



BARGAINING

Brothers and sisters, it is a sad anniversary, because when you read these words, we will be a few weeks away from a full year of bargaining with the CRA / Treasury Board and still do not have an agreement regarding our priority demands. We have made little progress. I admit that my optimism has taken a hit because your bargaining team is facing a negative counterpart that is not looking for solutions to the problems that its employees are experiencing. My disappointment is great enough that I put this bargaining process at the top of my list of frustrating processes. Since Bill C-45 was passed, we know that Treasury Board controls bargaining with the CRA. I had hoped however, that our employer, the CRA, an agency created to distance itself from the Treasury Board, would take responsibility and find a way to show the necessary recognition and respect for its workers, in order to maintain the existing good working relationships. That hope increased during the National Union Management Meeting in June, when CRA announced that it had a clear, strong bargaining mandate. Naturally, I assumed that the CRA would distance itself from the Conservative philosophy. My hope quickly changed to disappointment when returning to the table in July. The CRA reneged on our mutually accepted workforce adjustment recommendations (see this link: <http://ute-sei.org/English/headlines/2013/bargaining-info-jul-29-2013.cfm>).



This diatribe is not an admission of failure, but simply a description of the reality that I share with you in all sincerity; it is the impact of Harper and his Conservatives. We, as workers, have to choose what attitude we must take for our future. In clear terms, what direction will we take as a community of common interests, given the objectives of this bargaining process? Do we have to accept everything the employer (Treasury Board) will impose on us at the table without fighting, saying that we will ultimately lose anyway, or must we resist and show that, as workers who worked hard, that we want to survive and assert our rights. Let us remember our priorities, including the job protections that are crucial in these times of deep and unwarranted cuts. These cuts only worsen the economic situation for small and medium businesses and try to eliminate the middle class in order to achieve

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

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the Conservatives' primary objective, namely the enrichment and centralization of capital by the wealthy. Look around you: it is strange that, in these times of so-called economic restriction that there are so many luxury constructions and purchases of mega-consortiums for billions. Notice the lax security measures in the transportation and food industries that endanger people, because of the transfer of inspection responsibilities away from our federal public service employees. Unfortunately, we have already seen these impacts.

Our bargaining process is not just an economic issue, but also a question of our survival and future: for keeping our jobs, our pension funds, our sick leave and other long-negotiated benefits, that they want to see diminish or disappear. The time has come to move to another stage in bargaining. In order to earn the recognition and respect that we are entitled to, we must clearly express our discontent to our employer. We must show solidarity to end the attacks against public service employees who are being labelled as enemies of the Conservatives and the root cause of our country's economic problems.

Brothers and sisters, we must trust each other and act in our best interests and those of our families and society.

**Together, we can do great things.
My collective agreement, my job, our families.**

*Denis Lalancette
2nd National Vice-President*

UTE UPCOMING EVENTS

Sept. 24, 25, 29, 2013
Executive Council
(Ottawa)

Sept. 26-28, 2013
Presidents'
Conference
(Ottawa)

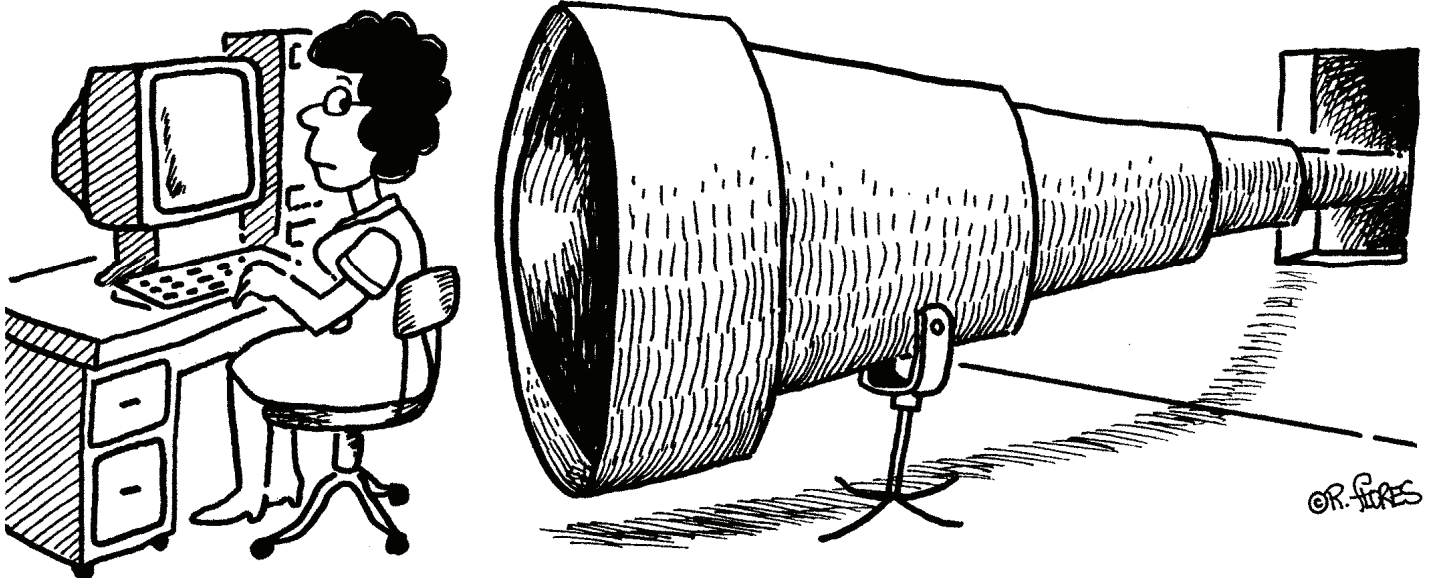
Oct. 4-6, 2013
National Grievance
Course
(Ottawa)

Oct. 18-20, 2013
National Equal
Opportunities
Conference
(Ottawa)

Dec. 2-5, 2013
Executive Council
/NUMC
(Ottawa)

UNAUTHORIZED ACCESS

IT'S YOUR JOB, DON'T LEAVE WORK WITHOUT IT



PRESIDENT'S MESSAGE

It is summer's end and I hope everyone had an opportunity to relax, refresh and spend time with loved ones. I am doing just that as I write this article, vacationing and recharging my batteries with family and friends.



Unfortunately, we as public service employees, remain undeservedly under constant attack by this government as well as big business. The statements made by Treasury Board President Tony Clement, on behalf of the government and the Treasury Board have been disgraceful and hurtful. The attacks on our reputation, our hard work, as well as our negotiated benefits and pensions are unwarranted.

We have to recognize that the agenda of "the right wing" has been extremely effective. They have managed to reverse a truly Canadian

value, from the outlook of; "We should look for ways to improve our Canadian values and way of life" to "I don't care that I don't have it, I just want to make sure that no one else has it".

Mr. Clement has misled everyone regarding our supposed "Golden Pensions", then made statements that we are all poor performers and the government does not fire enough people. CRA has had test checks, work reviews, and performance reviews and a Code of Ethics forever but that is not mentioned in the press; nor does the CRA Management attempt to correct these inaccuracies, nor defend their own employees. Unfortunately, all this negative press, inaccuracies and public service bashing has nurtured finger pointing not only by the general public but even amongst CRA employees. I am confused and upset by emails received from members and co-workers, who think Clement's statements are accurate and that it is high time for the government to get rid of the slackers, and that they are tired of carrying their workload. It is not your job to assess your co-workers. There are processes in place for this to be done. Remember you do not have the complete story behind someone else's work or family concerns. We cannot and must not allow this divisive public service bashing campaign to infect from within. Recognize their campaign is all about divide and conquer.



Look at the last announcement from the government on pay in arrears. Suddenly they have unilaterally decided that commencing in January 2014 all employees will have two weeks pay held back and this will be achieved by holding back money from paychecks over the entire year.

(See the letter written by UTE's first NVP Marc Brière for our official response on the UTE web site. <http://www.ute-sei.org/English/headlines/2013/lettertoPWGCS-payarrears-jun-28-2013.cfm>)

Everyone involved directly in this round of collective bargaining has found the process very frustrating. UTE and CRA worked diligently in the past to achieve equitable settlements. The government and Treasury Board's interference has prevented any and all progress. The government has even gone as far as trying to force a final offer on Canada Border Services Agency's bargaining unit.

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We are not alone. They are not alone.

WE, AS PART OF THE PUBLIC SERVICE ALLIANCE, MUST STAND TOGETHER.

We have to look at the collective well being now and for the future.

It is our responsibility to defend and protect the rights and benefits that we enjoy gained by those before us and not sell short our legacy for those that come after us. Please remember that even though some issues do not affect you they do affect others and those “others” could very well be your children or your children’s children.

Please get involved with your local. Support your union. Together we are stronger.

Robert Campbell
National President

CONVENTION LOGO REVEALED

The Official Logo for the 2014 Union of Taxation Employees Triennial Convention was designed to signify the following:

1. The **Ambassador Bridge** in the background signifies the City of Windsor Ontario as well as the joining and coming together of all locals to our 2014 Convention
2. The **automobile** in the foreground is a Ford which represents the 1945 Ford Strike by Local 200 United Auto Workers (Windsor).
3. The script **RAND FORMULA** on the hood of the car honours the work of Judge Rand and his development of the Rand Formula that was a product of this strike.



The logo was designed by Renee and Shawn Montague, the wife and son of the President of the Windsor Local, the Convention Host.

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.



VACATION LEAVE DENIED

Every Reasonable Effort

At the UTE National Office, we continue to hear that members are being denied vacation leave or are being told vacation leave will not be granted during certain time periods due to “Operational Requirements”.

Articles 34.05 and 34.06 are reproduced below:

Scheduling of vacation leave with pay

34.05

(a) Employees are expected to take all their vacation leave during the vacation year in which it is earned.

(b) Subject to the following subparagraphs, the Employer reserves the right to schedule an employee’s vacation leave but shall make every reasonable effort:

(i) to provide an employee’s vacation leave in an amount and at such time as the employee may request;

(ii) not to recall an employee to duty after the employee has proceeded on vacation leave;

(iii) not to cancel nor alter a period of vacation or furlough leave which has been previously approved in writing.

34.06 *The Employer shall give an employee as much notice as is practicable and reasonable of approval, denial, alteration, or cancellation of a request for vacation or furlough leave. In the case of denial, alteration, or cancellation of such leave, the Employer shall give the written reason therefore, upon written request from the employee.*

No where in these articles will you find the words “Operational Requirements” but you will find “**shall make every reasonable effort**”. So what does that mean? To most of us, we never know, as we submit our vacation requests, they are granted and there is little effort on the employers part to say yes to your request. However, when they say No, that’s when the work of the employer should have been done. You need to ask for the reason for the **NO in writing**. (Art. 34.06)

In their response, they need to provide you with two things:

1) the reason for the denial and

2) what was the “**every reasonable effort**” that was attempted to grant your leave.

Failure to provide you with a satisfactory explanation should, if you so chose, result in the filing of a grievance.

There is no definition of “every reasonable effort”. Does it mean, letting members in the Call Centre have vacation during peak time and the employer having to bring in terms in from the rehire list?

Does it mean, letting a member have vacation when that forces the employer to put someone to replace them in an acting or asking a higher level person perform those duties for the duration of the vacation?

We simply cannot answer that. But what we do know is the only way to start getting a clear definition is for those members whom are denied vacation requests is to grieve.

Kent MacDonald
Labour Relations Officer

LEAVE WITHOUT PAY FOR THE CARE OF FAMILY

Understanding Article 41.04

The National Office of UTE has received a few inquiries into the application of Article 41.04, which states:

All leave taken under Leave Without Pay for the Long-Term Care of a Parent or Leave Without Pay for the Care and Nurturing of Children provisions of previous Program Delivery and Administrative Services collective agreements or other agreements will not count towards the calculation of the maximum amount of time allowed for care of family during an employee's total period of employment in the public service.

As the current collective agreement came into effect November 1, 2010, as of that date, all employees had a 5 years allotment of leave without pay to be used under this article.

Any period of time used prior to November 1, 2010 would not be subtracted from this 5 years allotment.

The issue has arisen about someone who was already on leave under the old provision and still on leave under the new provision.

How would that time be calculated against the new allotment of 5 years?

Using the following example:

A member is off on Care and Nurturing Leave from Jan 4, 2010 until Jan 4, 2011, a period of 12 months.

Under article 41.04, the 10 months prior to November 1, 2010 does not count against the new 5 year allotment, only the 2 months (Nov and Dec 2010) would count.

Thus, this member would still have 4 years and 10 months remaining in the 5 year allotment of leave without pay under Article 41.

If you have any further questions please contact your Local Union representative.

Kent MacDonald
Labour Relations Officer

International Children's Awareness (ICA) Canada and the Government of Canada Workplace Charitable Campaign (GCWCC)

Project Ashia – The Promise of Potential

You can have a positive, direct impact on the lives of thousands through the generosity of your union's charitable giving program.

Since 1994, International Children's Awareness (ICA) has worked in close partnership with individuals, groups and communities in Cameroon, Africa, and other developing nations to enable these communities to become self-sufficient. ICA believes this can only be achieved when these communities can enjoy their fundamental rights to clean water, health, and education.

As part of these efforts, ICA has recently launched Project Ashia. Derived from the Nweh tribal language in Cameroon, Ashia means "courage" and exemplifies ICA's new project. Project Ashia is a 5 year plan that aims to construct 20 new schools (including teacher training and textbooks), introduce female literacy programs and bring clean water to over 10,000 people. We cannot reach this goal without the strong endorsement of the union membership.

Donations from UTE members to ICA over the past six years have built two new schools in remote regions of Cameroon, giving children an opportunity for the best education possible. During this time, ICA has welcomed UTE members and UTE-sponsored students on life-changing trips to Africa that have afforded participants the opportunity to fully experience the difference these donations are making.



This was the school for 65 children before UTE funds replaced it.

This is the new school built with UTE funds.



ICA does not pay salaries, stipends or any kind of remuneration to board members or field workers. Our members are volunteers who donate their time and pay their own travel expenses to oversee ICA field work.

We guarantee that a minimum of 95% of your donation will be applied directly to our projects. If enough people express interest, ICA can organize a trip to Cameroon exclusively for union members to increase their involvement in our projects.

To have an ICA representative speak at your local meeting, please contact Ed Smith at edsmith121@yahoo.ca. To learn more about ICA and Project Ashia, please visit www.icacanada.org or www.projectashia.com.

Thank you for considering ICA for your charitable donation. We can reach our goals, but we need your help; make a payroll tax-deductible donation to ICA and contact us if you want to explore other opportunities with ICA.

Charity registration # 887858660RR0001

*Ed Smith
Retired Canadian Major*

*Your Union, the Union of Taxation Employees would like to remind you of our
“Charity of Choice”
and ask you to consider making a direct donation or payroll donation to the
“International Children’s Awareness”
organization through the
Government of Canada Workplace Charitable Campaign (GCWCC).*



CONVENTION 2014

Every three years, the Union of Taxation Employees holds a Triennial Convention. At these conventions we elect our National and Regional Officers, pass a budget, discuss and vote on Policy Papers and resolutions that set the direction of our union.

The 16th Triennial Convention will be held July 16th to 19th, 2014 in Windsor, Ontario.

The National Office will be issuing a series of Convention Bulletins covering a wide range of Convention information: Why we have conventions, how they are run, what are the duties of a delegate? These are but a few of the topics covered.

A "Convention Call" which is the formal announcement of the convention is issued, stating the date, place and deadlines for resolutions and requesting names of delegates and observers. The locals are responsible for putting forward the names of their delegates and observers and to write and submit resolutions that they wish to have debated at convention.



Convention Committees are formed and meet to review resolutions that have been submitted either by the Executive Council or Locals. The Committees consist of delegates that will be attending Convention and they make recommendations to the Convention of either concurrence or non-concurrence on each resolution.

The resolutions submitted are divided by topic for each committee: Finance, General, By-laws and Collective Bargaining.

Look for more information on the convention on our website. www.ute-sei.org

You can also contact your local executive for information and ask them:

- how delegates are selected in your local?
- how resolutions are developed written and submitted?

You may have a concept, direction, or suggestion that may in fact be so well received, it could be adopted in Windsor!!!

Communications Committee

You say you want a Revolution, well....

As I write this I can hear the Beatles' song Revolution in the background. Sisters and Brothers we are in a new era with respect to our union and survival. Never in the history of unionism have we been so attacked by governments, corporations and so called think tanks. Each and every week there is another form of propaganda and lies thrown to the general public to paint a false picture of the union and of its members.

We must break away from this deep sleep of complacency. We must become wide awake to these attacks. We must honour what our past union sisters and brothers fought for with their blood, sweat, and yes with their lives.

We must start a revolution of activism, education and solidarity. This mentality "that I am only one person and I can't make a difference" must go. In fact, it is a thought process programmed into us by both governments and corporations. It is a strategy to make us weak and cause us to ignore the insidious campaigns to eradicate unions.

No more. This revolution has begun, and momentum builds with each and every one of us. But it doesn't stop there. This revolution will be brought to the Canadian population. We must speak the truth to family, friends, and to everyone we meet.

Our rights, our securities and collective bargaining are all at risk.

Being casual will lead to casualties!

We must all be leaders in this revolution. We have different leadership roles but the synergism of our commitment and strength in each other is an undeniable force.

We must move the pendulum back in the direction of solidarity, and activism.

We are a UNION!

A paradigm shift in our membership is occurring and we must embrace this shift and form it into an unstoppable force.

We are in a revolution that must embrace technology, social media, and thinking from a new perspective. It is time to develop a new thought process, fresh ideas, and a collective consciousness that will change each and every one of us.

It is now time to snap your fingers and say, "**YES I CAN DO SOMETHING**" and "**YES I CAN MAKE A DIFFERENCE**". It is time for us to break free from government's and large corporation's brain washing.

I implore you, read this article at least six times and after each close your eyes, take time to feel, hear, and see the changes. You are unique, you are a genius and you are change. We are in a Revolution. I clearly see victory. We are stronger and brighter and as a collective consciousness we will make the right changes.

Be that leader. Be that change. Be that difference.

*Michael Montague
President, Local 00018 Windsor*