



BARGAINING

The end of summer is approaching. The summer gave us the chance to sit back and enjoy the sunshine, which has recharged our energy for dealing with the challenges that our bargaining process will bring.

Our bargaining process is in place for our first face-to-face meeting with the employer from September 24 to 28, 2012. This meeting will enable both teams (Employer and PSAC/UTE) to share their bargaining demands, analyze them and discuss in greater depth the strategies needed for reaching a beneficial agreement that is acceptable to everyone.

The austerity budget that the Conservatives have adopted does not give us much room to maneuver, since we already know that severance pay has been a major point of contention right from the start of this bargaining process. We cannot allow ourselves to lose working conditions negotiated in good faith, under the false pretext that it is for improving the living conditions of Canadian citizens. We also know the impact that this budget has on UTE members' employment and, of course, our priority will have to be ensuring that this trend does not escalate.

In our communiqué of May 25, 2012, (<http://www.ute-sei.org/English/headlines/2012/bargaining-info-may-25-2012.cfm>) the current priorities set by the bargaining team are: enhanced job protection, scheduling rights, improved leave provisions and fairness for term and part-time workers. Naturally, the priorities may be changed to adjust to the unexpected impacts that the current government could bring on us.

The current round of bargaining will definitely not be like previous processes in terms of the time period required for reaching an agreement. Looking for solutions that are beneficial for everyone will definitely be more arduous. We remain committed to providing you timely and accurate information throughout the process. We are hoping that your support and the solidarity that you have shown in the past will be just as strong and steadfast for this round of bargaining.

Yet I am still optimistic, because the newcomers on the team will definitely contribute different



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**SI VOUS PRÉFÉREZ AVOIR CE COMMUNIQUÉ EN FRANÇAIS, VEUILLEZ VOUS
ADRESSER À VOTRE PRÉSIDENT- E DE SECTION LOCALE**

JOB CUTS AT THE CRA

The March 29, 2012 Federal Budget announced serious financial cuts to the CRA (over \$250,000,000 by the year 2015). On June 27th 2012, the CRA announced 18 cost cutting initiatives that will work towards finding these budgetary savings. 1289 employees (671 UTE members) were declared affected as per the Workforce Adjustment Appendix (WFAA) as a result of these initiatives. They range from one member in *Information Technology* being affected to 285 members in *Taxpayer Services* across the country receiving affected letters. This does not mean all 1289 people would be out the door, but it does mean that some may be laid off, some will find other positions in their office, some being offered to relocate and some will be fortunate enough to get to remain in their current positions.

This is all because of the WFAA in your collective agreement. As per the WFAA, the CRA is obligated to consult with your UNION, Locally, Regionally and Nationally, on the impact of these initiatives in each office. To date, all offices have established Local Joint WFA Committees to ensure all members affected are treated equitably and given every reasonable opportunity to stay employed in the CRA. This is the main objective of the WFAA, keeping members employed. It is only as a last resort that persons should be laid-off.

It is our understanding at the National Office that all affected members have been properly notified and are continually being updated as to their status and the impacts of these initiatives in their offices. If you are an affected employee, please continue to stay in contact with members of your local committee should you have any questions or in order to stay current on your situation. Also, if you are not affected and just wish to learn more about WFA, please contact a member of your Local WFA Committee.

UTE UPCOMING EVENTS

September 18, 19, 23
Executive Council
(Ottawa)

September 20-22
Presidents' Conference
(Ottawa)

September 28-30
National Grievance
Course
(Ottawa)

October 19-21
National Health and
Safety Conference
(Ottawa)

December 3-6
Executive Council and
NUMC
(Ottawa)

Kent MacDonald
Labour Relations Officer

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visions and expertise that can only be advantageous in this bargaining process. As always, time will be a determining factor, since patience is running out with so many obstacles. Bargaining processes are beneficial for both parties because they enable the employer to show its appreciation for the good service of its workers, and to the union and its members for reconfirming their commitment to serving the employer well in a good work environment.

With your support, your bargaining team is determined and prepared to fight ...

OUR COLLECTIVE AGREEMENT. OUR FUTURE.

Denis Lalancette
2nd National Vice-President

Do you want to receive the latest bargaining information?

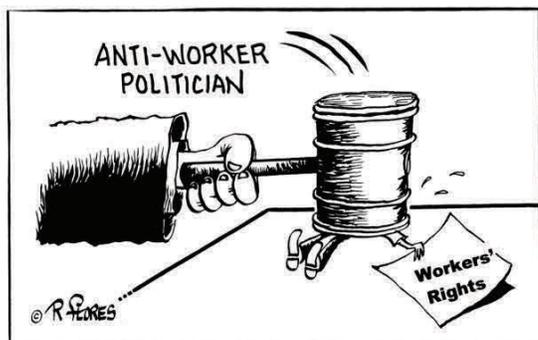
SUBSCRIBE TO OUR BARGAINING EMAIL LIST

www.ute-sei.org/English/subscribe/

PSAC AND BILL C-377

(An excerpt from an article by Robert Webster, Ottawa Centre. The full article is available at: www.ute-sei.org/English/headlines/2012/article-bill-c-377-Robert-Webster.cfm)

In conjunction with the Canadian Labour Congress, PSAC is calling on members to [contact their Member of Parliament](#) concerning [Bill C-377](#). In its current form, Bill C-377 would be the most costly and discriminatory Bill faced by the labour movement across Canada in memory. It is a clear attack on the right of association, the right to privacy and freedom of speech. This Bill is part of the Harper government's attack on any organization or individual that stands opposed to its agenda.



Bill C-377 is a Private Member's Bill sponsored by [MP Russ Hiebert](#), (Conservative, South Surrey-White Rock-Cloverdale) designed to further hobble one of the strongest voices

dedicated to defending the interests of Canadians, unions. Harper is once again hiding behind a Private Member's Bill, as he did when he destroyed the Long Gun Registry, to avoid having to take responsibility for his own agenda.

This Bill targets labour organizations only - the Bill does not apply to other professional organizations that collect dues that are [eligible for tax relief](#). The Bill will require every labour organization and every labour trust (pension plan, benevolent fund, training fund, and health and welfare fund) to file a public information return with the Canada Revenue Agency (CRA) within six months from the end of the organization's fiscal period. Every labour organization or labour trust that does not fulfill this requirement "is guilty of an offence and liable on summary conviction to a fine of \$1,000.00 for each day that it fails to comply with that section." The return will ask for detailed financial statements and 29 schedules. All of this information is to be posted on the CRA Web site, "in a format that allows for word searches to be performed and for cross-referencing of data." The Conservatives are being at best disingenuous, at worst just plain lying about this Bill and the costs related to it. If this Bill becomes law, it will not increase accountability and transparency of unions to the members of unions. It simply makes detailed financial information available to those dedicated to the destruction of unions.

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the president's corner

Management at the CRA has notified those employees affected by the budget impacts, and the National, Regional and Local unions have been briefed. At the Local level, Workforce Adjustment (WFA) Committees have been established in order to help affected employees work through the options available to them and to answer questions. In order to minimize impacts, we are depending on our Locals to monitor the adjustment process and bring any issues up to the Regional and National levels. If you have any questions or problems, talk to your Local Executive. They are there to help you.

Whether your position is affected or not, **"WE ARE ALL AFFECTED"**. The PSAC has launched this campaign in order to get the message out that when federal government workers lose their jobs, they are not the only ones affected.

On Saturday, September 15th, 2012, there will be a cross-country day of action, organized in every PSAC region and coordinated through the PSAC's Regional Offices. We invite you to check out the **"WE ARE ALL AFFECTED"** webpage www.weareallaffected.ca for campaign materials, messages and ideas for events and activities. We need you to stand up for yourself and your co-workers, and GET INVOLVED. Please make an effort to attend this day of action.

Robert Campbell
National President

Even a quick review of [Form T3010-1](#), the annual return that must be submitted to the CRA by registered charities, shows that registered charities do not face near the same level of scrutiny as unions would if this Bill becomes law. At this point, there is no way of knowing how much time and effort it will take for the labour organizations to complete the form, but it will be substantial.

Lawyers have also identified this Bill as a [direct attack on lawyer/client privilege](#) and the “costly and discriminatory” Bill is an attack on the privacy of anyone working for a union.

In summary, to quote Joe Comartin (Windsor-Tecumseh, NDP), in [his February 6, 2012, speech](#) in response to this Bill:

this is a frontal attack on the labour movement in this country. It is also an indirect but very clear attack on a number of other rights that Canadian citizens and residents have in this country: the right of association; the right, quite frankly, to privacy; and the right to freedom of speech within the right of association. The bill undermines all of those rights, if not completely doing away with them in some cases.

LEAVE WITH PAY TO MEET WITH YOUR UNION REPRESENTATIVE

It has been reported to our National Office that some members are currently experiencing difficulties in obtaining leave with pay to meet with their union representative to discuss workplace difficulties. Even though the CRA has committed in the *Union Management Approach* (UMA) agreement to resolving issues at the lowest level possible, some managers are infringing upon employees' rights to seek the assistance of their Union.

As a result, we suggest that where a member wishes to meet with their union representative to discuss a problem, they rely on *Clause 14.07* of the Collective Agreement and advise their manager that they wish to meet with their union representative to discuss the filing of a grievance. By requesting leave under this clause and providing this information, members should be afforded leave with pay. Please note that no grievance actually has to be filed to qualify for leave under this clause as long as the discussion includes the possibility of filing a grievance. Should your request for leave be denied, we suggest that you immediately raise this matter with your local union representative.

D. Shane O'Brien
Senior Labour Relations Officer

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.



HONOURS AND AWARDS

UTE has an Honours and Awards Committee that is tasked with promoting, encouraging and fostering an atmosphere of appreciation and recognition at all levels of the union.

The UTE believes that it is important to recognize its members, and various awards are provided to honour our members.

UTE *Regulation 24* explains the details of the honours and awards that the committee may issue.

Here are some of them:

CERTIFICATE OF ACHIEVEMENT (Al Lough Award)

Nominees must have demonstrated their commitment to achieving the aims and objectives of UTE and have exhibited exemplary service at any level of UTE.

AWARD OF MERIT (Godfroy Côté Award)

Nominees must have demonstrated their commitment to achieving the aims and objectives of UTE, exhibited exemplary service at any level of UTE and have accumulated service at any level of UTE for a minimum of five (5) years.

UNION OF TAXATION EMPLOYEES HUMANITARIAN AWARD

Nominees must be UTE members in good standing, have demonstrated their commitment to a humanitarian cause where there is extreme need, and exhibited exemplary service to others within their community, their country or throughout the world.

UTE COMMUNITY SERVICE AWARD

Nominees must be UTE members in good standing and have demonstrated their dedication and commitment to their cause(s).

AWARD OF MERIT IN THE FIELD OF HEALTH AND SAFETY - ELIZABETH (BETTY) BANNON

Nominees must be UTE members in good standing, have demonstrated their commitment to protecting CRA employees' health and safety, have accumulated service as a UTE member on a Workplace or National Health and Safety Committee for a minimum of five (5) years, and have exhibited exemplary service in the field of health and safety.

SERVICE PINS

Service pins for three (3), five (5), ten (10), fifteen (15), twenty (20) twenty-five (25), thirty (30) and thirty-five (35) years will be awarded annually by the Locals to those members who have served the membership in the union movement.

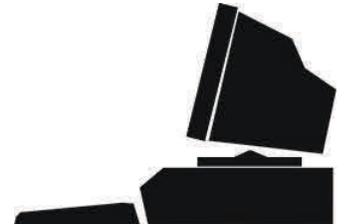
Such pins shall be awarded based upon a Local member's or Executive Council officer's recommendation.



TECHNOLOGICAL CHANGE

Over the years, technology change within the agency has grown in leaps and bounds. It seems of late that the "leaps and bounds" are more frequent and bigger than ever.

Our employer, while seeking efficiencies from the modern world of the internet, is also seeking ways to reduce our workforce. New technology, new programs, and new systems are eliminating work in Tax Centres and Tax Service Offices and subsequently jobs - yours and mine.



As your Presidents' Representative on the *Technological Change Committee*, I recently reported (May 9, 2012) on the development of the *Secure Online Services* that will now be the second generation of the *My Account Portal*.

Secure Online will replace *My Account* and allow taxpayers to send documents to the agency and as well, the agency can do the same. This will eliminate jobs, as a great amount of our work will be computer processed. Please be advised that the **T1** is in for redesign and redevelopment to integrate with *Secure Online Services*.

The *Technological Change Committee* works closely with the other UTE Committees by advising of any changes that will affect our jobs.

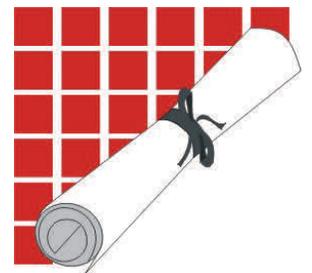
Brian Oldford

Presidents' Representative, Technological Change Committee

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UTE SCHOLARSHIPS

The Honours and Awards Committee is also tasked with recommending for scholarships, applicants from UTE members and/or their dependants. There are ten regional scholarships of \$1,000 each and two national scholarships of \$2,500 each.



As you can see, there are a multitude of awards that the UTE issues.

It's up to you to recognize your members. The Committee is in place to help you do that.

Remember to review UTE *Regulation 24* for all the details and the terms for submitting nominations.

***Jean-Pierre Fraser, Regional Vice-President (Québec Region)
Chair, Honours and Awards Committee***



BENEFITS COVERAGE FOR CRA EMPLOYEES

It has come to our attention that many newly hired CRA employees, especially determinate hires, are not provided with proper information regarding certain health care benefits and thus their coverage does not start in a timely fashion.

This has resulted in a number of members having to pay for health care benefits out of their own pockets because of the false impression that they were covered by the health care plan.

This article is designed to provide you with accurate information on when and how members become covered under the Public Service Health Care Plan (PSHCP), the Dental Care Plan (DCP), and the Supplementary Death Benefit (SDB).

Public Service Health Care Plan (PSHCP)

Effective date of coverage:

If you apply within 60 days of becoming eligible (the date you are hired), coverage is effective the first of the month following the month your personnel or pension office receives your completed form. If you do not apply for coverage within 60 days of becoming eligible, the requested coverage will take effect on the first day of the fourth month following the month your personnel or pension office receives your completed application.

Employees must fill out an application form in order to be covered.

Dental Care Plan (DCP)

Membership in the DCP is automatic if you have been appointed for more than 6 months and you are a full-time employee or a part-time employee working more than one-third the normal work week. Benefits can be paid after a waiting period of three months of coverage. In any event, members should be eligible for benefits after six months of employment including extensions, even if initially not appointed for more than six months.

Members can apply to cover their eligible dependents. Dependent coverage is effective immediately.

Supplementary Death Benefit (SDB)

Enrolment is automatic, but members must complete a beneficiary form naming their beneficiary or the benefit would be payable to their estate.

D. Shane O'Brien
Senior Labour Relations Officer

MENTAL HEALTH REGIONAL CONFERENCES

As a result of high demand for mental health workshops, the *Union of Taxation Employees* (UTE) will organize and deliver *Mental Health Regional Conferences* in Montréal, Toronto and Calgary during the months of May and June, 2013.

The *Conferences*' chosen theme "*Mental Health? Taboo? Not Anymore!*" will focus on the following objectives: Promote awareness of mental health and; Promote understanding of mental health and; Promote mental health and wellness in the workplace and; Provide the participants with tools to assist members who are subject to / confronted with mental health issues.

The planned agenda will feature guest speakers specializing in the field of mental health and several workshops facilitated by mental health experts. Both will allow participants to familiarize themselves with the basics of mental health and the actions that can be taken to assist members who suffer from or are at risk of suffering from mental health issues.

The *Ad Hoc Mental Health Regional Conferences Committee* has met and will continue to meet in order to ensure exceptional *Regional Conferences!* Stay tuned for more information...

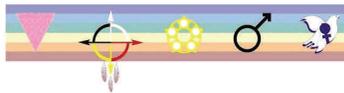


Erik Gagné
Labour Relations Officer

EQUAL OPPORTUNITIES REGIONAL CONFERENCES

During the months of April, May and June, 2012, the *Union of Taxation Employees* (UTE) *Equal Opportunities Committee* (EO Committee) hosted three (3) *Equal Opportunities Regional Conferences* in Vancouver, Montréal and Winnipeg. The two (2) day *Conferences* focused on the theme "*Grassroots: Back to Basics*". The theme introduced participants to the fundamentals of the *Employment Equity Act* and the various measures that derive from the *Act*.

Canada Revenue Agency (CRA) speakers outlined the CRA's *Employment Equity Plan* and the current / future implications. Workshops focusing on the equity groups allowed participants to experience / discuss the challenges confronted by each group. Exceptional guest speakers candidly revealed their personal and professional experiences while providing participants with laughter and significant information.



The feedback received following the *Conferences* demonstrated a great appreciation for the content presented.

During the month of October, 2013, the UTE's *Equal Opportunities Committee* will host a National Conference in Ottawa. The theme and agenda have yet to be chosen but be assured both will be as successful as the *Regional Conferences!*

Also and during the month of September, 2012, the UTE's *EO Committee* will issue an input call soliciting candidates who wish to represent one (1) of the five (5) equity groups on the *EO Committee*: Aboriginal, Racially Visible, Women, GLBT (Gay, Lesbian, Bisexual, Transgendered) and Persons with Disabilities. The roles and responsibilities will be outlined in the input call. If you are interested in submitting your application or to obtain more information, contact your Local union representative.

Erik Gagné
Labour Relations Officer