



UTE CONVENTION 2014

The 16th Triennial Convention of the Union of Taxation Employees was held in Windsor, Ontario from July 16-19, 2014. UTE activists from across the nation assembled. There were 171 delegates, 137 observers, 22 guests and 10 Life Members for a total of 340 in attendance.

Our convention theme was:

**YESTERDAY WE LEARNED
TO STAND UP TODAY
FOR A BETTER TOMORROW**

and we did just that and far much more.

There were four days of debate and discussion on the issues that affect the running of the union for the next three years. Listed below are some highlights of the business topics covered:

- Elections of the National Officers (*see the insert for results*)
- The Convention adopted a monthly dues increase of \$0.40 for 2015 and \$0.35 for each of 2016 and 2017.
- The *Ad Hoc Call Centre Committee* was made a permanent standing committee.
- A new budget line item was created for political actions and campaigns. The resolution was changed from \$125,000 in each of three years to \$375,000 that can be used over the three year period.



Recognition is a valuable and important aspect of our Union and an activity we hold dear to our hearts. The *Honours and Awards Committee* was pleased to make the following presentations.

The highest awards within our organization for dedicated service to our Union:

- Brother Denis Lalancette, LIFE MEMBER
- Brother Shane D. O'Brien, HONORARY MEMBER
- Sister Maria Wormsbecker, GODFROY CÔTÉ AWARD.

The Union extends a heartfelt thank you to the Windsor Host Committee and volunteers for all of their hard work and efforts which helped make this convention a success.

**SI VOUS PRÉFÉREZ RECEVOIR CETTE PUBLICATION EN FRANÇAIS,
VEUILLEZ VOUS ADRESSER À VOTRE PRÉSIDENT- E DE SECTION LOCALE**

WHY ARE UNIONS INVOLVED WITH POLITICAL ACTION?

You see it in the paper, on the news, from our politicians and sometimes from our own members: “Aren’t unions supposed to be about negotiating contracts, what are they doing getting involved in politics?”

It would be nice if everything that involves your workplace rights and benefits could be negotiated at the table. Unfortunately this is not the case.

Our government can implement bills that:

- eliminate jobs (Economic Action Plan)
- cut counter and cashier services (Economic Action Plan)
- privatize the Record Storage Centres eliminating jobs and causing outsourcing (Economic Action Plan)
- strip away your salary (Bill C-10 rolled back 1% of your negotiated salary increase)
- put at risk our health and safety and the Canadians we serve by re-defining “danger” to include only imminent risks (Bill C-4)
- make it harder to refuse unsafe work and replaces health and safety officers with anyone the Minister appoints (Bill C-4)
- allow the government to unilaterally decide who performs essential services in order to take away our collective bargaining power (Bill C-4)
- change the rules for arbitrators to limit their independence, impartiality and ability to consider our interests (Bill C-4)
- take away our right to choose to have contract disputes decided through arbitration if we reach an impasse at the bargaining table (Bill C-4)
- give Treasury Board effective control over CRA bargaining (Bill C-45)
- would single out unions to provide detailed and intrusive reports to CRA (Private Member’s Bill C-377 stuck in the senate)
- would change how unions were certified and de-certified (Private Member’s Bill C-525 – in 2nd reading stage in Senate)

The government is now looking at how it can change your sick leave and will likely be looking at your pension next.

In order to protect your rights and benefits, we need to do two things:

- Inform the Canadian public so that they have all of the facts, not just those put out by the government or right wing think tanks. This means that not just the union leadership, but all of our members must share the information with family and friends. The government is less likely to push unpopular agendas.
- Fight back in the courts and at the polls. Not all of our fights can be won in the courts, especially when the government can unilaterally change the rules. Some of these fights will have to be taken to the polls. We cannot elect leaders who want to take away our rights and benefits.

Communications Committee

UPCOMING EVENTS

Sept 23 – Sept 28

Executive Council and Presidents Conference
(Ottawa, ON)

Oct 3 - Oct 4

National Staffing Course
(Ottawa, ON)

Dec 8 - Dec 11

Executive Council and NUMC
(Ottawa, ON)



BARGAINING

We have been in bargaining or at least in the process of bargaining for over two years, starting with the Notice to Bargain in July 2012, followed by the Exchange of Demands shortly thereafter, then frustrating prolonged negotiations directed by *Treasury Board* and finally we endured more frustration with *Treasury Board* in two fruitless mediation sessions ending February 27, 2014. The government / employer instead of truly bargaining in good faith requested the establishment of a Public Interest Commission (PIC). The PIC may be requested by either party, in order to try to reach an agreement. The Public Service Labour Relations Board names the chair and the PIC is composed of two other members, one nominated by the union and the other by the employer.

After considering the submissions of the union and the employer, presented in a hearing to explain their positions on the issues, the **Commission makes recommendations which are not binding**. The creation of this Commission is a must in the bargaining process while recognizing this process may take several months.

The PIC is a new process, thus we cannot make any prediction on its effectiveness. What we do know is the importance of a strong and unified front.

With that in mind

OUR P.I.C. (Public Interest Commission) HEARINGS BEGIN OCTOBER 8, 2014

All Locals are being asked to organize visible events of their choice on October 8, 2014, the date the Public Interest Commission hearings begin. Bargaining Update Bulletins, as well as other handouts, will be distributed.

It is critically important that everyone, including YOU, participate to show we all are not willing to accept anything less than a fair offer; and that we all support the Bargaining Team.

"Many hands make light work."

If you have a few minutes to help your local executive plan and organize this event, we know your assistance will be well received.

Communications Committee

the President's corner

It was a great honour to have been re-elected to the Position of UTE National President. The last three years have been very difficult, however it has brought a new resolve for fair treatment among you, the membership. We have seen many changes within our workplaces: amalgamated offices, national work flows, change in hours of work. The union has been involved and attempted to ensure all the workers in an office are treated fairly and there is a minimum loss of jobs due to the budget cuts. The Local, Regional and National Union Representatives have been working hard over the last three years and will continue to work for the membership. I must say thank you for all of the hard work over the last three years and I know that you are all ready and willing to stand up and defend the membership in the future.

We have been in bargaining for almost two years now, with no end in sight. The PIC (Public Interest Commission) dates have been set and we are hoping that the employer will be willing to come back to the table and to start negotiating a fair contract for all. This has been a less than progressive round of bargaining with the *Treasury Board* overseeing all of the negotiations. Thank you to our Bargaining Team for all of their hard work.

Every UTE representative is willing to continue the fight to represent the members but we need all of you to help. Please stand up and let your voices be heard.

- **ATTEND** events in support of the Bargaining Team.
- **ATTEND** your local meetings.

***We are stronger together.
We can make a difference.***

The convention slogan says it all.

**YESTERDAY WE LEARNED
TO STAND UP TODAY
FOR A BETTER TOMORROW**

***Robert Campbell
National President***

2014 GOVERNMENT OF CANADA WORKPLACE CHARITABLE CAMPAIGN (GCWCC)

Recently, we have received multiple requests asking UTE's position regarding the 2014 *Government of Canada Workplace Charitable Campaign* (GCWCC).

We are encouraging our members to continue to give money to charitable organizations. They can do it through the GCWCC or directly with the United Way or to UTE's charitable organization of choice, the International Children's Awareness Canada (ICA) (see below).

The PSAC is working with the officials at the United Way to make sure that the Unions and their members will get the recognition that they deserve for their contributions to the campaign.

At the National level, UTE will not participate with CRA in the official launch of the 2014 campaign. Regional and local involvement will remain at the discretion of the respective representatives, based on the level of cooperation shown by CRA.

If you need additional information on this matter, please contact your local executive.

Marc Brière
1st National Vice-President

INTERNATIONAL CHILDREN'S AWARENESS (ICA) CANADA

International Children's Awareness (ICA) Canada is a small, non-profit organization committed to long-term development throughout countries in need. At any given time, ICA has a handful of projects being completed and is working to obtain funding to begin other projects.

ICA projects help small community groups and families in developing nations. ICA works carefully to screen and select projects.

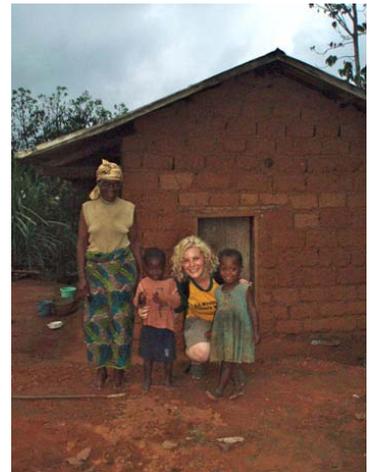
The scope of ICA is intentionally "small" and this makes ICA unique:

- *ICA focuses on relatively inexpensive projects that are usually overlooked by larger, better known non-profit agencies;*
- *ICA projects range in cost from a couple hundred dollars to tens of thousands of dollars;*
- *By focusing on a few projects at a time, ICA can commit to ensuring proper quality control, ensuring that your money is spent effectively;*

*ICA is a Canadian registered charity (**Registration # 887858660RR0001**).*

They are staffed entirely by volunteers, which means that 100% of donations go towards the projects and not salaries or administration costs.

We would like to ask our members to also get involved with this worthy organization by diverting their very generous donations either directly or through the Government of Canada Workplace Charitable Campaign (GCWCC) to ICA Canada.



CHANGE OF ADDRESS

Please note that all address changes should be done via e-mail to Sylvie Bastien (basties@ute-sei.org) or via the national web site. If you do not have access to an e-mail, please pass it on (with your PSAC ID) to a local representative or mail it directly to the National Office at 233 Gilmour Street, Suite 800, Ottawa ON K2P 0P2.



CRA PHISHING SIMULATION EXERCISE

What is phishing? Phishing is an attempt to scoop information, such as usernames, passwords, and credit card details, and use it for criminal purposes such as: **identity theft, fraud, or sending you links that are infected with malicious software.** It is typically carried out by email or other forms of social media like instant messaging. It sets you up to enter details on a fake Web Site that looks and feels identical to a legitimate one.

What are the consequences? All sensitive information can become vulnerable. It is extremely costly to re-establishing accounts, system security, as well as enormous down time results.

What is a phishing simulation exercise?

As part of a security awareness program, an exercise is aimed at recreating the most accurate conditions of a phishing attack, without the negative consequences. During 2015 a sample of UTE members will receive a simulated phishing email. The email can be ignored and deleted, or reported appropriately. If the simulated infected link is clicked, you will be automatically prompted to awareness information on phishing.

Employees clicking on a simulated infected hyperlink will not be subject to reprimand or any form of disciplinary measure. This is only an awareness exercise.

CRA believes these exercises will raise the awareness level for all on the dangers that Phishing emails can pose. It will assist everyone on how to identify common traits associated with these emails. It will help the CRA prepare to identify and react properly to phishing threats.

How can I learn more about phishing?

Understanding the risks associated to phishing, as well as recognizing an attack and appropriately respond to it are covered in several awareness products already developed by the CRA and made available to all.

Several CRA Security Bulletins (#25, 26 and 32) have addressed the phishing threat. In addition, web content on detecting and reporting phishing emails is available to all CRA employees.

The threat of phishing attacks is addressed in two short videos posted on the CRA's Know How; "Protect our computer systems" and "We're a target".

All CRA employees are required to complete the online security course TD-1805 Security It's Everyone's Business! A few pages of this course are dedicated to phishing.

THE CRA IS GOING TO CONDUCT PHISHING SIMULATION EXERCISES AS PART OF THEIR SECURITY AWARENESS PROGRAM

BEWARE OF THE DANGER OF PHISHING



LETTER TO THE EDITOR

THE CONSERVATIVES ARE IN ELECTION MODE

More than 14 months before the next federal election and the Conservatives are excessively proactive for the next election: attacks against the other parties, against their leaders, tax cut announcements, announcements that the Conservatives will tour their region and their opponents' regions. The **mini** Minister Lebel is currently touring Quebec to rally the troops and make promises, which other MPs are likely to do in the coming months and they too will have promises; for you see, I expect a surplus budget in 2015 and we will have a rain, nay a storm, no, a deluge of promises and grants by October 2015.

We all need to be proactive and you must all be prepared to take actions or make suggestions. It is no longer the time to wait, but time for action.

Contact your local executive; get involved with them and ask what they have planned for the coming months. Ask yourself what you can do.

For members of the executive, contact your regional PSAC council, provincial unions and do the same thing. We must all pull in the same direction.

Your union can not win this war without you (no pun we have already lost more than 20,000 soldiers in this battle). Your assistance and your actions are essential for us to get rid of this anti-union and anti-democratic government.

*Daniel Gagnon
President Local 10004 Jonquière*



UNAUTHORIZED ACCESS

If the access you are about to make at work does not relate to the duties of your job: Don't do it! You may think you are providing service to the public, but it could cost you your job. We continue to have members disciplined for unauthorized accesses, up to and including termination.

Yet it continues. JUST DON'T DO IT

Please ask yourself one question before you access any account:
Does this access relate to the duties of my job?

SAFEGUARDING TAXPAYER AND CRA INFORMATION THIS IS A PRIORITY

If you are not completely sure of what you have to do...

JUST ASK REGARDING FACEBOOK TWITTER AND ALL THAT STUFF

Even inadvertent or seemingly innocent postings could cause you a world of grief.

BE CAREFUL OF WHAT YOU POST



ELECTION RESULTS - UTE 2014 CONVENTION



Robert Campbell
National President

Marc Brière
1st National Vice-President

Madonna Gardiner
2nd National Vice-President

Wayne Little
Regional Vice-President
Pacific Region

(Alternate RVP - Terry Ruyter)

Bob Carpenter
Regional Vice-President
Rocky Mountains Region

(Alternate RVP - Greg Krokosh)

Gary Esslinger
Regional Vice-President
Prairies Region

(Alternate RVP - Jeff Sexton)

Jamie vanSydenborgh
Regional Vice-President
Southwestern Ontario Region

(Alternate RVP - Melanee Jessup)

Adam Jackson
Regional Vice-President
Northern and Eastern Ontario Region

(Alternate RVP - Cosimo Crupi)

Ken Bye
Regional Vice-President
Greater Toronto Region

(Alternate RVP - Brad Feraday)

Bill Blair
Regional Vice-President
National Capital Region

(Alternate RVP - Gesine Campbell)

Sabri Khayat
Regional Vice-President
Montréal Region

(Alternate RVP - Daniel Camara)

Denis Lalancette
Regional Vice-President
Québec Region

(Alternate RVP - Jean-Pierre Fraser)

Doug Gaetz
Regional Vice-President
Atlantic Region

(Alternate RVP - Dawn Hardy)

A FEW PHOTOS FROM CONVENTION



OUTGOING UTE EXECUTIVE COUNCIL



ARRIVAL OF EXECUTIVE COUNCIL AT CONVENTION



UTE CHOIR



UTE LIFE MEMBERS



MARIA WORMSBECKER
Godfroy Côté Award



DENIS LALANCETTE
Life Member



SHANE D. O'BRIEN
Honorary Member