLVED THAT the UTE and its members ask our elected politicians for amendments to the QPP and CPP legislation so that all Canadians have decent incomes at retirement.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

CLC is conducting a huge campaign on this issue.

Defining moment in history.

Public Sector Employees have a great plan but 60% of Canadians do not.

This is the "ME WE" issue.

We need to be supporting all those who do not have a decent pension plan.

Carried unanimously.

JONQUIÈRE, LOCAL 10004

305. INCOME SECURITY AT RETIREMENT FOR UTE MEMBERS

COMMITTEE RECOMMENDATION

Concurrence

WHEREAS the management of our pension fund is of great concern to our members; and

WHEREAS we have to be well informed and proactive with respect to income at retirement; and

WHEREAS our employer is trying to make our pension fund an election issue or bargaining issue.

BE IT RESOLVED THAT the UTE undertake to ask the PSAC to adapt the **Income Security at Retirement course** for Quebec members of the Public Service Pension Plan to make it suitable for all PSAC members; and

BE IT FURTHER RESOLVED THAT the UTE undertake to train its union activists about the pension by encouraging them to take this course.

RATIONALE:

NOTE: The local confirmed that this was a course developed by the QFL and the PSAC and it should be made available to all PSAC members as it was a great course.

“WHEREAS” are self explanatory.

Carried unanimously.

JONQUIÈRE, LOCAL 10004

306. NATIONAL SUSTAINABLE DEVELOPMENT COMMITTEE

WHEREAS sustainable development seeks to encourage behaviours that are more friendly towards the environment, humans and the planet; and

WHEREAS the UTE must be a leader in this.

BE IT RESOLVED THAT the UTE form a national ad hoc sustainable development committee; and

BE IT FURTHER RESOLVED THAT this committee include one representative for the TSOs and one representative for the TCs of Canada; and

BE IT FURTHER RESOLVED THAT this committee meet as needed. This committee's mandate will be to review the UTE's processes and propose changes to the Executive Council.

COMMITTEE RECOMMENDATION

Non Concurrence

RATIONALE:

We do not need another committee.

Locals today can make recommendations and submit them via their RVP to council.

Do not need a committee to make recommendations to council.

Great idea but a "portfolio" could be developed and assigned to a council member or staff member similar to the Official Languages Portfolio which is working very well.

Carried unanimously.

SHAWINIGAN-SOUTH, LOCAL 10005

307. EAP REFERRAL AGENT

COMMITTEE RECOMMENDATION

WHEREAS there is training for referral agents that focuses on confidentiality and the referral aspect of their work; and

Non Concurrence

WHEREAS the referral agent training clearly indicates that they must not advise the members; and

RATIONALE:

WHEREAS a number of union organizations have a network of social representatives.

CRA would only have referral agents if they could.

BE IT RESOLVED THAT the UTE no longer object to our members and union representatives becoming referral agents if they wish to do so.

Danger if union reps were referral agents; it could create a conflict of interest.

Referral agents are a holdover from CEUDA where there was not always an EAP provider available locally.

SHAWINIGAN-SOUTH, LOCAL 10005

Recorded against: Melanee Jessup

308. PET CARE POLICY

COMMITTEE RECOMMENDATION

Non Concurrence

WHEREAS some members face challenges participating in union functions when they are unable to find adequate accommodations for their pets; and

RATIONALE:

WHEREAS the PSAC does not have guidelines for pet accommodations.

The “BE IT RESOLVED” do not stand on their own.

BE IT RESOLVED THAT the PSAC draft a “Pet Care Policy” to address these concerns; and.

Carried unanimously.

BE IT FURTHER RESOLVED THAT the PSAC present this policy to the membership no later than January 2013.

EDMONTON, LOCAL 30025

**309. PUBLIC SERVICE LABOUR RELATIONS BOARD
ADJUDICATION DECISIONS**

COMMITTEE RECOMMENDATION

Non Concurrence

WHEREAS there is a body of jurisprudence based on adjudication decisions from the Public Service Labour Relations Board; and

WHEREAS these decisions should have an impact on the employer's policies and operations; and

WHEREAS the employer has not consistently adopted the jurisprudence on a broad and transparent basis.

BE IT RESOLVED THAT UTE pressure the employer to adopt the findings and principles of Public Service Labour Relations Board adjudication decisions in a fair, consistent and transparent manner.

RATIONALE:

Locals, RVPs and National Office already utilize jurisprudence in all of their arguments.

If management supported UMI they would already accept the principle of jurisprudence.

Not all decisions are considered good decisions by the Union.

EDMONTON, LOCAL 30025

310. PSAC HIRING OF RETIREES

WHEREAS the PSAC has a large number of employees retiring within 5 years; and

WHEREAS this expertise is being lost; and

WHEREAS union principles are of the utmost importance; and

WHEREAS PSAC's membership are also retiring from the Federal Government in large numbers in the next five years; and

WHEREAS these retiring members may be looking for part time work, and have union principles.

BE IT RESOLVED THAT PSAC, subject to employee contracts, encourage and support hiring qualified and retired members to fill employee positions.

COMMITTEE RECOMMENDATION

Non Concurrence

RATIONALE:

Concern with placing priority on various "groups".

The "BE IT RESOLVED" is not really clear as it does not clearly indentify the "employees" of who.

Does not restrict to Union activists.

This is a practice of CRA currently and we do not believe it is a good practice to follow.

CALGARY, LOCAL 30024

311. HEALTH AND SAFETY - REGIONAL HEALTH AND SAFETY CONFERENCES

WHEREAS the concerns of Regional Health and Safety Conferences are substantially different from concerns of a National Health and Safety; and

WHEREAS each Region has unique Health and Safety concerns applicable to their Region; and

WHEREAS independent studies have shown that Public Sector accidents and illness are growing faster than the private sector; and

WHEREAS budget cuts put increasing pressure on the employer not to implement Health and Safety Laws that have a cost attached; and

WHEREAS the Harper Government now has a red ribbon panel to attack and diminish Federal Health and Safety Laws starting with our Right to Refuse Dangerous Work.

BE IT RESOLVED THAT the Union of Taxation Employees hold (3) three Regional Health and Safety Conferences, before the next Convention. The Conferences to be funded and delegates allowed, in the same format as the last Regional Health and Safety Conferences.

COMMITTEE RECOMMENDATION

The Committee believes that resolution 301 is included in resolution 311.

Concurrence

RATIONALE:

The “WHEREAS” are self- explanatory.

WINDSOR, LOCAL 00018

312. NON-SMOKING FOR ALL UTE

COMMITTEE RECOMMENDATION

WHEREAS smoking and exposure to second hand smoke are occupational health and safety issues that are important to Unions and their members; and

WHEREAS an overwhelming majority of evidence indicates that smoke, both second-hand and side-stream, adversely affects members; and

WHEREAS many members suffer from allergies, bronchitis, asthma and other respiratory ailments, which conditions are triggered and/or aggravated by smoke; and

WHEREAS cigarette, cigar and pipe smoke hinders the full participation, in certain activities, of these members.

BE IT RESOLVED THAT all Union activities be recognized as 'smoke free' events. They include, but are not limited to Regional Conferences, Conventions, Union Committee meetings, Executive Council meetings, President's conferences and hospitality suites.

The Committee believes that resolution 312 is included in resolution 313.

SUDBURY, LOCAL 00042

313. NON-SMOKING FOR ALL UTE

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

WHEREAS smoking and exposure to second hand smoke are occupational health and safety issues that are important to Unions and their members; and

WHEREAS an overwhelming majority of evidence indicates that smoke, both second-hand and side-stream, adversely affects all members; and

WHEREAS we have members that have medical conditions such as; allergies, bronchitis, asthma and other respiratory ailments, which conditions are triggered and/or aggravated by smoke; and

WHEREAS UTE must reflect accepted main stream smoking restrictions and the PSAC smoking regulations; and

WHEREAS cigarette, cigar and pipe smoke hinders the full participation, in certain activities, of these members.

BE IT RESOLVED THAT all Union activities be recognized as a 'smoke free' event. They include, but are not limited to Regional Conferences, Conventions, Union Committee meetings, Executive Council meetings, President's conferences and hospitality suites.

Important issue for our Union.

We have been debating this for 20 years.

Eventually there will not be hotels and/or facilities available that allow smoking.

Note: The ruling of the President is nothing will change. This is the current practice of UTE. Hospitality Suites are non-smoking and the room that is provided for smokers currently is not considered a hospitality suite.

**Recorded against: Nick Stein
Christine Krokosh
Annette Melanson
Richard Hyatt**

SUDBURY, LOCAL 00042

314. SCENT FREE POLICY

WHEREAS approximately 3% of Canadians have been diagnosed with Environmental Sensitivities which are described as a chronic condition whereby a person has symptoms when exposed to certain chemicals which cause a person to become ill with flu-like symptoms, headaches, nausea, low-energy and absent from work; and

WHEREAS the Canada Labour Code, Part II, states managers and employees are responsible for the health and safety in the workplace; and there's a growing recognition of the need for action to prevent such illness in the workplace; and

WHEREAS the Canadian Human Rights Act recognizes environmental sensitivities as a "Disability", therefore must be considered a medical condition in the workplace.

BE IT RESOLVED THAT UTE force the employer to implement the "Scent Free" Policy for all CRA workplaces to ensure all members can work in an environment that keeps them healthy and productive, thus reducing the incidents of employee sicknesses in the workplace.

COMMITTEE RECOMMENDATION

Non Concurrence

RATIONALE:

How do we force the employer to have a policy and enforce it?

Although the Committee supports the intent, we cannot force the employer to do this and are unable to accept the resolution.

HALIFAX, LOCAL 80003

315. POLICY ON RECOVERY OF OVERPAYMENT

WHEREAS numerous instances of overpayment of Salaries and Maternity Leave Top up Payments have occurred through employer error and no fault of our members, in some instances over a period of months and even years; and

WHEREAS the employer's present policy is to attempt full recovery in the shortest period of time possible, even though the period of the overpayment is often of a far greater duration than the period of time in which the employer is attempting to recover the overpayment.

BE IT RESOLVED THAT the Union begin discussions with the employer to amend the present Policy to recover these salary and maternity leave top ups over a period of Time, and at the equivalent overpaid amount, as gave rise to the actual Overpayment.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

The Committee supports the intent of discussing overpayment situations.

The Committee does not believe the union is limited to the words listed in this resolution when they begin discussions with the employer.

Carried unanimously.

HALIFAX, LOCAL 80003

316. MOTION 571 "SHANNEN'S DREAM"

WHEREAS Provincial/Territorial education laws apply on and off reserves but the Federal Government is supposed to pay for education on reserves. If the Federal Government provides less money for schools and education then the provinces/territories typically do not top it up. This means First Nations children get inequitable education; and

WHEREAS on November 17th, 2010, NDP MP Charlie Angus introduced Motion 571 "Shannen's Dream" into the House of Commons, named after a 15 year old Aboriginal Activist, who died tragically, before seeing her dream become a reality. Shannen's Dream is that all First Nations children living on reserves have the opportunity of a high-quality, culturally relevant education they can be proud of.

BE IT RESOLVED THAT UTE/PAC donate funds, lobby and support Motion 571 "Shannen's Dream" to become a reality for all First Nations children living on reserves who have the right to decent schools and education.

HALIFAX, LOCAL 80003

COMMITTEE RECOMMENDATION

Ruled out of order.

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

COMMITTEE RECOMMENDATION

Concurrence

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

BE IT RESOLVED THAT the Union begin discussions with the employer to establish a joint Union/Management Committee regarding the improvement of policies and procedures as they pertain to extended medical leave and return to work programs.

RATIONALE:

Anything we can do to bring this issue to the attention of the employer is important.

Carried unanimously.

HALIFAX, LOCAL 80003

318. SCHOLARSHIP SUBMISSIONS

COMMITTEE RECOMMENDATION

Non Concurrence

WHEREAS UTE scholarships are financed by membership dues; and

WHEREAS the winning *‘essay or submission in an audio, visual (painting, drawing, sculpture or photograph), or video format’* becomes the property of UTE; and

WHEREAS the membership may be interested in viewing the winning *‘essay or submission in an audio, visual (painting, drawing, sculpture or photograph), or video format’*.

BE IT RESOLVED THAT any or all scholarship submissions may be published on the UTE website under the Honours and Awards section of the website; and

BE IT FURTHER RESOLVED THAT the Communications Committee may choose to also publish any or all submissions in the UTE newsletter; and.

BE IT FURTHER RESOLVED THAT ~~authors of~~ the *‘essay or submission in an audio, visual (painting, drawing, sculpture or photograph), or video format’* may or may not be published without consent of the submitting party.

RATIONALE:

The resolution reads “may”, thus the Communications Committee may or may not publish it.

Concern regarding the “without permission” aspect.

PETERBOROUGH, LOCAL 00008

319. VALUES & ETHICS – UNION OF TAXATION EMPLOYEES

COMMITTEE RECOMMENDATION

Non Concurrence

WHEREAS organizations of integrity and professionalism enshrine their beliefs for all to know, understand and comply with; and

WHEREAS UTE has in the past sought to address the issue of ‘in-fighting’ amongst its members.

BE IT RESOLVED THAT the Union of Taxation Employees (UTE) undertake the creation of a code of conduct, values and ethics for the Union of Taxation Employees (UTE).

RATIONALE:

Our Oath of Allegiance already covers this.

We need to find ways to recruit members, not put obstacles in their path.

PETERBOROUGH, LOCAL 00008

320. LIVE-CAST COVERAGE OF UTE TRIENNIAL CONVENTION

COMMITTEE RECOMMENDATION

Non Concurrence

WHEREAS UTE strives to be all –inclusive to it’s membership; and

WHEREAS not all membership has the opportunity to attend various UTE conferences and/or conventions; and

WHEREAS it is the UTE National Triennial Convention which sets the direction and leadership of UTE; and

WHEREAS it is technologically feasible to provide a live-cast coverage of the UTE Triennial Convention.

BE IT RESOLVED THAT UTE undertake a review of the feasibility of a live-cast coverage of the Triennial Convention; and

BE IT FURTHER RESOLVED THAT such a review be presented at the UTE President’s conference in the fall of 2013 and such a review be published on the UTE web-site; and

BE IT FURTHER RESOLVED THAT any UTE questionnaire to the membership include feedback from the membership concerning the concept of a live-cast coverage of the National Triennial Convention in 2014.

RATIONALE:

Do not believe in this concept.

Do not want to believe the costs are justified as we do not believe the members would be watching.

Concern with the employer watching the simulcast.

The union has a daily summary that meets the needs.

Believe there is a cost associated.

PETERBOROUGH, LOCAL 00008

321. UTE QUESTIONNAIRE

WHEREAS the Union of Taxation Employees has always tried to be proactive and responsive to the membership; and

WHEREAS a questionnaire to the membership is an opportunity for membership feedback on various matters.

BE IT RESOLVED THAT the Communications Committee be charged with developing a questionnaire. This questionnaire would be sent to every UTE member seeking their comments on, for example: the union as a whole, communications, knowledge of the local, regional, national leaders, electoral procedures, the relationship with the PSAC and Management, the Staffing regime, etc, and any other topics the committee deems appropriate; and

BE IT FURTHER RESOLVED THAT each questionnaire be accompanied by an addressed postage paid envelope and that the National Office be responsible to receive and then compile this information to be presented to Executive Council; and

BE IT FURTHER RESOLVED THAT a workshop be scheduled at the spring 2013 President's conference to seek input from presidents and observers in attendance regarding the questionnaire content; and

BE IT FURTHER RESOLVED THAT this questionnaire be completed and made available prior to the September 2013 President's conference.

PETERBOROUGH, LOCAL 00008

COMMITTEE RECOMMENDATION

Non Concurrence

RATIONALE:

It is not necessary at this time.

This would not have an added value for our members.

Cost is not worth it.

Need to find a better way of uncovering our members' needs.

322. MEMBER DEVELOPMENT OPPORTUNITY

COMMITTEE RECOMMENDATION

Non Concurrence

WHEREAS we must promote and foster union activism as well as foster all succession opportunities; and

WHEREAS the youth and/or new members are the future of the union movement; and

WHEREAS union activism should be promoted and encouraged; and

WHEREAS there is a need to pass on knowledge and expertise; and

WHEREAS the UTE presidents conference is an excellent venue of Opportunity and support.

BE IT RESOLVED THAT UTE fully fund a Member Development Opportunity conference every 3 years consisting of members under the age of 35 and/or with less than 5 years employment with the Canada Revenue Agency; and

BE IT FURTHER RESOLVED THAT such a conference be scheduled in conjunction with a Presidents Conference; and

BE IT FURTHER RESOLVED THAT each local be entitled to 1 such fully funded delegate.

RATIONALE:

This is going beyond the scope of the next cycle and we are not comfortable committing to beyond the next three years without a change in the By-Laws.

We did this in 2003 and it really did not have the desired effect of getting the youth involved.

Do not believe the only focus should be on “youth”.

Cost is too high.

PETERBOROUGH, LOCAL 00008

323. UTE ACHIEVEMENT BOOKLET

COMMITTEE RECOMMENDATION

WHEREAS the UTE has accomplished great things over the years of its union work; and

WHEREAS member orientation packages currently include a copy of the UTE’s achievements booklet that was created some years ago; and

WHEREAS members, especially new members, continually ask “What has my/this union done for me?”; and

WHEREAS it is important to remind all members of the benefits that unions have achieved in the past, so they are not eroded or forgotten.

BE IT RESOLVED THAT the UTE prepare an updated version of the UTE achievements booklet to include recent achievements; and

BE IT FURTHER RESOLVED THAT the UTE provide such new versions to locals to replace the older versions in their current member kits; and

BE IT FURTHER RESOLVED THAT the UTE post a copy of such booklet (in whatever form is deemed necessary for the internet) on its web site for all members to review at any time.

Concurrence

RATIONALE:

It is important to update all our information.

After this convention we are sure there will be lots of changes that need to be completed.

Shows support that we wish the publication to be updated and available on the website.

It is a great tool for our new members and therefore we should always be updating the document.

Carried unanimously.

CHARLOTTETOWN, LOCAL 90002

324. PSAC SUPPLEMENTAL PENSION PLAN

COMMITTEE RECOMMENDATION

WHEREAS the PSAC NBoD (National Board of Directors) passed a resolution to create the PSAC Supplemental Pension Plan in February of 2011, but any discussion and decision on this issue should have been made by the PSAC Convention delegates instead; and

WHEREAS there is no need for rushing such a decision, and instead, appropriate time should be taken so that all options may be explored properly; and

WHEREAS it is still not clear where the funding is coming from to fund this plan.

BE IT RESOLVED THAT the PSAC Supplemental Pension Plan, adopted by the National Board of Directors (NBoD) in February, 2011, for the PSAC elected full-time officers NOT be funded in any way; and

BE IT FURTHER RESOLVED THAT the PSAC AEC officers NOT be authorized to participate in this Supplemental Pension Plan; and

BE IT FURTHER RESOLVED THAT the PSAC Supplemental Pension Plan be wound up immediately.

Concurrence

RATIONALE:

This is an issue that needs to be discussed and voted on by the PSAC delegates at Convention.

The cost of this is far too great to our membership.

Carried unanimously.

CHARLOTTETOWN, LOCAL 90002

325. PSAC SUPPLEMENTAL PENSION PLAN

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

WHEREAS the PSAC NBoD (National Board of Directors) passed a resolution to create the PSAC Supplemental Pension Plan in February of 2011, but any discussion and decision on this issue should have made by the PSAC Convention delegates instead; and

This would restrict the PSAC into developing the report and presenting the recommendations to the 2015 Convention for the delegates to decide.

WHEREAS there is no need for rushing such a decision, and instead, appropriate time should be taken so that all options may be explored properly; and

This involves the NBoD where the previous study was limited to the AEC.

WHEREAS it is still not clear where the funding is coming from to fund this plan.

BE IT RESOLVED THAT the PSAC strike a committee of National Board of Directors (NBoD) members to research, discuss, and develop palatable options for the establishment of a PSAC Supplemental Pension Plan to cover the gaps in pensions for all PSAC elected full-time officers; and

BE IT FURTHER RESOLVED THAT the committee presentation noted above include: (1) the feasibility study, (2) funding details, and (3) full recommendations with explanations, and that this be presented to convention delegates for discussion and decision at the 2015 PSAC Triennial Convention.

CHARLOTTETOWN, LOCAL 90002

326. ASSOCIATION OF THE PUBLIC SERVICE ALLIANCE RETIREES (APSAR)

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

WHEREAS PSAC Policy 12 is part of the work and advocacy plan for various actions by the Association of the Public Service Alliance Retirees (APSAR), which distributes its annual report to all members of the PSAC National Board of Directors (NBoD).

This is money well spent.

BE IT RESOLVED THAT the Union of Taxation Employees (UTE) openly undertake to promote the Association of the Public Service Alliance Retirees (APSAR); and

The members enjoy the benefit of the publication issued by APSAR.

BE IT FURTHER RESOLVED THAT the Union of Taxation Employees (UTE) encourage all its locals to join the Association of the Public Service Alliance Retirees (APSAR).

Carried unanimously.

MONTREAL, LOCAL 10008

327. FUNDING EAP NATIONAL CONFERENCE

COMMITTEE RECOMMENDATION

The Committee dealt with this resolution under 302.

WHEREAS the Union of Taxation Employees has offered EAP Conferences in the past; and

WHEREAS the conferences have been extremely educational for all our Local ~~Activists~~ Activists.

BE IT RESOLVED THAT the Union of Taxation Employees hold a National EAP Conference prior to the 2014 Convention; and

BE IT FURTHER RESOLVED THAT the Union of Taxation Employees fully fund one delegate per local to this National Conference; and

BE IT FURTHER RESOLVED THAT the Union of Taxation Employees encourage locals to send EAP local committee members to the conference.

TORONTO NORTH, LOCAL 00048

328. BULLYING IN THE WORKPLACE

WHEREAS bullying is recognized as a form of workplace violence.

BE IT RESOLVED THAT UTE pressure the employer to recognize bullying as a form of workplace violence and deal with it accordingly.

EDMONTON, LOCAL 30025

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

The Union also needs to look at our own definition of harassment and include bullying.

We should be dealing with bullying under all policies and everywhere this can be addressed it should be.

It can remain under the harassment policy but local also wants it added under workplace violence.

We support this concept.

Carried unanimously.

329. MENTAL HEALTH REGIONAL EDUCATION CONFERENCES

COMMITTEE RECOMMENDATION

Concurrence

WHEREAS mental health issues are permeating all services and all representations rendered by activists to the members; and

WHEREAS activists are in desperate need of education, training and any kind of assistance in dealing with the mental health issues of their members; and

WHEREAS mental health issues cross the mandate of several standing Committees, including EAP, Health and Safety and Equal Opportunities.

BE IT RESOLVED THAT UTE organize and fund regional education conferences on the topic of mental health and related issues; and

BE IT FURTHER RESOLVED THAT UTE fund two (2) delegates per Local, as defined by Regulation, to attend these Regional conferences.

SAINT JOHN, LOCAL 60005

RATIONALE:

The “WHEREAS” capture why we need this.

Far too many members in our workplaces are facing mental health issues, even issues that should not be affecting a member’s mental health are starting to because of how the CRA is NOT dealing with their issues.

If we do not get training and assistance for our activists we will lose them.

The PSAC is starting to train their employees to deal with these issues and we need to give the same tools to our Locals.

Our stewards just do not know how to deal with these situations.

Affects a lot of members.

It is a fundamental need.

You cannot put a price on helping our members and training our activists.

Carried unanimously.

330. PAYMENT DATES FOR PARENTAL LEAVE TOP UPS

WHEREAS delays in payment of the Parental Leave Top Up cause our members to incur Financial as a result of deferring mortgage and loan payments; and

WHEREAS the employer does not advise our members that payment of the parental leave Top up is not on the same date as a regular pay, causing our members to incur financial penalties as a result of insufficient funds in their bank accounts to cover pre-authorized payments of mortgages, loans, and other monthly bills.

BE IT RESOLVED THAT the Alliance press the employer to ensure Parental Leave Top Up payments are paid on the same schedule as the normal pay dates.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

This would put the payment on a regular pay run.

Anything we can do to help our members who are either going on paternity leave or coming back from parental leave needs to be done.

Carried unanimously.

HALIFAX, LOCAL 80003

331. INDETERMINATE REPLACEMENT

WHEREAS as the Directive on Leave and Special Working Arrangements states that with the exception of persons on leave without pay to serve in the Canadian Forces Reserve, identified in Section 2.5. in this Appendix, a person appointed to the core public administration on leave without pay can only be replaced on an indeterminate basis if the period of leave or consecutive periods of the same type of leave exceeds one year.

BE IT RESOLVED THAT should this happen, the member/employee be advised of this action a minimum of 30 days prior to the action being commenced.

HALIFAX, LOCAL 80003

COMMITTEE RECOMMENDATION

Non Concurrence

RATIONALE:

The resolution does not stand on its own.