

UNION OF TAXATION EMPLOYEES 2014 TRIENNIAL CONVENTION



RESOLUTIONS - FINANCE

FINANCE RESOLUTIONS COMMITTEE REPORT

The following are members of the Finance Committee:

Barrett, Steve	Peterborough	McNabb, Gary	Winnipeg T.C.
Campbell, Gesine	Ottawa T.S.O.	Mendlowitz, Jerry	Toronto North
Fleury, Gilles	Jonquière	Moser, Sue	Kelowna
Fortin, Colette	Bathurst	Ryan, Maggie	St. John's
Hamilton, Robert	Toronto Centre	Smith, Les	Charlottetown
Hughes, Susan	Ottawa Centre	Vallée, Christian	Montréal-South Shore
Hyatt, Richard	Burnaby Fraser C.C.	Walker, James	St. Catharines
Johnson, Nancy	Saskatoon		
Brière, Marc	Chairperson	Melanson, Annette	Technical Advisor
Gaetz, Doug	Co-Chairperson	Desrosiers, Monique	Technical Advisor
Roslinski, Lorne	Co-Chairperson		

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

The Committee's priority for presentation will be:

- 1) Proposed Budget 2015, 2016, 2017.
- 2) Committee recommendations (1, 2, 3, 4).
- 3) Finance Resolutions 114, 105, 110, 111, 101(A), 103, 106, 104, 108, 112, 107, 109, 113.

Respectfully submitted for the members of the Committee,

Marc Brière
Chairperson of the Finance Committee

FINANCE RESOLUTIONS COMMITTEE

101. FULLY FUND DELEGATES TO REGIONAL CONVENTIONS
102. FULLY FUND DELEGATES TO REGIONAL CONVENTIONS
103. UTE NATIONAL FUND FOR OBSERVERS TO PRESIDENTS' CONFERENCES
104. OBSERVER STIPEND
105. OBSERVER STIPEND
106. OBSERVER STIPEND DURING LABOUR DISPUTES
107. PERCENTAGE BASED DUES<
108. TRAVEL ADVANCES
109. REGIONAL EDUCATION BUDGETS
110. UTE FUNDING FOR TABLETS AND DATA PLANS
111. ELECTRONIC TRANSFER OF DOCUMENTS
112. TRAVEL TIME
113. TRAVEL TIME
114. POLITICAL ACTION & CAMPAIGNS

101. FULLY FUND DELEGATES TO REGIONAL CONVENTIONS

WHEREAS the PSAC does not currently fully fund all delegates to their respective PSAC Regional Conventions; and

WHEREAS many potential delegates are prohibited from participating due to high costs, especially those who live outside of the geographical area in which their Convention is being held; and

WHEREAS Alliance Executive Officers are elected at those Conventions and the voice of all members, through their delegates, should be assured in the electoral processes.

BE IT RESOLVED THAT the PSAC fully fund all delegates to their respective PSAC Regional Conventions.

ST. JOHN'S, LOCAL 90001

COMMITTEE RECOMMENDATION

Resolutions 101 and 102 have been combined into composite resolution 101(A).

Concurrence

Adopted unanimously.

COMPOSITE RESOLUTION 101(A)

BE IT RESOLVED THAT the PSAC fully fund all delegates to their respective PSAC Regional Conventions.

RATIONALE:

Activists have told us that the Alliance should fully fund as it is their convention as our component funds our own convention.

It saves UTE subsidizing PSAC events.

We are actually funding most of the regional convention costs compared to the subsidies PSAC provides.

102. FULLY FUND DELEGATES TO REGIONAL CONVENTIONS

COMMITTEE RECOMMENDATION

WHEREAS the PSAC does not currently fund all delegates to their PSAC Regional Conventions; and

WHEREAS many potential delegates are prohibited from participating due to high costs, especially those who live outside of the geographical area in which their Convention is being held; and

WHEREAS Alliance Executive Officers are elected at those Conventions and the voice of all members, through their delegates, should be assured in the electoral processes.

BE IT RESOLVED THAT the PSAC fully fund all delegates to their respective PSAC Regional Conventions.

RATIONALE:

Resolutions 101 and 102 have been combined into composite resolution 101(A).

SAINT JOHN, LOCAL 60005

103. UTE NATIONAL FUND FOR OBSERVERS TO PRESIDENTS' CONFERENCES

WHEREAS Presidents' Conferences are important to inform and engage presidents and observers; and

WHEREAS some Locals, due to changes in travel grants, cannot afford the financial costs associated with sending observers to Presidents' Conferences.

BE IT RESOLVED THAT UTE National reimburse Locals for 100% of the per diem, loss of wages and hotel costs for one observer per Presidents' Conference; and

BE IT FURTHER RESOLVED THAT this reimbursement is only applicable on amounts over and above the travel grant for that Presidents' Conference; and

BE IT FURTHER RESOLVED THAT Locals need to send an observer to the Presidents' Conference in order to be eligible for this reimbursement.

PETERBOROUGH, LOCAL 00008

COMMITTEE RECOMMENDATION

Non-concurrence

**Recorded against: Steve Barrett
Les Smith**

RATIONALE:

Defeats the purpose of the travel grant reduction.

Not just focused on small Locals.

Support assistance to Locals, other resolutions may better address.

104. OBSERVER STIPEND

WHEREAS it is important to a Local's development and sustainability to send observers to various National events, more specifically the Presidents' Conference; and

WHEREAS in the past the Travel Grant was substantially higher thus allowing Locals to send observers to the Presidents' Conference; and

WHEREAS the rising cost of transportation is a deterrent to sending an observer(s); and

WHEREAS Locals that send an observer(s) should receive greater compensation than Locals that do not send an observer.

BE IT RESOLVED THAT one observer stipend of up to \$500 be provided to a Local that brings an observer(s) to a Presidents' Conference; and

BE IT FURTHER RESOLVED THAT the Local can apply for the observer stipend only after the Presidents' Conference has taken place and documentation/receipts must be provided to support the amounts claimed.

SAINT JOHN, LOCAL 60005

COMMITTEE RECOMMENDATION

Non-concurrence

Adopted unanimously.

RATIONALE:

Wording is better in Resolution 105.

105. OBSERVER STIPEND

WHEREAS it is important to a Local’s development and sustainability to send observers to various National events, more specifically the Presidents’ Conference; and

WHEREAS in past the Travel Grant was substantially higher thus allowing Locals to send observers to the Presidents’ Conference; and

WHEREAS the rising cost of transportation is a deterrent to sending an observer(s); and

WHEREAS Locals that send an observer(s) should receive greater compensation than Locals that do not send an observer.

BE IT RESOLVED THAT one observer stipend of up to the lesser of either \$500 or the actual expenses incurred, be provided to a Local that brings an observer(s) to a Presidents’ Conference; and

BE IT FURTHER RESOLVED THAT the documentation and/or receipts must be provided to the National Office to support the amounts claimed within 30 days of the Presidents’ Conference.

COMMITTEE RECOMMENDATION

Concurrence

Adopted unanimously.

RATIONALE:

Travel grant cut may have impaired sending of observers.

Timeframe is reasonable.

Locals are accountable to provide receipts or documentation.

For Locals that send observers.

Equitable for all Locals.

ST. JOHN’S, LOCAL 90001

106. OBSERVER STIPEND DURING LABOUR DISPUTES

COMMITTEE RECOMMENDATION

Non-concurrence

WHEREAS it is important to a Local's development and sustainability to send observers to various National events; and

RATIONALE:

The wording is not clear.

WHEREAS the Union of Taxation Employees supports our unionized brothers and sisters across the country and respects their right to strike and/or take action in resolving labour disputes; and

WHEREAS there are significant additional costs associated with travelling when there is a strike or labour dispute that impacts travel; and

WHEREAS in the past the travel grant provided to Locals was substantially higher, thus allowing Locals to send observers to National events;

BE IT RESOLVED THAT one observer stipend of up to \$250 be provided to a Local that brings an observer(s) to a National event when additional expenses are incurred as a result of the labour dispute; and

BE IT FURTHER RESOLVED THAT the Local can apply for the observer stipend only after the National event has taken place and documentation/receipts must be provided to support the amounts claimed.

ST. JOHN'S, LOCAL 90001

107. PERCENTAGE BASED DUES

COMMITTEE RECOMMENDATION

Non-concurrence

RATIONALE:

WHEREAS mandatory dues collection, the Rand Formula, is under discussion in Ontario and across Canada; and

WHEREAS flat rate dues mean the less a member is paid, the greater percentage of that member's earnings go to dues; and

WHEREAS PSAC and UTE are committed to equality; and

WHEREAS the Public Service Alliance of Canada collects dues based upon a percentage of our wages; and

WHEREAS changing the dues structure of our component would not be a simple task.

BE IT RESOLVED THAT UTE adopt a percentage based union dues structure commencing January 1, 2016.

All members get the same service.

Better for budget purposes to plan based on the current practice.

Rejected in past by previous conventions.

The resolution is not clear that it would be based on lowest salary level.

OTTAWA CENTRE, LOCAL 70004

108. TRAVEL ADVANCES

WHEREAS the Union of Taxation Employees Finance Committee did recommend that Travel Advances for Presidents' Conferences, Triennial and all other Conferences be based on Air Canada Flex times two; and

WHEREAS this was approved by the Executive Council; and

WHEREAS the new Flex rates are considerably less than previous amounts; and

WHEREAS this limits Locals in bringing Observers.

BE IT RESOLVED THAT the Union of Taxation Employees provide each Local with a subsidy of \$500 for the first observer to attend a Union of Taxation Employees Conference or Triennial Convention; and

BE IT FURTHER RESOLVED THAT the Union of Taxation Employees By-Laws be amended to reflect this additional cost.

COMMITTEE RECOMMENDATION

Non-concurrence

Adopted unanimously.

RATIONALE:

Costs can be very high for all 58 Locals.

Resolution 105 is preferable.

Wording is not clear.

HALIFAX, LOCAL 80003

109. REGIONAL EDUCATION BUDGETS

COMMITTEE RECOMMENDATION

Non-concurrence

WHEREAS education and training is the cornerstone of effective union representation; and

WHEREAS education and training takes many forms outside of those currently provided for in Regulation 7.3; and

WHEREAS the number of approved courses is limited and there are times when information or training is needed sooner that may possibly be available.

BE IT RESOLVED THAT when planning a Regional or Interregional conference, if it is proposed that a training element or module is being proposed, not including the activities listed in Regulation 7, that this will meet the requirement to access regional education funds if approved by the National President; and

BE IT FURTHER RESOLVED THAT the RVP(s) organizing the regional/interregional conference must provide information outlining the training to be provided including but not limited to the following:

- length of module
- subject matter
- overview of the training to be provided

RATIONALE:

The resolution is too vague.

Could interfere with the collective agreement of our staff.

WINNIPEG CCSC, LOCAL 50032

110. UTE FUNDING FOR TABLETS AND DATA PLANS

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

WHEREAS UTE developed a policy to provide all Locals with funding to purchase a tablet to ensure that they had the ability to communicate with and receive UTE emails; and

Equitable for all Locals.

WHEREAS a few Locals at the time this offer was made chose not to purchase the equipment for a number of reasons including that they did not deem it necessary and not want to needlessly expend union funds; and

Cost is minimal.

WHEREAS Locals who did not avail themselves to this policy may now find it necessary to have this equipment and no Local should be disadvantaged by not having purchased a tablet.

Facilitates communication with National.

BE IT RESOLVED THAT any Local who has not yet purchased a tablet according to a UTE policy be provided with funding to purchase a tablet based upon the original funding formula provided by UTE as voted on by the Executive Council; and

BE IT FURTHER RESOLVED THAT Locals wishing to purchase a tablet who previously have not must do this and provide receipts to the National Office no later than September 30, 2014; and

BE IT FURTHER RESOLVED THAT Locals who purchase a tablet be provided with funding for data plans in the same manner as all other locals who have purchased a tablet.

WINNIPEG CCSC, LOCAL 50032

111. ELECTRONIC TRANSFER OF DOCUMENTS

WHEREAS electronic transfer of documents is common in the business world; and

WHEREAS some Locals may rely on timely notice of membership and monthly dues transfer in order to conduct their business efficiently; and

WHEREAS protection of the environment and natural resources is an important issue.

BE IT RESOLVED THAT at the request of the Local President, UTE e-mail the monthly membership lists to that Local in place of mailing paper copies; and

BE IT FURTHER RESOLVED THAT at the request of the Local President, UTE e-mail the notice of monthly dues transfer to that Local in place of mailing paper copies.

COMMITTEE RECOMMENDATION

Concurrence

Adopted unanimously.

RATIONALE:

Save on postage.

Facilitates timely transfer of Local funds for Local Strike Fund.

A lot easier.

More sustainable.

CALGARY, LOCAL 30024

112. TRAVEL TIME

WHEREAS travel time has become an issue that needs to be debated by the activists and clear direction provided by the convention delegates; and

WHEREAS the activists of this union (UTE) are volunteers and give a multitude of unpaid hours to the organization; and

WHEREAS union activists work and travel on weekends, days off which also takes away from family, other obligations and down time; and

WHEREAS it is important for the activists to look after their health if they are to stay active, be productive and provide the best representation to the membership; and

WHEREAS UTE national should to be a leader within the Union movement.

BE IT RESOLVED THAT UTE National Regulations be amended to allow for union activists, who are fully funded by UTE National to travel to events and be reimbursed loss of wages, for times associated with a normal work day when they are workers covered under clause 25.06 of the collective agreement between the Canada Revenue Agency and the Public Service Alliance of Canada.

COMMITTEE RECOMMENDATION

Non-concurrence

Adopted unanimously.

RATIONALE:

Resolution is unclear.

Impossible to budget.

Would not work for all Locals.

ST. JOHN'S T.C., LOCAL 90000

113. TRAVEL TIME

WHEREAS travel time has become an issue that needs to be debated by the activists and clear direction provided by the convention delegates; and

WHEREAS the activists of this union (UTE) are volunteers and give a multitude of unpaid hours to the organization; and

WHEREAS union activists work and travel on weekends, days off which also takes away from family, other obligations and down time; and

WHEREAS it is important for the activists to look after their health if they are to stay active, be productive and provide the best representation to the membership; and

WHEREAS UTE national should to be a leader within the Union movement.

BE IT RESOLVED THAT Regulation 13.4 be amended to further be defined the word “reasonable” as travelling within the core hours, as outlined in the agreement between the Canada Revenue Agency (CRA) and the Public Service Alliance of Canada, with consideration given to time to travel to and from airports, train stations etc.

COMMITTEE RECOMMENDATION

Non-concurrence

RATIONALE:

Does not seem to address the situation.

Changing to core hour travel is not going to correct the problem.

114. POLITICAL ACTION & CAMPAIGNS

COMMITTEE RECOMMENDATION

Concurrence

Adopted unanimously.

RATIONALE:

WHEREAS members of the Union of Taxation Employees (UTE) have suffered serious consequences, including the reassignment of duties and even job losses, following service cuts announced by the Canada Revenue Agency (CRA) and further cuts in services may occur in the foreseeable future; and

Threat of losing Rand formula makes this imperative.

WHEREAS the current Conservative Government has an agenda in which they want to freeze once again the operational budgets of the different ministers and agencies of the federal government for years to come; and

Threat against all union existence.

WHEREAS the current Conservative Government has an agenda in which they want to strip the federal public servants of their current benefits, including their pension; and

We need to use funds to defend our members and their rights from the current government.

WHEREAS the current Conservative Government has an agenda in which they want to continue and increase their vicious attacks against the unions; and

WHEREAS it is important that the Union of Taxation Employees (UTE) be able to defend the rights and interests of its members with vigor, promptness and in a timely manner by carrying on, among other things, political action and campaigns to denounce cuts in public services; and

114. POLITICAL ACTION & CAMPAIGNS (CONT'D)

WHEREAS the 2012-2013-2014 Union of Taxation Employees (UTE) budget did not contain a line item for “Political action & campaigns”.

BE IT RESOLVED THAT a new budget line item called “Political Action & Campaigns” be created starting from the year 2015; and

BE IT FURTHER RESOLVED THAT the budget for this new line item be established in the amount of \$125,000.00 for each year; and

BE IT FURTHER RESOLVED THAT the unused portion of this line item be carried over from year to year until 2017; and

BE IT FURTHER RESOLVED THAT the Executive Council of the Union of Taxation Employees (UTE) authorizes the conducting of campaigns and political action to defend its members’ rights and interests and/or to educate Canadians about the impacts of cuts to public services and the attacks on unions; and

BE IT FURTHER RESOLVED THAT the expenses incurred by the Union of Taxation Employees (UTE) for conducting particular campaigns and political action be jointly authorized, in accordance with the UTE *Guidelines for Funding for Political Action & Campaigns*, by the National President and the 1st National Vice-President; and

114. POLITICAL ACTION & CAMPAIGNS (CONT'D)

BE IT FURTHER RESOLVED THAT the National President of the Union of Taxation Employees (UTE) reports to the Executive Council all expenses incurred for conducting campaigns and political action, at each Council meeting.

EXECUTIVE COUNCIL