

BY-LAWS RESOLUTIONS COMMITTEE REPORT

The By-Laws Resolutions Committee met on April 28 – 29, 2017 to deal with resolutions 401 to 414.

The members of the Committee are:

Beaton, Chris	Edmonton	Weintrager, Richard	Ottawa T.C.
Oldford, Brian	Halifax	Hyatt, Richard	Pacific Region C.C.
Bembridge, Darlene	Saint John	Cowie, Sharon	Vancouver
Neill, Michelle	Charlottetown	Potvin, Mario	Chicoutimi
Weir, Jim	Toronto Centre	Gagné, Jean-René	Rouyn-Noranda
Harron, Ryan	Belleville	Germain, Céline	Montréal
Jessup, Melanee	Kitchener	Ferguson, Patrick	Regina
Camara, Daniel	Chairperson	MacDonald, Kent	Technical Advisor
Little, Wayne	Co-Chairperson		
Bye, Ken	Co-Chairperson		

Resolution **411** was withdrawn by the submitting Local.

The Committee set the priority of the resolutions as follows:

To be treated as a block; the following resolutions are housekeeping:

401, 403, 405, 406, 407, 408 and 409

Concurrence:

404, 410 2nd Be it Resolved

Non-concurrence:

413 1st and 2nd Be It Resolved, 410 3rd and 4th Be It Resolved, 402, 410 1st Be It Resolved, 412, 413 3rd Be It Resolved 414 1st, 2nd and 4th Be It Resolved, 414 3rd Be It Resolved.

I would like to thank my co-chairpersons, the staff technical advisor and all the members of the Committee for all the work that was accomplished.

In Solidarity,

Daniel Camara
Chairperson
By-Laws Resolutions Committee

BY-LAWS RESOLUTIONS COMMITTEE

- 401. BY-LAW 3
- 402. BY-LAW 6, SECTION 7
- 403. BY-LAW 7, SECTION 1(2)(E)
- 404. BY-LAW 8, SECTION 2
- 405. BY-LAW 9
- 406. BY-LAW 10, SECTION 1
- 407. BY-LAW 10, SECTION 4
- 408. BY-LAW 11, SECTION 1
- 409. BY-LAW 18
- 410. REGULATION 3
- 411. REGULATION 7
- 412. REGULATION 13
- 413. REGULATION 13
- 414. REGULATION 24

ORIGINAL

AMENDED

DECISION

401. BY-LAW 3

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 3 BE MADE.

COMMITTEE RECOMMENDATION

BY-LAW 3

BY-LAW 3

Concurrence

MEMBERSHIP

MEMBERSHIP

Adopted unanimously.

Section 1

Section 1 – **Member**

RATIONALE:

All members in good standing with the PSAC and employed by the Canada Revenue Agency (CRA) shall be eligible for membership in UTE.

All members in good standing with the PSAC and employed by the Canada Revenue Agency (CRA) shall be eligible for membership in UTE.

Housekeeping

Section 2

Section 2 – **Honorary Member**

UTE may, by decision of the Executive Council, the Convention or by Local proposal approved by Executive Council, award honorary membership in UTE to anyone who is deemed to merit such honour and is not eligible for membership as defined in By-Law 3, Section 1.

UTE may, by decision of the Executive Council, the Convention or by Local proposal approved by Executive Council, award honorary membership in UTE to anyone who is deemed to merit such honour and is not eligible for membership as defined in By-Law 3, Section 1.

Honorary members shall not be required to pay dues and shall not be entitled to vote at meetings or to hold office in UTE, but shall be entitled to all other rights and privileges of membership in UTE.

Honorary members shall not be required to pay dues and shall not be entitled to vote at meetings or to hold office in UTE, but shall be entitled to all other rights and privileges of membership in UTE.

ORIGINAL

AMENDED

DECISION

401. BY-LAW 3 (CONT'D)

Section 3

UTE may, by decision of the Executive Council, the Convention or by Local proposal approved by Executive Council, award a Life Membership to any member or ex-member who, through personal and devoted efforts within UTE, has performed exemplary services for the membership of UTE.

Life members shall not be required to pay dues but shall be entitled to all rights and privileges of membership in UTE except those life members who are not members in accordance with By-Law 3, Section 1, they shall not be entitled to vote at meetings or to hold office in UTE.

Section 3 – **Life Member**

UTE may, by decision of the Executive Council, the Convention or by Local proposal approved by Executive Council, award a Life Membership to any member or ex-member who, through personal and devoted efforts within UTE, has performed exemplary services for the membership of UTE.

Life members shall not be required to pay dues but shall be entitled to all rights and privileges of membership in UTE. **except those** Life members who are not members in accordance with By-Law 3, Section 1, **they** shall not be entitled to vote at meetings or to hold office in UTE.

EXECUTIVE COUNCIL

ORIGINAL

AMENDED

DECISION

402. BY-LAW 6

**BE IT RESOLVED THAT THE FOLLOWING
CHANGE TO BY-LAW 6 BE MADE.**

COMMITTEE RECOMMENDATION

BY-LAW 6

BY-LAW 6

Non-Concurrence

FORM OF ORGANIZATION

FORM OF ORGANIZATION

RATIONALE:

Section 7

Section 7

Change is not grammatically correct.

Each Local shall hold an Annual General Meeting for the purpose of receiving annual reports from its officers and considering such other business as may be required by its By-Laws, and other business as may be properly considered at that time.

Each Local shall hold an Annual General Meeting for the purpose of receiving annual reports from its officers and considering such other business as may be required by its By-Laws, and other business as may be properly considered at that time.

EXECUTIVE COUNCIL

ORIGINAL	AMENDED	DECISION
403. BY-LAW 7	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 7 BE MADE.	COMMITTEE RECOMMENDATION
BY-LAW 7 SECTION 1 (2) (E)	BY-LAW 7 SECTION 1 (2) (E)	Concurrence
ADMINISTRATIVE STRUCTURE	ADMINISTRATIVE STRUCTURE	Adopted unanimously.
Section 1 - Executive Council	Section 1 - Executive Council	RATIONALE:
(2) Duties and Responsibilities	(2) Duties and Responsibilities	Housekeeping
(e) approve all expenditures of UTE. Notwithstanding any other By-Law and Regulations when any expenditure in excess of the adopted budgeted amounts is to be funded from the surplus, a two-thirds (2/3) majority vote of the Executive Council is required;	(e) approve all expenditures of UTE. Notwithstanding any other By-Law and Regulations, when any expenditure in excess of the adopted budgeted amounts is to be funded from the surplus, a two-thirds (2/3) majority vote of the Executive Council is required;	
	EXECUTIVE COUNCIL	

ORIGINAL

AMENDED

DECISION

404. BY-LAW 8

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 8 BE MADE.

COMMITTEE RECOMMENDATION

BY-LAW 8

BY-LAW 8

Concurrence

Adopted Unanimously.

CONFERENCES

CONFERENCES

RATIONALE:

Section 2 - Equal Opportunities Conferences

Section 2 - Equal Opportunities Conferences

National Conference may already cover the issues which could lead to repetition at regional conferences.

(1) There shall be Equal Opportunities Conferences constituted in the following manner:

WHEREAS the information provided at Regional Equal Opportunities Conferences, although valuable, is basic and repetitive for experienced activists attending; and

Any other committee is required to seek approval for their regional conferences at each convention.

(a) a National Conference shall normally be held in Ottawa the calendar year prior to the Convention;

WHEREAS a National Equal Opportunities Conference is held in Ottawa within each three-year cycle; and

We need to look at cost savings.

We need to look at where we utilize UTE funds.

(b) the dates, location and regions attending the Regional Conferences held prior to the National Equal Opportunities Conference shall be recommended by the Equal Opportunities Committee and approved by the Executive Council;

WHEREAS the current budgetary situation of the Union of Taxation Employees is difficult and is forcing our organization to review its expenditures and priorities.

ORIGINAL

AMENDED

DECISION

404. BY-LAW 8 (CONT'D)

- (c) the Chairperson of the Equal Opportunities Committee or their Alternate shall be the Chairperson of the National and Regional Conferences;
- (d) UTE shall fund two(2) members per Local as defined in Regulation;
- (e) members of the Equal Opportunities Committee shall be funded to attend the National Conference and the one Regional Conference in which their home Local has been assigned to attend;
- (f) it will be the responsibility of the Equal Opportunities Committee to set the agenda and workshops for the Conferences. Expenses related to the agenda, the workshops, and/or items for the Conferences require prior approval of the 1st Vice-President responsible for Finance, or in their absence the National President;

BE IT RESOLVED THAT By-Law 8, Section 2 – Equal Opportunities Conferences – be amended to read as follows:

- (1) There shall be Equal Opportunities Conferences constituted in the following manner:
 - a. a National Conference shall normally be held in Ottawa the calendar year prior to the Convention;
 - ~~b. the dates, location and regions attending the Regional Conferences held prior to the National Equal Opportunities Conference shall be recommended by the Equal Opportunities Committee and approved by the Executive Council;~~

ORIGINAL

AMENDED

DECISION

404. BY-LAW 8 (CONT'D)

- (g) each Regional Conference shall normally be scheduled for two (2) days on a Friday, Saturday or Sunday;
- (h) the National Conference shall normally be scheduled for two and a half (2 ½) days on a Friday, Saturday and Sunday;
- (i) members of the Executive Council shall be funded to attend the National Conference and the Regional Conferences in which their home Local has been assigned or to which Locals in their region have been assigned to attend; and
- (j) notwithstanding (d), members of UTE in good standing may attend at their own or Local's expense, subject to space availability.

- c. the Chairperson of the Equal Opportunities Committee or their Alternate shall be the Chairperson of the National ~~and Regional~~ Conferences;
- d. UTE shall fund two (2) members per Local as defined in Regulation;
- e. members of the Equal Opportunities Committee shall be funded to attend the National Conference ~~and the one Regional Conference in which their home Local has been assigned to attend~~;
- f. it will be the responsibility of the Equal Opportunities Committee to set the agenda and workshops for the Conferences. Expenses related to the agenda, the workshops, and/or items for the Conferences require prior approval of the 1st Vice-President responsible for Finance, or in their absence the National President;

ORIGINAL

AMENDED

DECISION

404. BY-LAW 8 (CONT'D)

- ~~g. each Regional Conference shall normally be scheduled for two (2) days on a Friday, Saturday or Sunday;~~
- h. the National Conference shall normally be scheduled for two and a half (2 ½) days on a Friday, Saturday and Sunday;
- i. members of the Executive Council shall be funded to attend the National Conference ~~and the Regional Conferences in which their home Local has been assigned or to which Locals in their region have been assigned to attend;~~ and
- j. notwithstanding (d), members of UTE in good standing may attend at their own or Local's expense, subject to space availability.

BE IT FURTHER RESOLVED THAT By-Law 8 be renumbered accordingly with the changes.

EXECUTIVE COUNCIL

ORIGINAL	AMENDED	DECISION
405. BY-LAW 9	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 9 BE MADE.	COMMITTEE RECOMMENDATION
BY-LAW 9	BY-LAW 9	Concurrence
CONVENTIONS	CONVENTIONS	Adopted Unanimously.
Section 1	Section 1 - Convention	RATIONALE:
The Convention shall be the supreme governing body of UTE, subject to the limitation in Section 3.	(1) The Convention shall be the supreme governing body of UTE, subject to the limitation in Section 1 (3).	Housekeeping
Section 2	Section 2	Provides clarity between Convention and Special Convention.
The Convention of UTE shall be held in the third calendar year following the last general Convention. It shall be held on a date consistent with provisions of the Constitution of the PSAC.	(2) The Convention of UTE shall be held in the third calendar year following the last general Convention. It shall be held on a date consistent with provisions of the Constitution of the PSAC.	
Section 3	Section 3	
Only the Executive Council shall have the authority to determine the date and place of each Convention	(3) Only the Executive Council shall have the authority to determine the date and place of each Convention	

ORIGINAL

AMENDED

DECISION

405. BY-LAW 9 (CONT'D)

Section 4

Section 4

Notice of the Convention shall be given to each Local by the National Office not less than six (6) months prior to opening date of the Convention. Such notice will include but not be limited to:

(4) Notice of the Convention shall be given to each Local by the National Office not less than six (6) months prior to **the** opening date of the Convention. Such notice will include but not be limited to:

(1) dates and location of the Convention;

(1) a) dates and location of the Convention;

(2) deadline for receipt in the National Office of resolutions;

(2) b) deadline for receipt in the National Office of resolutions;

(3) deadline for receipt in the National Office of the names of the delegates to Convention and the alternate delegates; and

(3) c) deadline for receipt in the National Office of the names of the delegates to Convention and the alternate delegates; and

(4) deadlines as noted in Sub-Sections (2) and (3) shall be by the close of business of the Presidents' Conference preceding the Triennial Convention.

(4) d) deadlines as noted in Sub-Sections **(2)** b) and **(3)** c) shall be by the close of business of the Presidents' Conference preceding the Triennial Convention.

ORIGINAL

AMENDED

DECISION

405. BY-LAW 9 (CONT'D)

Section 5

~~Section 5~~

For the purpose of representation at a Convention, each Local shall:

(5) For the purpose of representation at a Convention, each Local shall:

(1) be entitled to one (1) delegate with full voting rights for each block of two hundred (200) members in good standing or fraction of this number during the calendar year preceding the Convention taking into account the month during which the number of members has been the highest for each UTE Local. Hence, the month may be different depending on the Local. Every delegate shall be a member in good standing of the Local.

(1) a) be entitled to one (1) delegate with full voting rights for each block of two hundred (200) members in good standing or fraction of this number during the calendar year preceding the Convention taking into account the month during which the number of members has been the highest for each UTE Local. Hence, the month may be different depending on the Local. Every delegate shall be a member in good standing of the Local.

(2) for the purpose of replacing delegates at Convention, submit to the National Office the name and ranking of the alternate delegates. Every alternate delegate shall be a member in good standing of the Local.

(2) b) for the purpose of replacing delegates at Convention, submit to the National Office the name and ranking of the alternate delegates. Every alternate delegate shall be a member in good standing of the Local.

ORIGINAL

AMENDED

DECISION

405. BY-LAW 9 (CONT'D)

Section 6

Section (6)

(1) At least ninety (90) calendar days prior to the opening date of the Convention, the Executive Council shall appoint such Committees as may be necessary for the conduct of the business of the Convention. Committee assignment shall be made by the Executive Council and where possible such assignment will be in keeping with the request of the region or Local. Delegates to Committees shall be advised of the Committee composition at least thirty (30) calendar days prior to the opening date of the Committee meetings.

(2) Where possible delegate representation from the same region shall be allocated uniformly among the various Committees established for Convention purposes.

(1) a) At least ninety (90) calendar days prior to the opening date of the Convention, the Executive Council shall appoint such Committees as may be necessary for the conduct of the business of the Convention. Committee assignment shall be made by the Executive Council and where possible such assignment will be in keeping with the request of the region or Local. Delegates to Committees shall be advised of the Committee composition at least thirty (30) calendar days prior to the opening date of the Committee meetings.

(2) b) Where possible delegate representation from the same region shall be allocated uniformly among the various Committees established for Convention purposes.

ORIGINAL

AMENDED

DECISION

405. BY-LAW 9 (CONT'D)

Section 7

Travel expenses of delegates, named by a Local, shall be paid by UTE in accordance with Regulation.

Section 7

(7) travel expenses of delegates, named by a Local, shall be paid by UTE in accordance with Regulation.

Section 8

The cost of rooms and meals of the delegates at Conventions and all loss of salaries incurred as a result of attendance at the Convention shall be paid by UTE at the rate and under conditions determined by the Executive Council. Delegates missing a session of the Convention shall not be reimbursed for loss of salary for the period absent unless the Executive Council, after reviewing the circumstances, decides to authorize payment.

Section 8

(8) The cost of ~~rooms and meals~~ accommodations and per diems of the delegates at Conventions and all loss of salaries incurred as a result of attendance at the Convention shall be paid by UTE at the rate and under conditions determined by the Executive Council. Delegates missing a session of the Convention shall not be reimbursed for loss of salary for the period absent unless the Executive Council, after reviewing the circumstances, decides to authorize payment.

ORIGINAL

AMENDED

DECISION

405. BY-LAW 9 (CONT'D)

Section 9

Each Officer of the Executive Council shall be considered a delegate and entitled to attend Conventions with full voting rights as provided in By-Law 9, Section 5. Their expenses, including traveling expenses, shall be paid by UTE. Regional Vice-Presidents shall be considered delegates from the region they represent. The President and Vice-Presidents shall be considered delegates from the region in which they resided immediately prior to their initial election to the national position.

Section 10

Each Local may send observers to attend the Convention Committees at their expense. The President may limit the number of observers per Local, when space is limited. The observer may address the Committees once on each resolution submitted by their Local for the purpose of explaining the rationale where the Local does not have a delegate.

Section 9

(9) Each Officer of the Executive Council shall be considered a delegate and entitled to attend Conventions with full voting rights as provided in By-Law 9, Section 1 (5) **5**. Their expenses, including traveling expenses, shall be paid by UTE. Regional Vice-Presidents shall be considered delegates from the region they represent. The President and Vice-Presidents shall be considered delegates from the region in which they resided immediately prior to their initial election to the national position.

Section 10

(10) Each Local may send observers to attend the Convention Committees at their expense. The President may limit the number of observers per Local, when space is limited. The observer may address the Committees once on each resolution submitted by their Local for the purpose of explaining the rationale where the Local does not have a delegate.

ORIGINAL

AMENDED

DECISION

405. BY-LAW 9 (CONT'D)

Section 11

~~Section 11~~

The Executive Council shall submit their draft budget and Convention agenda to the member Locals at least sixty (60) days prior to the commencement of the Convention.

(11) The Executive Council shall submit their draft budget and Convention agenda to the member Locals at least sixty (60) days prior to the commencement of the Convention.

Section 12

~~Section 12~~

UTE shall pay the transportation costs in accordance with By-Law 9, Section 7 for one (1) observer per Local in order to attend the Convention.

(12) UTE shall pay the transportation costs in accordance with By-Law 9, Section 1 (7) 7 for one (1) observer per Local in order to attend the Convention.

Section 13

~~Section 13~~

UTE shall pay the transportation cost in accordance with By-Law 9, Section 7 as well as accommodation costs, loss of wages and per diem for one (1) observer to the UTE Convention from each Local having two hundred (200) or less members in good standing.

(13) UTE shall pay the transportation cost in accordance with By-Law 9, Section 1 (7) 7 as well as accommodation costs, loss of wages and per diems for one (1) observer to the UTE Convention from each Local having two hundred (200) or less members in good standing.

Section 14

~~Section~~ (14)

(1) The delegates to the PSAC Convention shall be elected during the UTE Convention.

(1) a) The delegates to the PSAC Convention shall be elected during the UTE Convention.

ORIGINAL

AMENDED

DECISION

405. BY-LAW 9 (CONT'D)

- (2) The election shall be chaired by the Regional Vice-President or by a person appointed by the RVP at a regional caucus.
- (3) Any member in good standing of that region may stand for election. However, only accredited Convention delegates of that region as defined in By-Law 9, Sections 5 and 9 may nominate, second and vote for PSAC Convention delegates in that region.
- (4) Any member nominated who is not present shall have provided in writing their acceptance of the nomination.

- (2) b) The election shall be chaired by the Regional Vice-President or by a person appointed by the RVP at a regional caucus.
- (3) c) Any member in good standing of that region may stand for election. However, only accredited Convention delegates of that region as defined in By-Law 9, Sections 1 (5) ~~5~~ and (9) ~~9~~ may nominate, second and vote for PSAC Convention delegates in that region.
- (4) d) Any member nominated who is not present shall have provided in writing their acceptance of the nomination.

Section 15

~~Section 15~~

All matters and resolutions not dealt with by the Convention shall be referred to the Executive Council.

(15) All matters and resolutions not dealt with by the Convention shall be referred to the Executive Council.

ORIGINAL

AMENDED

DECISION

405. BY-LAW 9 (CONT'D)

Section 16

A Special Convention may be called by the Executive Council to deal with any special issue. A Special Convention shall have power to deal only with the matters specified in the notice of the Convention.

Section 17

A Special Convention shall be called by the President at the request of a majority of Locals and such majority of Locals shall represent a majority of UTE members. A request for a Special Convention by a Local shall be in writing. A Special Convention shall have the power to deal only with the matters specified in the written request.

Section 18

Notice of any Special Convention shall be given to each Local by the National Office not less than sixty (60) calendar days prior to the opening date of the Convention. Such notice will state the matters to be dealt with.

Section **16** 2 – **Special Convention**

(1) A Special Convention may be called by the Executive Council to deal with any special issue. A Special Convention shall have power to deal only with the matters specified in the notice of the **Special** Convention.

~~Section 17~~

(2) A Special Convention shall be called by the President at the request of a majority of Locals and such majority of Locals shall represent a majority of UTE members. A request for a Special Convention by a Local shall be in writing. A Special Convention shall have the power to deal only with the matters specified in the written request.

~~Section 18~~

(3) Notice of any Special Convention shall be given to each Local by the National Office not less than sixty (60) calendar days prior to the opening date of the **Special** Convention. Such notice will state the matters to be dealt with.

EXECUTIVE COUNCIL

ORIGINAL	AMENDED	DECISION
406. BY-LAW 10	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 10 BE MADE.	COMMITTEE RECOMMENDATION
BY-LAW 10	BY-LAW 10	Concurrence
DUTIES OF OFFICERS	DUTIES OF OFFICERS	Adopted Unanimously.
Section 1- President	Section 1- President	RATIONALE:
The President shall:	The President shall:	Housekeeping
(1) represent UTE on the National Board of Directors of the PSAC as required by the Constitution;	1. uphold the Constitution of the PSAC and the By-Laws of UTE;	
(2) (a) uphold the Constitution of the PSAC and the By-Laws of UTE; (b) preside at all meetings and Conventions; (c) be an ex-officio member of all Committees; (d) perform all duties that are incidental to the office of President;	2. represent UTE on the National Board of Directors of the PSAC as required by the Constitution;	2 (a) (b) (c) (d) become numbers and Section 1 reorganised. No Change to Content.
(3) be responsible to the Executive Committee, to the Executive Council and to the Convention;	3. be responsible to the Executive Committee, to the Executive Council and to the Convention;	

ORIGINAL

AMENDED

DECISION

406. BY-LAW 10 (CONT'D)

- | | |
|---|--|
| (4) make written reports on the administration of the office and on the affairs of UTE to each regular meeting of the Executive Council and to each Convention; | 4. be responsible for the receipt and keeping of all monies of UTE along with their disbursement under the direction of the Executive Council; |
| (5) be responsible for the administrative management, control and allocation of staff in the National Office; | 5. preside at all meetings and Conventions; |
| (6) be responsible for the receipt and keeping of all monies of UTE along with their disbursement under the direction of the Executive Council; | 6. be an ex-officio member of all Committees; |
| (7) ensure that notices and agendas of each Executive Council, Executive Committee meeting, Presidents' Conference and Convention are prepared and circulated in advance; | 7. ensure that notices and agendas of each Executive Council, Executive Committee meeting, Presidents' Conference and Convention are prepared and circulated in advance; |
| (8) be responsible for the minutes of all meetings of the Executive Council, Executive Committee and Presidents' Conferences and will countersign them along with the first Vice-President; | 8. be responsible for the minutes of all meetings of the Executive Council, Executive Committee and Presidents' Conferences and will countersign them along with the first Vice-President; |

ORIGINAL

AMENDED

DECISION

406. BY-LAW 10 (CONT'D)

- | | |
|---|--|
| (9) be responsible for the preparation of a complete record of any Convention; | 9. ensure that copies of minutes of the Executive Council or Executive Committee meetings are sent to each Local within four (4) weeks and ensure that the record of any Convention is sent to each Local within four (4) months |
| (10) ensure that copies of minutes of the Executive Council or Executive Committee meetings are sent to each Local within four (4) weeks and ensure that the record of any Convention is sent to each Local within four (4) months; | 10. be responsible for the preparation of a complete record of any Convention; |
| (11) ensure that the National Office provides services in both official languages; | 11. ensure that UTE directives, policies and procedures are updated and subsequently forwarded to Locals; |
| (12) ensure that UTE directives, policies and procedures are updated and subsequently forwarded to Locals; and | 12. make written reports on the administration of the office and on the affairs of UTE to each regular meeting of the Executive Council and to each Convention; |
| (13) discharge all duties and obligations imposed upon them by Convention and/or the Executive Council. | 13. be responsible for the administrative management, control and allocation of staff in the National Office; |

ORIGINAL

AMENDED

DECISION

406. BY-LAW 10 (CONT'D)

14. ensure that the National Office provides services in both official languages;

15. discharge all duties and obligations imposed upon them by Convention and/or the Executive Council; and

16. perform all duties that are incidental to the office of President.

EXECUTIVE COUNCIL

ORIGINAL

AMENDED

DECISION

407. BY-LAW 10

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO BY-LAW 10 BE MADE.

COMMITTEE RECOMMENDATION

BY-LAW 10

BY-LAW 10

Concurrence

DUTIES OF OFFICERS

DUTIES OF OFFICERS

Adopted Unanimously.

Section 4 - The 2nd Vice-President responsible for Collective Bargaining shall:

Section 4 - The 2nd Vice-President responsible for Collective Bargaining shall:

RATIONALE:

Housekeeping

(6) be a member of the PSAC National Strike Co-ordinating Committee;

(6) be a member of the PSAC National **Strategy/**Strike Co-ordinating Committee **(NSCC);**

To include the proper name of the PSAC committee.

(7) ensures that the bargaining process for UTE is handled in a sound manner in the best interests of the members; and

(7) ensures **s** that the bargaining process for UTE is handled in a sound manner in the best interests **s** of the members; and

(8) attends and participates in discussions and meetings in preparation for bargaining between PSAC/UTE and the employer.

(8) attend **s** and participate **s** in discussions and meetings in preparation for bargaining between PSAC/UTE and the employer.

EXECUTIVE COUNCIL

ORIGINAL

AMENDED

DECISION

408. BY-LAW 11

**BE IT RESOLVED THAT THE FOLLOWING
CHANGE TO BY-LAW 11 BE MADE.**

COMMITTEE RECOMMENDATION

BY-LAW 11

BY-LAW 11

Concurrence

Adopted Unanimously.

ELECTION OF OFFICERS

ELECTION OF OFFICERS

RATIONALE:

Section 1

Section 1

Housekeeping

(3) Only delegates, as defined by By-Law 9, Sections 5 and 9 shall be entitled to vote for the election of officers.

(3) Only delegates, as defined by By-Law 9, Sections **1 (5) 5** and **(9) 9** shall be entitled to vote for the election of officers.

To be consistent with the changes made in Resolution 405.

EXECUTIVE COUNCIL

ORIGINAL

AMENDED

DECISION

409. BY-LAW 18

**BE IT RESOLVED THAT THE FOLLOWING
CHANGE TO BY-LAW 18 BE MADE.**

COMMITTEE RECOMMENDATION

BY-LAW 18

BY-LAW 18

Concurrence

Adopted Unanimously.

DEFINITIONS

DEFINITIONS

RATIONALE:

ENGLISH ONLY

In these By-Laws:

In these By-Laws:

Housekeeping

"Shall" (Expression des motions) the expression "shall" is to be construed as imperative and the expression "may" as permissive.

"Shall" (~~Expression des motions~~ **doit**) the expression "shall" is to be construed as imperative.

To be consistent with the French definitions.

"May" (**peut**) the expression "may" as permissive.

EXECUTIVE COUNCIL

ORIGINAL	AMENDED	DECISION
410. REGULATION 3	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 3 BE MADE.	COMMITTEE RECOMMENDATION
REGULATION 3	REGULATION 3	Motion to divide to deal with the 1 st be it resolved on its own, 2 nd be it resolved on its own and the 3 rd and 4 th be it resolves together.
COMMITTEES	COMMITTEES	Accepted
(1) There shall be thirteen (13) Standing Committees:	WHEREAS the 2014 Convention adopted a resolution to create a permanent Union of Taxation (UTE) Standing Committee for Call Centres; and	1 st Be It Resolved
(a) Bargaining, By-Laws, Staffing, Technological Change, Health and Safety, Equal Opportunities, Employee Assistance Program, Finance, Honours and Awards, Workforce Adjustment, Communications, Political Action and Call Centres.	WHEREAS the Standing Call Centre Committee did not have any meetings in the last three years since its inception; and	COMMITTEE RECOMMENDATION
		Non-concurrence
		RATIONALE:
		No risk or cost to keeping the committee at this time.
		The committee would like to keep the standing call centre committee at this time and wait to see how call centres are impacted with Service Renewal and anything else the CRA may come up with.

ORIGINAL

AMENDED

DECISION

410. REGULATION 3 (CONT'D)

(b) Each Standing Committee with the exception of the Bargaining Committee, Staffing Committee and Workforce Adjustment Committee will have one (1) President's Representative. The Bargaining, Staffing, and WFA Committees will each have two (2) President's Representatives; one from a TSO and one from a TC. All Presidents' Representatives shall be elected in accordance with By-Law 8 Section 1 (g).

WHEREAS the minor issues dealing with Call Centre procedures and practices are dealt with through the Call Centre contact list; and

WHEREAS the primary issues raised through the Call Centres are related to staffing that are specific to the Call Centre members and their terms and conditions of work.

BE IT RESOLVED THAT the Call Centre Committee be dissolved and removed as a Standing Committee; and

2nd Be It Resolved

COMMITTEE RECOMMENDATION

Concurrence

Adopted Unanimously.

RATIONALE:

Due to what is happening with Call Centres and Service Renewal, movement of call centre work and the creation of a National Hiring/Rehiring pool, adding a call centre representative to the Staffing Committee at this time is a great idea.

3rd and 4th Be It Resolves

COMMITTEE RECOMMENDATION

Non-Concurrence

Recorded Against – Darlene Bembridge

ORIGINAL

AMENDED

DECISION

410. REGULATION 3 (CONT'D)

BE IT RESOLVED THAT a Call Centre President's Representative position be added to the UTE Staffing Committee; and

BE IT FURTHER RESOLVED THAT the President's Representative elected to this position on the Staffing Committee by a member currently employed in a Canada Revenue Agency (CRA) Call Centre as defined in the UTE Regulations; and

BE IT FURTHER RESOLVED THAT the roles, duties, and selection criteria be the same for this position as it is currently with the Tax Services Office and Taxation Centres UTE Staffing Committee President's Representatives, and the first selection process shall take place at the September 2017 UTE President's Conference.

PACIFIC REGION C.C., LOCAL 20050

RATIONALE:

Executive Council will already be redefining the voting of Call Centre Representatives under Regulation 3, in light of the creation of the National Verification and Collection Centres and the movement of call centre work.

ORIGINAL

AMENDED

DECISION

411. REGULATION 7

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 7 BE MADE.

COMMITTEE RECOMMENDATION

REGULATION 7

REGULATION 7

Motion Withdrawn by the submitting Local.

7.3 GUIDELINES FOR REGIONAL EDUCATION BUDGETS

REGIONAL EDUCATION BUDGETS

RATIONALE:

(7) (a) when planning a Regional or Inter-regional conference that includes a training element or module not listed as an approved course as shown above. The RVP will meet the requirement to access their regional education funds if approved by the President; and

WHEREAS knowledge, skills and abilities are the cornerstone of effective union representation and are achieved through education and training; and

(b) the RVP requesting approval for training not listed above must provide information to the President, including but not limited to the following: overview of the training to be provided, length of the module and subject matter before the approval can be granted.

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

ORIGINAL

AMENDED

DECISION

411. REGULATION 7 (CONT'D)

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

BE IT RESOLVED THAT when planning a Regional or Interregional conference, if a training element or module will be incorporated into the conference, not including any elements listed in Regulation 7, then this will meet the requirement to access regional education funds if the event and the content is approved by the National President.

SAINT JOHN, LOCAL 60005

ORIGINAL

AMENDED

DECISION

412. REGULATION 13

BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 13 BE MADE.

COMMITTEE RECOMMENDATION

REGULATION 13

REGULATION 13

Non-Concurrence

13.4 TRAVEL TIME

TRAVEL TIME

Adopted Unanimously.

(1) UTE shall reimburse reasonable loss of wages required for union business authorized by UTE. For travel by air, the reasonable loss of wages required shall depend on the proximity of the nearest airport and the frequency of departing flights and any connecting flights. This time will vary from none to one day, with one day being the exception to the rule.

WHEREAS travel is mentally and physically taxing, many flights exceed 2 hours, and travelling more than 300km normally exceeds 3.75 hours; and

RATIONALE:

The resolution may not solve the problem as intended and would allow some members a full day to travel that is not required.

This would require a dues increase and we need to limit our spending.

(2) If members have been authorized by the President or designate to travel by means other than by air, then reasonable loss of wages required to have the member arrive at the destination at a reasonable hour will be reimbursed.

WHEREAS air travel requires airport check-in minimum of 1 hour before flight, travel to and check-in at the airport and hotel, plus flight, which can easily exceed 4 hours; and

There is already an avenue to seek approval for travel time greater than 3.75 hours.

WHEREAS the UTE's hours of session are normally 9am to 5pm and a member should not be required to travel into the evening hours.

ORIGINAL

AMENDED

DECISION

412. REGULATION 13 (CONT'D)

(3) If a member chooses to travel by means other than by air, and where air travel is more timely, only reasonable loss of wages that would be for air travel shall be reimbursed.

BE IT RESOLVED that UTE approve 7.5 hours travel time for members residing 300km plus from the event; and

(4) All members are expected to schedule their travel arrangements in a manner that they shall not incur any expenses that are either unreasonable or not required.

BE IT FURTHER RESOLVED that travel time of 7.5 hours be approved when the itinerary is provided confirming travel time of 2 hours or greater. Time for flight, transport to and check-in at airport and hotels would exceed 3.75 hours; and

BE IT FURTHER RESOLVED that travel time exceeding 7.5 hours requires prior approval.

ST. JOHN'S TC, LOCAL 90000

ORIGINAL

AMENDED

DECISION

413. REGULATION 13

**BE IT RESOLVED THAT THE FOLLOWING
CHANGE TO REGULATION 13 BE MADE.**

COMMITTEE RECOMMENDATION

REGULATION 13

REGULATION 13

**Motion to divide to deal with the 1st and
2nd be it resolves together and the 3rd be
it resolved on its own.**

13.5 TRAVEL EXPENSES

13.5 TRAVEL EXPENSES

Accepted

13.5.1 Travel Grants to Locals

**FUNDING FOR UTE NATIONAL
CONVENTION**

1st and 2nd Be It Resolves

COMMITTEE RECOMMENDATION

Non-Concurrence

Recorded Against: Darlene Bembridge

(2) The travel grants for Locals shall normally be the cost of 2 times the Flex Class Airfare without receipt. The intent of the 2 times Flex Class Airfare is to ensure the participation of the delegate and to assist Locals in sending additional participants. Any airfare other than as described herein shall have prior approval of the President or in their absence the 1st Vice-President.

WHEREAS Regulation 13.5.1 provides travel grants to Locals to ensure their costs are appropriately covered and to assist Locals in sending additional participants; and

RATIONALE:

Would have a negative financial impact on Locals close to the Convention Site, which would affect their ability to send additional observers.

ORIGINAL

AMENDED

DECISION

413. REGULATION 13 (CONT'D)

WHEREAS UTE administers the regulation consistently to all Locals regardless of their proximity to the city hosting convention; and

WHEREAS because of proximity, Locals often choose other more convenient and cost effective modes of transportation to the convention site, rather than travel by air; and

WHEREAS these Locals may receive funding far in excess of costs incurred.

BE IT RESOLVED THAT Regulation 13 be amended to include the following:

Where a UTE's nationally funded participant's home airport is 400 kilometers or less from the airport of the city where the Union of Taxation Employees Triennial Convention is being held, the travel grant provided to the Local of the affected participant will be the lesser of either:

3rd Be It Resolved

COMMITTEE RECOMMENDATION

Non-Concurrence

Adopted Unanimously.

RATIONALE:

The full intent of the submitting local is not properly reflected in the proposed changes, they should have added the words "the lesser of".

ORIGINAL

AMENDED

DECISION

413. REGULATION 13 (CONT'D)

- a per kilometer rate between home and the convention site plus parking or
- the cost of an airline ticket and ground transportation; and

BE IT FURTHER RESOLVED THAT if an aforementioned participant actually does travel by air, that his or her Local's travel grant will be based on 2 times the Flex Class Airfare rate upon submission of appropriate receipts; and

BE IT FURTHER RESOLVED THAT Regulation 13.5.1 be amended as follows:

The travel grants for Locals shall normally be the cost of 2 times the Flex Class Airfare or a per **kilometer** rate without receipt. The intent of the 2 times Flex Class Airfare **or per kilometer rate** is to ensure the participation of the delegate and to assist Locals in sending additional participants. Any airfare **or rate** other than as described herein shall have prior approval of the President or in their absence the 1st Vice-President.

SAINT JOHN, LOCAL 60005

ORIGINAL	AMENDED	DECISION
414. REGULATION 24	BE IT RESOLVED THAT THE FOLLOWING CHANGE TO REGULATION 24 BE MADE.	COMMITTEE RECOMMENDATION
REGULATION 24	REGULATION 24	Motion to divide the 1 st , 2 nd , and 4 th be it resolves to be dealt with together and the 3 rd be it resolved on its own.
HONOURS AND AWARDS	HONOURS AND AWARDS	Accepted
24.6 LIFE MEMBERSHIP	LIFE MEMBER PRIVILEGES	1 st , 2 nd and 4 th Be It Resolves
(4) Members shall be invited to our Convention, and for those that wish to attend, all of their expenses shall be paid in accordance with these By-Laws and Regulations as if they were a delegate.	WHEREAS the UTE has chosen to recognize members who have shown leadership and exemplary dedication over the years, by granting them life membership; and	COMMITTEE RECOMMENDATION
	WHEREAS we want to recognize their experience, knowledge and history; and	Non-Concurrence
		RATIONALE:
		Life membership is the highest honour a member can receive. Life member's participation at convention allows for knowledge transfer to new activists. The current way of honouring Life members does not require a change.

ORIGINAL

AMENDED

DECISION

414. REGULATION 24 (CONT'D)

WHEREAS it is the responsibility of UTE to diligently utilize members' dues while considering our union's changing priorities.

BE IT RESOLVED that UTE continue to invite Life Members to attend the UTE Triennial Conventions; and

BE IT FURTHER RESOLVED that UTE fully fund the attendance of each Life Member for one convention of their choosing subsequent to their induction; and

BE IT FURTHER RESOLVED that former UTE national presidents who are Life Members be invited to all UTE Triennial Conventions and be fully funded in the same manner as delegates; and

BE IT FURTHER RESOLVED that Regulation 24 be updated in accordance with any resolutions passed.

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

3rd Be It Resolved

COMMITTEE RECOMMENDATION

Non-Concurrence

Adopted Unanimously.

RATIONALE:

Already reflected in current Regulations.