



LOVE YOU SISTER

It's hard to find a time that Betty was NOT involved in the union. She started with Revenue Canada in Belleville in 1972 and was a Steward very shortly thereafter. Three years later, she had moved to Toronto and became Secretary for her new local.

From 1975 to 1981, Betty held the local secretary and Vice President positions within her local until she was elected Regional Vice-President for Central Ontario (Toronto) in 1981. However, back then they were called Regional Directors. Betty was RVP until 1987 when she became the 2nd National Vice-President, but she didn't stay there long and became our 1st National Vice-President in 1988.



Betty was re-elected to this position until 1999 when she was elected National President. She has been our National President ever since, having been re-elected in 2002, 2005 and 2008.

Betty is the first woman to hold the National President position with UTE and she is the longest serving member of the UTE National Executive. Betty has been involved with the union in virtually every possible capacity from the start and has been an active member on many UTE committees including: Finance, Staffing, By-Laws, Harassment, Workforce Adjustment, Health and Safety. She is currently the Co-chair for the CRA OSH Policy Committee and a member of several PSAC Standing Committees.

Betty was a member of the PSAC – CCRA Negotiating Team during the first round of bargaining with the CRA. Under her tenure and with her involvement, a historic milestone was achieved in our bargaining history by negotiating a new tentative agreement before the old one had expired, and then went into the history books again by signing a new collective agreement before the old one expired during the last round and under trying circumstances. Betty has been an integral part of campaigns such as Pay Equity, Agency Fight Back, PSAC Downsizing, Pension Fight Back; just to name a few.

But enough on the statistics, far more importantly she has been a friend, a confidante, a sister and our President. She has willingly given her time, given her family time, and her heart to all of us and to our Union. She has challenged us, defended us, taught us, led us and loved us. It is easy to say thanks, but not so easy to fit all the many thanks in such a small space.

**Love you Sister and thanks for being you.
ENJOY YOUR RETIREMENT**

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

UTE SCHOLARSHIPS

The Union of Taxation Employees offers two \$2,500.00 National Scholarships and ten \$1,000.00 Regional Scholarships each year. Three of the scholarships have been named in honour of past UTE activists.

One of the National scholarships has been named the **National Diana Gee Scholarship**. The Atlantic Regional scholarship has been named the **Atlantic Al Rollins Scholarship**. The Montréal Regional scholarship has been named the **Montréal Region Jean Bergeron Scholarship**.

All scholarships are available for members, their spouse, their common-law spouse and/or their children/grandchildren. The application requirements include an essay (500-700 words – *use the word count function*) or audio/visual submission.

The UTE Honours and Awards Committee will base their selection on the following:

- Submission by the applicant;
- Statement pertaining to your program and career plans;
- Statement of your community involvement and;
- Statement of your union involvement, that of your spouse or that of your parents.

The full requirements and the scholarship application form are available on our website at: <http://www.ute-sei.org/English/docs/scholarship-guidelines.cfm> Please note that the **deadline** is **June 15th** and that we cannot grant extensions.

While you are looking at UTE's scholarship opportunities, it is worthwhile to investigate the 15 scholarships offered by the PSAC.

<http://www.psac-afpc.org/what/benefits/scholarships-e.shtml>

*Susan Duncan,
Web/Communications Officer*

UTE

UPCOMING EVENTS

April 29 – May 1

Convention
Committees
(Ottawa, ON)

June 6 – 9

Executive Council
and NUMC
(Ottawa, ON)

July 13-16

UTE Triennial
Convention
(Montréal, QC)

Sept 27 – Oct 1

Executive Council
and Presidents
Conference
(Ottawa, ON)

MOURN THE DEAD
FIGHT FOR THE LIVING



National Day
of Mourning

April 28



UTE TRIENNIAL CONVENTION 2011

Our Triennial Convention will be held in Montreal from July 13th to July 16th. Delegates will elect our new leaders and will vote on resolutions. Details about Convention are already on our Convention website, and the resolutions will be posted there as soon as they have been looked at by the Convention Committees.

Visit the website, read the resolutions, and contact your local executive so that they know how you would like them to vote on the resolutions.

**MAKE YOUR
VOICE HEARD.**

[www.ute-sei.org/
convention2011](http://www.ute-sei.org/convention2011)



**Response to the Telegraph Journal as follow
up to the article by Mr. Gaudet of the
Federation of Taxpayers**

Mr. Gaudet,
My wife's contributions are approximately ¼ of the amount, \$14,180, that you claim needs to be saved by someone that is not a "federal public servant" in order to retire. The amount she contributes is roughly 10% of her gross earnings. Please elaborate on how exactly taxpayers are on the hook for an unfunded federal pension liability of \$208 billion! Let's get all the true facts out; taxpayers are NOT on the hook for public service pensions!!

Although those employees fortunate enough to begin their career early in the public sector do have a decent pension that is not always the norm. You quote in 2009-10 the number of federal employees reportedly earning over \$100,000 was 42,050 - please provide where this information was reported from and tell us how many federal employees there are in total across the country to put it in to perspective. I am confident the number of federal public servants receiving far less than this amount is considerably higher. Also can you tell us how many employees enter the federal government at 25 years of age and start at \$100,000 salary? My experience and those I know started at a typical salary of \$30,000 and spend several years as term employees with no guarantee of full time permanent employment, some for several years. Again I ask that you please confirm the total number of retired public servants that have pensions starting at \$70,000.

Taxpayers are not paying for federal public service retirees, the federal employees are. So it is fair to state this column is not accurate and is extremely one-sided and misleading. They pay close to 10% of their gross pay into their pension every single pay period! Instead of attacking a pension plan that works why not encourage the private sector to try to simulate it so everyone has a pension when they choose to retire?

Bruce Lang
husband of Maureen O'Hearon-Lang, member of
Local 60005 – Saint-John

the president's corner

My 35 plus years of service with and for UTE from Steward to National President was truly a "LABOUR" of love.

What an honour and what a privilege, not only to serve our Union but also lead our Union. So many memories, so many people to cherish, so many people to thank.

Over the years there have been so many things to do for the protection and advancement of the members. I have had to make many decisions and work on many different topics with a multitude of people and objectives. It was always done with one main thought in my head; "What is the best thing for the membership?" Sometimes the decisions were mine and mine alone to make, other times it was Council's decisions that I had to make sure were implemented. There have been many things that we have accomplished and some stand out in my mind that I am so proud of, The Pay Equity Battle, the contracts that we have negotiated since becoming an Agency and the signing of the contracts prior to their expiration. My whole working career I have been very active in Health and Safety and believe that we the Union have made many gains and strides to help protect our membership.

The years that I have been your National President have been long and hard, with many hours working on your behalf and I loved every minute. The joy I received from attending the local AGM's and having the chance to talk with and to the membership will never be forgotten.

Leaving is very hard, but I look forward to spending time with my husband Dan, who has always been so supportive and I hope we can make up for all the time that I was away traveling.

It must be said that I have worked hard and my reputation as being fair but aggressive in defending the members of UTE with Management or the PSAC is true. The members have always heard me say that UTE is the strongest component of the PSAC and I have always been proud to represent it.

Thank you to all the past executive officers within PSAC and UTE, the staff, the members and the Executive Council that I have worked with. I have made many friends and will always cherish this time.

Thank you for allowing me this great opportunity, I have and always will LOVE UTE.

Betty Bannon

BARGAINING

Our new collective agreement is virtually fresh off the press, but with government and budgetary cutbacks, we must start thinking about our next bargaining process.

"Where there is smoke there is fire", is an expression often heard when the future becomes dark and full of uncertainties. This is the picture I saw the day after the Flaherty budget.

The Agency's requirement to reduce its expenses by 5% and the recent treatment of members of the Treasury Board tables, obliges us to start now, if we don't want to lose everything we've gained; an exercise in solidarity.

Our first step is to choose wisely - or at least influence, the political party that we will face during this next round of bargaining.

We have seen the actions and heard the rhetoric of all the political parties, so we should have a pretty good idea of their direction. For me it's obvious, the party currently in power is certainly not the party of the workers. They follow the lines of parties who want to see unions and collective agreements reduced or abolished altogether, and give free rein to the boundless greed of multinationals and the wealthy of this planet.

Elections can reveal the true face of our politicians. It's up to us to reveal it. Meet the candidates and ask them the questions. You will know if they are there for the people or just trying to get elected. Our challenges will become increasingly difficult. Some of us will say, "I only have 3 or 4 years before my retirement, why would I get involved in all this?"

They forget, that even in retirement they continue to receive money from their pension funds through their work (and if they are lucky, their personal investments).

Others might be tempted to say, "I'll take what I have now and I'll worry about tomorrow later."

They probably don't realize they now have a major advantage, a socio-political movement where thousands of people are focused on the current government's activities that negatively impact on our present and future well-being. That is the workplace supported by a union which does everything possible to inform you and represent you in all aspects of society.

This environment will no longer be available when you retire. It's up to you to leave a strong legacy for your successors, who will be willing to repeat your acts of solidarity, in order to safeguard the terms of the collective agreement that have been hard-earned by the battles of several generations of workers.

Our employer claims to recognize the excellence of our work. Negotiating in good faith is the best way to demonstrate this recognition.

UTE has already announced its position. We are not willing to give up any of the achievements in our collective agreement.

It's up to you to get ready; don't wait. Start today to prepare for a tomorrow, filled with better days.

We can't reach the impossible, but it will at least be a beacon to show the way.

My contract is my heritage. I WILL PROTECT IT.

Denis Lalancette, 2nd National VP



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.



WHO SHOULD BE OUR EMPLOYER

To vote or not to vote that may be the question for some members. However, the bigger question may be, I am going to vote but who should I vote for? I give you the following suggestions, which you may heed or not, but we can impact who our employer will be.

Look at the candidates running in your riding. What is their record or position on:

- issues that concern you as a Canadian?
- issues that concern you as a union member and Government employee?

Look at the Party of the candidates. What is their record or platform on:

- issues that concern you as a Canadian?
- issues that concern you as a union member and Government employee?

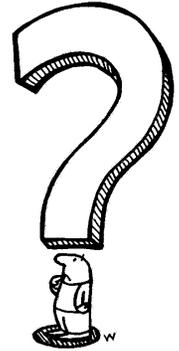
THEN VOTE!

Keep in mind that your candidate may be great but when it comes time to vote on substantive issues in Parliament, it is the Party that will call the shots.

Now I will venture into some controversial ground. This current Government, the “Canadian” not “Harper’s” Government, has:

- Publicly announced in their budget that they intend on attempting to negotiate away of your **Severance Pay** out of your Collective Agreement.
- Frozen the operating budgets of the CRA thus making negotiations for an **economic increase extremely difficult**.
- Cut 5% from the CRA budget and intend on further cuts. This will result in **job losses** and our members being affected under the Workforce Adjustment (WFA) Appendix. This may mean accepting a different job or worst case scenario, being laid off. It could also mean the release of our Term Members.
- **Rolled back your negotiated economic increase** from a signed Collective Agreement. This was done by way of an omnibus Bill that attempted to conceal many of the detrimental aspects of the Bill by its sheer volume.
- Made Employment Equity an issue at the bargaining table instead of the Courts. Don’t forget, it takes two to agree at the bargaining table while the Courts will make a decision.
- Underfunded or totally cut funding for Women’s Groups.
- Not addressed the dire need for improvement in the health care of Canada.
- Not addressed the need for universal daycare.

I could probably go on and on but I’m pretty sure that I have raised the dander of many of our members already. What I ask of you to do, is to make an informed decision on the Party and Candidate that actually deserves your vote.....Obviously, mine will not go to any Conservative.



Betty Bannon
National President, UTE

ELECTION CALLED – WHAT CAN UTE MEMBERS DO?

The opposition parties in Parliament passed a **non confidence vote** against the Conservative Government. This was a historical vote after both the Speaker of the House and a Parliamentary Committee declared that the **Harper Government was in contempt**. One of the many questions arising from this is, “What can we do as UTE members?”

The simple answer to the question is, “***There is a lot we can do, and we can elect the individuals who understand our concerns at the CRA***”. Are you happy with how the CRA conducts their staffing processes? Are you happy with the current pay system? Are you happy with the CRA, taking resources away from compliance and enforcement, when the Auditor General just a short time ago criticized the CRA for the size of its receivables?

This government has frozen CRA budgets which will eventually lead to lay-offs. **They cannot take millions of dollars out of their budget without reducing the workforce; term and indeterminate employees will lose their jobs.**

In the federal budget that was tabled but not voted on, the Conservatives wanted to take away your severance pay. We cannot allow that to happen. Severance is a collective agreement right, and should be negotiated at the bargaining table, not legislated away.

All of us employed at CRA should take a direct interest in this election, not only for our workplace concerns, but for our families and our communities. How many of us live in communities where the manufacturing and forestry industries have been decimated? This has a direct impact on the value of our homes and the burden this brings to us, our families and our neighbours.

While the services UTE members provide to the public are not popular for the most part, they are essential to all Canadians. If taxpayers don't pay what they should, the government will not have the resources to ensure health care, education, and other essential services.

You have to attend All Candidates Meetings. You have to ask questions of all candidates and ask the questions that are important to you. If we don't ask the questions or take the time to attend meetings, nothing will change and that's just not right. You have to write Letters to the Editor.

Exercise your democratic right and vote for the candidates or political party that gives the right answers. If we don't, we will only have ourselves to blame.

The UTE National Political Action Committee (PAC) will soon be providing you, with detailed and relevant questions to ask of the candidates.

The questions will be posted on the UTE website at ute-sei.org.



SEVERANCE PAY

The dust has settled on this issue that I consider a step backwards in the PSAC's bargaining with the Treasury Board, which is indirectly our employer. In my view, it's incomprehensible to make this concession regarding a previously won gain, and for peanuts too.

By agreeing to this concession, the PSAC has breached a hole through which the government will try to get in and take it away from us as well. We mustn't delude ourselves; the government wants to see the end of severance pay because it is advantageous for them and because there are savings in it for them, not for us.

Our agreement was renewed for two years; the first year has already elapsed and next year it will already be time for us to talk about bargaining. If the HARPER Government is still in place following the March 2011 budget and if it has not already taken steps in it for taking it away from us, it will definitely put pressure on the CRA for it to be part of the next round of bargaining. Therefore, it has become important NOW for all of us to tell our bargaining team what we want in on this subject.

Whether or not you agree with the decision of the tables that accepted the proposal to let their severance pay go, you need to express your view to your union. Go to the UTE site and contact the Chairperson of the Bargaining Committee, Denis Lalancette (lalancd@ute-sei.org) to tell him.

In order for our bargaining team to know how to react, if the subject ever comes up at the bargaining table, it is crucial for as many members as possible to contact them. The more responses they have, the better able they will be to have as accurate an idea as possible of what you, the members, want on this subject.

Daniel Gagnon, President, Local 10004, Jonquière

ON WHAT SALARY IS SEVERANCE PAY CALCULATED?

In the December, 2010 *Union News*, Volume VIII, Issue 4, Brother Adam Jackson wrote an article on severance pay. Therein, he remarked ***“severance is paid out at your substantive salary at the time of departure”***.

Since then, we have received many queries concerning severance pay and acting appointments.

Article 63.01 of the collective agreement reads in part, “...an employee shall receive severance benefits calculated on...the weekly rate of pay to which he or she is entitled for the classification prescribed in his or her certificate of appointment...”

In the decision of *Parent v. Treasury Board (Revenue Canada – Taxation)* (file no. 166-2-27675), Adjudicator Muriel Korngold Wexler wrote in part at page eight (8), “...the letter of appointment to an acting position is the same as the certificate of appointment prescribed in the collective agreement.”

Consequently, severance pay granted to an employee during an acting position will be calculated based on her / his certificate of appointment to the acting position and not the certificate of appointment to her / his substantive position.

In other words, severance pay is calculated on the salary of the position you hold, not on the salary of your substantive position.

Erik Gagné

Labour Relations Officer

LETTER TO THE EDITOR: SEVERANCE PAY

To begin, I would like to thank the UTE Local 40023 Executive members for the informative lunch & learn held on February 2nd of 2011. Great job. The open format allowed for good discourse amongst all people present and was appreciated.

However, I would like to express a major concern which I hope will be forwarded or shared with the bargaining unit who will be negotiating our contract in the fall/winter of 2012.

It has been noticed by many that the recently ratified contract for the Treasury Board resulted in the carving out of their severance package. While payouts were arranged for past service, no further severance is to be earned for the affected members and none to ever be realized for future employees. I and many others in UTE are concerned that when our current contract expires our severance will be at the forefront of the bargaining table, to be scraped.

While such concerns may be premature, I feel it is prudent to express my concerns over this matter now.

For years our Union has been very co-operative in the bargaining process and accepted negligible pay increases that are below the rate of inflation and has even supported governments in scooping away meagre pay increases negotiated in good faith. The union and its members have not lashed back over pay issues as most understand the nature of our industry and the fact that we are speaking about public money.

But, while mainstream industry employers offer higher wages and a more comfortable living than government counterparts, many choose (myself included) to remain in government as they truly believe in the good of what they are doing (public service) and know that there is a good retirement plan awaiting them at the end of their employment. That retirement includes our Severance! Employees have foregone better pay now with the understanding that there is security and comfort waiting at the end of one's employment days. Cutting our severance would be a huge cut to that comfort and security!

I please ask that those directly involved in the negotiation of our contracts keep in mind that while the above email fails to identify all of the prospective issues regarding a potential loss of our severance pay, it does illustrate what I believe to be the most relevant. The union has been stalwart in their stance regarding our pensions; "Keep your hands off our Pensions!". Our Severance is an extension of our pension plans and the union should be just as stalwart in ensuring it is protected as vigorously as our pensions.

Thanks,

Kevin K Welgush

UTE Local 40023



MEMBERS SPEAK OUT

I'm writing to say how disappointed I was to receive the information package containing the "Anti-Unionist", "Conservative Government???", and the September 2010 newsletter. Here's why –

1. The Anti-Unionist rant is one-sided and not helpful – What was the thinking behind the piece? To win over the anti-unionists by showing them how WRONG they are? I think NOT. Even if a person, who could be best considered a unionist agnostic, decided to read the piece, they'd find the argument weak. What was listed as 'done' was done on the back of our past members. Donna does little to present a case that demonstrates 'what you have done for me lately'.

2. Which brings me to my next point, the "Conservative Government???" piece. Here is a list of stuff that 'they' the conservatives have done, and a 'whoa is me', look at how we have been wronged, with a bleak future ahead. To me, this list represents an opportunity in which the Union could have influenced, or start influencing the Conservatives – letter writing, press releases, etc. The results of those efforts would quickly dispel the idea that the Union does nothing, particularly if they changed the course of action.

3. And the newsletter – well a good portion of it wasn't what I would call news. Two articles that came close were the duty to accommodate, and harassment prevention policy articles. Buried deep at the bottom of the accommodate article was the best bit of information.... to call your union rep. The Harassment article was interesting, and the fact that the committee will monitor complaints is hopeful, but monitor for how long, and why?

Anyhow, just my thoughts. I am one of those people that are 'on the fence' when it comes the benefits of being a union member. So far, I haven't been given a reason to get off it.

Cheers,

Liz Waterfall
Local 7000

DISABILITY INSURANCE

In the ***Disability Insurance*** article by ***Gesine Campbell*** in the December last Union News, she wrote about options to use rather than sick leave credits, in particular she mentioned Leave with Income Averaging (LIA). According to the CRA directive however **LIA cannot be considered** as an alternative or replacement for sick leave without pay.

CRA Leave with Income Averaging Directive

LIA - 6.4.1 CRA restrictions: - In order for compensation to better manage LIA, the following restrictions are in place and must be adhered to by all managers and employees: - LIA is not to be used as an alternative or replacement for sick leave without pay.

<http://infozone/english/r2732472/ec-ce/dirPol/policies/incomeAveraging/index-e.asp#Requirements>

INVESTIGATION BY INTERNAL AFFAIRS

Pre...

I have never been so nervous in my life. One minute I'm sitting here plunking away at my work and the next I'm clutching the phone and shaking. What caused this fear, you ask? a call from a senior investigator with the Internal Affairs and Fraud Prevention Program. I didn't even know such a department existed. It's not that I'm ignorant; I just tend to stay away from fraudulent things so I have never had to deal with this department.

As I was saying, my phone rings and I am informed by an authoritative voice that my presence is needed for I am possibly a witness to some heinous deed. Literally, the floor falls out from under me and I evaluate the necessity of diapers. I have turned jumping to conclusions into an Olympic sport so upon hearing this, my CRA career flashed before my eyes. The investigator advises me of the time and location and sends me documentation via email.

At this point I am in a vegetative state of terror. I can't even remember what I did next. I know some of you are probably thinking that I'm making a mountain out of a molehill but I was really scared. I was given no details even though I asked what all this was about. I was completely in the dark and disoriented! All I was told is that my presence is needed and I can't tell anyone any details I will learn throughout this ordeal. I'm also told I'm not in any trouble but that is not reassuring. I still feel that I am up the proverbial river...

So the big day comes and I'm nervous and jittery. I just want the whole thing to be over. I go to the appointed venue and I'm shown into a room. And so it begins...

Post...

I'm so happy that it is over with. As you know, I cannot go into detail about what happened. I won't even hint or utter a peep. My advice to everyone is that Big Brother exists within the Agency and if you step a foot out of line, he will get you. We all get those notices that we are required to read and autograph the CRA Code of Ethics and Conflict of Interest Policy. Well, I suggest we all take heed. Become well acquainted with the Code and the Policy. As scary as this experience was, it is an eye-opener. We all need to be careful because our actions, as innocent as they might seem to us, could be interpreted as going against the rules. No one wants to be called into an office and go through the agony of thinking that your career could be in jeopardy. In today's economy, we should all consider ourselves very fortunate to be employed therefore nothing is worth putting that at risk.

I also need to mention the good people of our union. Throughout this ordeal, I had a representative with me the whole way, which was invaluable. My representative helped to calm me down and also came with me to the meeting. The investigators with Internal Affairs were extremely courteous and professional but as I said previously, I am a bit paranoid by nature so it felt very good to have someone with me. I cannot stress enough how helpful that was and a word of advice to anyone reading this, if you are unsure about a situation, go and talk to a union representative. They are a wealth of knowledge and will do what they can to help you.



RECOGNIZING ACTIVIST'S FOR DEDICATION AND SERVICE

Jocelyn Bouchard Receives the Godfroy Côté Award

Members of the Chicoutimi Local met last March for a social gathering in order to mark the departure of both Brother Jocelyn Bouchard as President of Local 10110 Chicoutimi for the past 20 years, and of Vice-President Brother Gilles Bélanger.

During the festivities, the opportunity was taken to recognize Jocelyn. He was awarded the Godfroy Côté Award of Merit for his commitment to UTE. Jocelyn was one of the founding members of his Local. He worked for the local for over 20 years and his faithful commitment to UTE was underlined at the meeting.

Jocelyn was not just involved at the local level; he was also the Alternate RVP in the Quebec region and has served on various committees in the region.

The ceremony was attended by the new Local President, Diane Villeneuve, the 2nd National Vice-President Denis Lalancette, RVP for the Quebec Region, Jean-Pierre Fraser, the Local Executive and numerous members who came to pay tribute to Jocelyn.



Jean-Pierre Fraser, Jocelyn Bouchard, Gilles Bélanger, Denis Lalancette

Gilles Bélanger Receives the Godfroy Côté Award

At the last Quebec Inter-Regional meeting, special recognition was given to Brother Gilles Bélanger of Local 10110 Chicoutimi. He was awarded the Godfroy Côté Award of Merit for his commitment to the UTE. Gilles was a founding member of the Chicoutimi local in 1988. At the first meeting, Brother Bélanger accepted the position of Vice-president for a term which was to last one year. Instead, he continued his commitment to the members of his local for 23 years.

Gilles has been involved with several union/management committees such as the EAP (Employee Assistance Program) Committee, as well as the EE (Employment Equity) Committee. In recent years he's worked hard on the OHS Committee (Occupational Health and Safety) in his office. The award ceremony was attended by all of the Local Presidents for the Quebec and Montreal Regions, many observers, the UTE National President Betty Bannon, the two National Vice-Presidents, Bob Campbell and Denis Lalancette, the two Regional Vice-Presidents, Jean-Pierre Fraser and Sabri Khayat, as well as the Regional Executive Vice-President of the PSAC, Jérôme Turcq.



Diane Villeneuve, Gilles Bélanger, Denis Lalancette

CONGRATULATIONS AND THANK YOU FOR YOUR WORK DURING ALL THESE YEARS.



FEEDBACK ON QUESTIONNAIRE

RESPONSES WE RECEIVED FROM THE QUESTIONNAIRE

(1) Local Websites

You should also have a section for all the Locals who have web sites so other Locals that might not have one can take a look and maybe do one themselves. I have never seen where www.utetc.org is displayed for Local 00013 and I would like to have it mentioned somewhere on the site for sure as I have spent about 50 hours designing and updating it.

We actually have links to all of the known local websites. These links are located on the organizational directory which you can get to by clicking "Contact Us" and selecting "UTE Organization Chart and Contact". Each local is listed according to region and if you click on your local, you will get all the contact information for the executive, for the local and the local website.

(2) Communications Corner

It would be nice to have a "communications corner" on site with articles of various topics or if not available, message pop ups available on our computer so if the topic interest us, we can go read about it.

We cannot have anything "pop up" on your work computer; however, we do have an electronic mailing list which gets regular updates on items that have been posted on our website. Visit our website and click on the Subscribe button on the home page.

(3) Database

Have a database of information organized by the articles in the collective agreement. If I have a problem/question about my performance evaluation, I want to see all the information the union has about it in one place. The website would be nice.

If you have a problem or question about your performance evaluation (or other topics), you should contact your local representative, who will take your question up the chain if he/she does not have an answer. It is not possible to provide articles that cover every possibility on every topic and have them all up to date. The topical information we have on the website is either filed by the relevant committee, or you will find it under publications (Union News and others). We have a search engine which should make searching easier and we will look at organizing our content by topic, to make it easier to find relevant material.