



Union News

A Union of Taxation Employees Publication

www.ute-sei.org

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BARGAINING SYNOPSIS

From May 6 to 8, 2010, members of the National Bargaining Committee met to select the official UTE/PSAC Bargaining Demands from over 300 received from the membership. Following this meeting, the members of the Bargaining Team were chosen.

On July 2, 2010, the PSAC served the Notice To Bargain to Canada Revenue Agency. Technically Bargaining officially started that day. On July 6th, UTE / PSAC and the CRA electronically exchanged demands. (The Demands can be found on the UTE Website www.ute-sei.org.) The Bargaining Team met on August 24 and 25 to discuss strategy and finalize the bargaining priorities.

The Union and the CRA agreed to follow the same process adopted in 2007 which successfully concluded a contract prior to the expiration of the collective agreement.

Two bargaining sessions have been scheduled: September 20 to October 1 and October 12 to October 22, 2010.

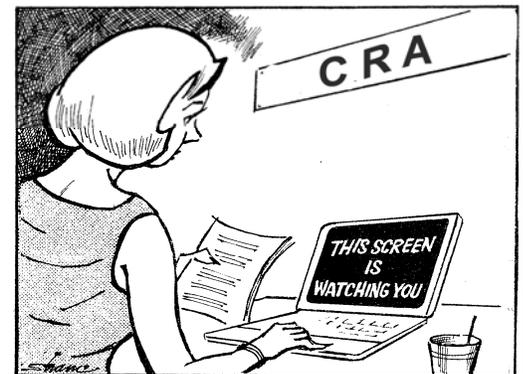
**Bargaining is everyone's business,
and we must stay informed.**

Denis Lalancette
2nd National Vice-President

BARGAINING BEGINS

CRA'S ELECTRONIC NETWORKS POLICY AND DIRECTIVES

In recent weeks there have been a number of incidents where members have been disciplined for violations of the policy. While it may seem harmless to forward to a co-worker or to your home email address, a cute joke or a picture of a kitten hugging a chick, it is a violation and could result in you being disciplined. You do not even have to open it.



Does it seem stupid?
Yes I agree, but none the less it could result in

you being disciplined. Please read the policy/directive and ensure you are compliant. While limited personal use of the CRA email system is OK, there is a very fine line as to what can get you in trouble. The onus is on you to know the difference.

The Electronic Networks Policy and Directive can be found on the Infozone at

Policy <http://infozone/english/r2822200/fam/security/c28p-e.asp>

Directive <http://infozone/english/r2822200/FAM/security/c28g-e.asp>

PLEASE READ THEM!!!

Kent MacDonald
Labour Relations Officer

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

BREAKING BARRIERS WITH TECHNOLOGY



VIHRC President, Michael Doerfler accepting the donation of a laptop from Wayne Little, President of UTE Local 20028, Victoria BC.

When Local 20028 in Victoria, B.C. went shopping for a new laptop this spring, they were faced with an interesting problem – what to do with their old one? It was several years old, ran slowly, and had outgrown its usefulness, or so they thought.

One of the Victoria stewards also belonged to the Vancouver Island Human Rights Committee (VIHRC), formed through the local PSAC office. The committee had just formed and the young man who was elected president, Michael Doerfler, an employee of Service Canada, faced some accessibility challenges when chairing meetings due to the fact that he is deaf and cannot use sign language due to a physical

disability. He depended on a borrowed PSAC laptop and projector to run the agenda and deliver reports via PowerPoint. There was just one problem, the PSAC equipment was often on the road with employees and unavailable.

A unanimous vote by the executive of Local 20028 soon saw their old laptop change hands. A local computer company then donated some maintenance and additional RAM that had the computer running like new again. With an additional donation of the software needed, VIHRC is now assured of being able to run its meetings smoothly. Now if anyone has an old multimedia projector lying around...

Robert Mitchell
Local 20028

UTE UPCOMING EVENTS

Sept. 14-19, 2010
Executive Council

(Ottawa)

Sept. 16-18, 2010

Presidents'
Conference

(Ottawa)

Sept. 24-26, 2010

National Grievance
Course

(Ottawa)

Oct. 22-24, 2010

National Health &
Safety Conference

(Ottawa)

Nov. 19-21, 2010

National EAP
Conference

(Ottawa)

Dec. 6-9, 2010

Executive Council /
NUMC

(Ottawa)

IF YOU'RE COUNTING DOWN TO RETIREMENT - THEN THIS ONE'S FOR YOU.

There are quite a few members of UTE that are approaching the age of retirement. Pensions, post retirement income and benefits are on our mind far more than the planning of a road trip to the next hot rock concert. With this in mind, below is a link to information you may find both interesting and important.

<http://www.ute-sei.org/English/docs/pension-resources.cfm>

Barry Melanson
Communications Committee

TO ALL UTE MEMBERS - INVITATION TO PARTICIPATE IN RESEARCH WE NEED YOUR HELP!

- The UTE encourage you to visit the UTE website (www.ute-sei.org) or to go directly to
- "<http://www.surveymonkey.com/s/work-life>" to participate in an innovative university research on people, their work and their life.
- It will take 15 minutes to fill out a confidential online survey.

YOUR CONTRIBUTION WILL BE GREATLY APPRECIATED.

HARASSMENT PREVENTION POLICY

In September 2009, the Canada Revenue Agency Board of Management approved the Harassment Prevention Policy. This policy is the result of a review that began in 2007. The UTE National Harassment Committee was consulted, and we proposed changes and improvements to the policy dating back to April 8, 2002. When the draft policy was submitted to us in June 2009, the employer had substantially restructured the policy, making our recommendations moot.

The employer's objective was to simplify the policy to make it more accessible. It is clear that those changes had also been intended to influence how people think about what harassment involves by emphasizing respect, positive working relationships and employee well-being, while fostering communication and collaboration.



For example:

The goal of the policy adopted on September 22, 2009:

"To promote a respectful work environment, where positive working relationships and individual well-being are valued, through the prevention, prompt identification, and resolution of harassment."

Whereas in 2002, the goal was:

To promote a respectful work environment where diversity is valued by:

preventing harassment,

resolving disputes promptly and cooperatively,

providing a redress process to fairly and promptly address harassment allegations, and

dealing effectively with other problematic situations identified through application of this policy and other types of misconduct.

The employer is emphasizing the idea that harassment is prevented through respectful behaviours and relationships among employees. In the 2002 policy, we also saw "*employee involvement in establishing a harassment-free workplace*". The removal of this type of statement shows that the employer wants to move away from identifying "*harassing*" behaviours in order to promote "respectful" behaviours that will prevent harassment while improving well-being in the workplace.

To conclude, one major change is the definition, which was condensed in order to include all forms of harassment. In our view, this definition includes the items recognized by the courts, and it is only time and use that will enable us to assess whether that definition will be interpreted broadly or narrowly. The UTE National Harassment Committee will closely monitor all complaints or comments that we receive on this topic.

Lyson Paquette
Labour Relations Officer

the president's corner

The provinces of Ontario and British Columbia have moved from GST to HST and this has resulted in a number of changes in the CRA workplace. You may have new employees joining your work area (mainly in November) who have lost their jobs with the provincial governments and will now work for CRA. Some will become UTE members, others will be PIPSC members.

In the meantime, there will be some staffing changes, both temporary and permanent in nature. There are several new job descriptions that have been sent for Classification.

The jobs, work and budgets are coming along with these new employees. These changes have been foisted upon them as they have been on you. We welcome these new employees and hope that all current UTE members will welcome them as well.

Betty Bannon

IS IT GENUINELY THE DUTY TO ACCOMMODATE PROCESS?

In the April, 2009 *Union News*, we briefly described the duty to accommodate procedures that must be observed by you and your employer. How can you be reassured your employer is respecting the legal obligation to accommodate your physical and / or psychological disability?

It is imperative to distinguish between uppercase “A” accommodation (the legal obligation) and lowercase “a” accommodation (the voluntary process). In other words, what you consider to be the duty to accommodate may not be defined as such by the CRA or an administrative tribunal.

Concerning the uppercase “A” accommodation, three (3) procedures must be followed by the employee and the union:

1. Obtain a medical certificate from your treating physician that explicitly provides a **medical diagnosis** without disclosing confidential information and;
2. The medical certificate must accurately **detail** the **accommodation requirement(s)** and;
3. Provide the medical certificate to your **employer**.

Your employer has the obligation to respect the accommodation requirements in the medical certificate and must also apply the *Canada Revenue Agency's Injury and Illness Policy* and other related policies and / or guidelines, if necessary (e.g. *CRA Guidelines on Accommodation for Designated Group Members*).

The *Injury and Illness Policy* provides practical information on how you can remain at work or return to work, despite your disability. Said *Policy* also provides an example of an *Individual Accommodation Plan* which is an essential administrative tool in the duty to accommodate process. The accommodation plan must be reviewed by the concerned parties on a cyclical basis. Depending on the disability, the accommodation plan should be scheduled for review every month. Reviews allow the parties to evaluate the plan's effectiveness.

Regarding the lowercase “a” accommodation, your employer will randomly determine what it considers to be accommodation. A lack of, or insufficient medical information / documentation, will likely prompt your employer to impose an “accommodation plan”, but the process imposed may not be defined as the duty to accommodate.

If this is the case, it will be challenging for your union representative to argue that you have been improperly accommodated. Furthermore, the duty to accommodate process will be hampered by the fact your employer considers its “accommodation plan” satisfactory. Consequently, it is imperative you speak to your local union representative if you suffer from a disability and wish to be appropriately accommodated.

For more information, please refer to the *Public Service Alliance of Canada's* booklet titled *Duty to Accommodate, a PSAC Guide for Local Representatives*. The booklet also offers cautionary tips. A copy can be obtained via the following web link:

http://www.psaac-afpc.org/what/humanrights/duty_to_accommodate-e.shtml

An electronic copy of the April, 2009 *Union News*, can be obtained via the following web link:

<http://www.ute-sei.org/English/Publications/union-news/2009/union-news-apr-2009.pdf>

Erik P. Gagné
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.



To The “Anti-Unionist”

I am currently a VP of our local. From time to time, I come face to face with you, as you verbally insult the union and the work they do, I stand there, wanting to put forth the best comeback for you that I can, but instead, I just smile. You wish you didn't have to pay union dues. You feel that the union does nothing for “you”. You say that conferences and conventions are nothing but a waste of your union dues. You complain about your salary, you complain about the benefits.

I get angry sometimes at these comments, but really, how can I be angry at someone that just doesn't get it. If I could grant you your wish of not having to pay union dues Mr. or Mrs. Anti-unionist, I would gladly oblige.

- I wish you luck in negotiating your next pay raise. Oh, and don't worry about getting that next increment, because the union negotiated those, so you will have to start from scratch. You would most likely start out at a much lower salary.
- I wish you luck trying to take vacation, as the union negotiated that as well. Your vacation could get paid on every pay cheque instead of being advanced the hours. Good luck putting that little extra away each pay so that you can take time off.
- I wish you luck if you should become ill. Oh yes, the union negotiated your sick leave as well. I sure hope you remain a healthy person, but to be safe, you better start putting money aside for that as well. Did you know that even some 'unionized' work environments only get 4 sick days per year, and there's no rollover of unused sick time?
- I wish you luck if have to take your child, or an elderly parent to the doctor and have to lose pay to do it. Yes, you guessed it, the union negotiated Family Related time too.
- I wish you luck if all of a sudden your boss decides to terminate your employment with no warning, only 2 weeks notice or pay in lieu of notice for whatever reason, use your imagination, I'm sure you can come up with a reason or two why a non-unionized employer may want to do that.

I could go on and on, but my rant would contain more pages than the Collective Agreement itself.

Your Union, at all levels, Local, Regional and National work extremely hard, not only to negotiate a fair pay increase, but to improve and increase benefits, etc., etc.. It's a tough job, one I don't think you would want to take on by yourself. The union is primarily made up of volunteers, who give up their weekends and evenings with their families, to attend training, and learn from our Brothers and Sisters in other Locals at our conventions and conferences, all so that we can try to make it a better place for you to work.

And for all of this, I wish I could grant you your wish.

Donna Little
Local 80003

Conservative Government????

Since our memory is not what it used to be, I've tried to remember, and to remind you about all the anti-social measures that our government has taken since coming to power. I am not claiming that this list is complete; there are very likely others that I have forgotten or not retained. However, it's still the case that, when put together, this is not a very positive report. So here are the major ones:

- Bill on elimination of the Long-Gun Registry
- Parking policy, involving persons with disabilities
- Closure of the Human Rights Commission Office
- Public Sector Equitable Compensation Act, (a nail in Pay Equity)
- Closing of prison farms, (a hard blow for re-integration into society)
- Abolition of the mandatory questionnaire during the census
- Cutting the Canadian Council for International Co-operation's grants
- Plan to abolish the employment equity program
- Act to approve the Canada-Columbia Free Trade Agreement, (with Columbia being one the most anti-democratic countries.)
- Elimination of the National Day Care Service Program
- Closure of 12 of the 16 regional offices of Status of Women Canada
- Abolition of the Trustee Challenge Program
- Abolition of the Human Rights Reform Commission
- Bill C-13, dismantling of the Canadian Grain Commission, (reduction in the number of inspections)
- Partisan appointment of 8 conservatives to the Board of Directors of Rights and Democracy, (they used the opportunity to cancel grants previously approved by the previous BoD).
- Delay in payment of the grant to the International Family Planning Federation, (and they're still waiting).
- Not renewing the grant to social organizations such as Matik International, Kairos or the Canadian Arab Federation
- Sale of federal lands, (at a loss of course).
- Major reduction in the budget for Environmental Protection Programs
- Creation of an office to promote public-private partnerships (PPP), which then became a crown corporation in the last budget, yet all the studies indicate that this is not cost effective
- Rejection of the bill on Anti Scab Legislation.



This is not an exhaustive list; there are probably other measures that have not been publicized in the newspapers. Also note that these are not in chronological order.

Now all that's left is to wait for what comes next, because there will be a next, since it seems this anti-social government is going to be in power for several more years.

By the way, it has not yet really looked at the Public Service; we have been subject to: a wage roll back, a wage freeze, a budget freeze, the next wage increase to be taken from existing budgets. So, no staff reduction? Will that happen? Possibly since it's seems to be part of their plan.

Daniel Gagnon
Local 10004



CONVENTION 2011

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 next convention will be held July 13th to 16th, 2011 in Montreal, Quebec.

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 Montreal!!!

*WHILE IT MAY SEEM HARMLESS
TO FORWARD A CUTE JOKE OR A PICTURE OF A
KITTEN HUGGING A CHICK TO A CO-WORKER OR TO
YOUR HOME EMAIL ADDRESS,*



*IT IS A VIOLATION OF THE CRA'S ELECTRONIC
NETWORKS POLICY AND COULD RESULT IN YOU
BEING DISCIPLINED.*

*YOU DO NOT EVEN HAVE TO OPEN IT!
DOES IT SEEM STUPID?*

*YES, BUT NONE THE LESS
IT COULD RESULT IN YOU BEING DISCIPLINED.*

(Continued from page 1)

Technological Change	A)	B)	C)	D)
Honours and Awards	A)	B)	C)	D)
Harassment	A)	B)	C)	D)
General Interest (<i>Members volunteering, after hours</i>)	A)	B)	C)	D)
Photos that accompany articles	A)	B)	C)	D)
Games (ex. Sudoku)	A)	B)	C)	D)
Contests	A)	B)	C)	D)

2. SOCIAL NETWORKING

Do you use any of the following?

- Facebook
- Twitter
- Youtube
- RSS news feeds
- Other - please specify: _____

3. TECHNOLOGY TOOLS

Do you have a:

- iPhone
- Blackberry
- Cell phone with a text plan

Would you want to receive text updates (250 characters) on your device?

- Yes
- No
- n/a

Have you subscribed to our email updates?

- Yes
- No

4. COMMUNICATIONS

How can we improve our communications with you?

All questionnaires must be received by October 15th, 2010.

We appreciate your time and effort in completing this questionnaire.

The Communications Committee