



## **BARGAINING**

Ever since we began negotiating directly with CRA; our objective has been to achieve a collective agreement prior to the current one expiring. Over the past three rounds of bargaining, we have made headway toward this goal.

We tried to change the way bargaining took place when we were with the Treasury Board. Our first tentative agreement with the CRA took five months, which was virtually unheard of when we were with Treasury Board. We have sought for sustained periods of bargaining, and an Employer's Bargaining Team with the authority to actually make a decision, rather than one who had to always "run to the Commissioner". These changes would speed up the process and assist in reaching our goal of an early Collective Agreement.

During the last three rounds, the membership's support for our Bargaining Team was exceptional. The participation of the members in the many activities and actions that took place during the rounds of bargaining, including the strike was phenomenal. We have never looked for a strike, but when all else fails, there is little in this process that can be done to motivate the employer other than a strike.

Our fourth round of bargaining is now before us, and I want to reaffirm that our goal remains the same:

### **A fair and equitable settlement prior to the expiration of our current agreement.**

To meet this goal, we have convinced the CRA to meet for two solid weeks in September and another in October. Our Team is ready to work diligently to make this a reality. We will be calling on all 26,000 members to support the Team in their efforts. We need the help of every one to make this happen.

KEEP YOURSELF INFORMED ON ALL THE NEGOTIATION INFORMATION  
BY SUBSCRIBING VIA THE **BARGAINING SECTION** ON OUR WEBSITE

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

You will receive the most up to date bargaining news issued directly to your personal e-mail address as the process unfolds.



**YOUR BARGAINING TEAM**

**WE NEED YOUR SUPPORT TO REACH AN EARLY SETTLEMENT.**

Betty Bannon  
National President

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

## HEALTH AND SAFETY CONFERENCES

More than 250 members participated in the National Conference and the three regional conferences held by UTE. The three regional conferences were held in Montreal QC, Winnipeg MB. and Moncton N.B. The National conference was held in Ottawa August 23 – 26. Participants found the conferences, educational, informative and a great venue to network with other health and safety activists from across the country.

The theme of the National conference was “***Making a Difference in the Workplace***”, which is what our health and safety activists do every day. Participants were able to attend workshops dealing with Environmental Illness, Indoor Air Quality, Disability Issuance and an Overview of Part II of the Canada Labour Code. Guest speakers included ; Betty Bannon, our National President, Hassan Yussuf of the Canadian Labour Congress, Patty Ducharme from PSAC, and Lysanne Gauvin from CRA. There was a panel discussion involving subject matter experts: Dr. Patricia Huston, Pandemic Planning in Canada, Justin Gaudet, Ergonomics, Louise St. Arnaud, Mental Health and Lisa Addario, Recent Health and Safety Legal Cases.

Participants at the conference held a discussion regarding the CRA's Ergonomics Section. Just prior to this conference CRA announced they would be disbanding this section as it was a function they did not HAVE to perform. This is a \$600,000 cost saving measure. The service will now be provided by Health Canada on a user-fee basis.

The Ergonomics Section provides expert advice and training in the area of ergonomics, from assessment through to equipment purchasing. UTE will pressure the employer to keep the section open, as its closing has a detrimental impact on our members . UTE believes that not only should this section continue to provide the service, it should be expanded, not disbanded.

Chris Aylward  
Chairperson, National Health and Safety

### UTE UPCOMING EVENTS

**September 18- 23rd**

Executive Council &  
Presidents  
Conference  
Ottawa

**September 28-30th**

National Staffing  
Course  
Ottawa

**October 26-28th**

National  
E.O.Conference  
Ottawa

**December 3-6th**

Executive Council &  
National Union  
Management  
Committee  
Ottawa

**Expanding the Circle** **Élargir le cercle**

**Union of Taxation Employees** **Syndicat des employé-e-s de l'impôt**

**National Equal Opportunities Conference**  
**Conférence nationale des chances égales**  
**October 25 - 28, 2007**  
**25 - 28 octobre 2007**

## STAFFING RECOURSE- ITPRs

While the employer's recourse for staffing has existed since November 1999, there still seems to be some misunderstanding by many of our members on the proper procedures to follow when exercising recourse, especially with respect to the Independent Third Party Review (ITPR) process.

ITPR, for staffing purposes, is applicable only to the placement stage of the selection process, permanent promotions without a selection process and entry from within the Agency into an Apprenticeship Program. To access the ITPR process, an employee must submit a

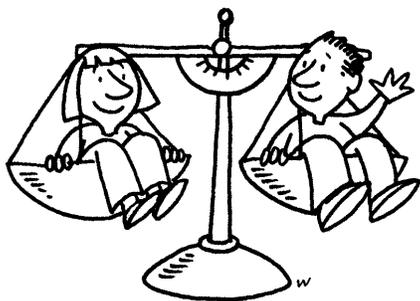
written request using the form prescribed by the employer (Form RC117) to the authorized person (i.e. delegated manager) within **7 calendar days** of having completed Individual Feedback. A copy must also be forwarded to the Office of Dispute Management (ODM)

who must make a determination if the request meets the circumstances and grounds for the request. If a member wishes to be represented by the Union, representation is normally provided by the National Office of the Union of Taxation Employees. Therefore, Part 2 (information on a representative) of the RC117 should be transcribed with the following information:

Name and surname: Shane O'Brien

Business telephone number: (613)235-6704

Business address: 233 Gilmour Street, Suite 800,  
Ottawa, Ontario, K2P 0P2



(Continued on page 4)

### SUDOKU

To solve this number placing puzzle based on a 9x9 grid and with some given numbers, each 3x3 box, each row and each column must contain all the numbers 1 to 9 — but with the same number used only once in each box and row.

Solution on the UTE web site.

		4				9		
			2		8			
1	9						2	5
		9	4		7	2		
5	4						7	3
		7	1		6	8		
9	6						4	8
			5		3			
		5				1		

*the president's corner*

### WHO SHOULD I TELL?

The "**Public Servants Disclosure Protection Act**", allows you to disclose serious wrongdoings in your workplace without fear of reprisal ..... or so the Act says. You can tell:

1. Your immediate supervisor or
2. The Assistant Commissioner of Finance and Administration, who is the interim Senior Officer of the CRA; (both are within the confines of the CRA.)
3. "**The Public Sector Integrity Commissioner**", who is an independent third party.

I have heard from some Team Leaders who say they are concerned that they have received little or no training for handling issues like this; and others who say they want nothing to do with taking information like this from their fellow employees. I have also heard from other members stating that they would not be comfortable telling anyone within the CRA about wrongdoings. They would prefer to tell someone outside of the CRA.

### **Given the choice, whom would I tell?**

It is my recommendation that if you find yourself wanting to report any wrongdoing in your workplace; that you report it to the outsider, the Office of the Public Sector Integrity Commissioner.

Ms. Christiane Ouimet was appointed to the position on August 6, 2007. She is responsible for the administration of the new Act, which protects public servants and Canadians who report wrongdoing in the federal government. As Commissioner she will have independent reviews of disclosures of wrongdoing conducted in an equitable and timely manner. The findings will be issued to enable organizations to take appropriate remedial action and submit annual and special reports to Parliament.

**It is a far safer approach.**

Betty Bannon

## THE FEDERAL GOVERNMENT HAS SOLD NINE GOVERNMENT BUILDINGS FOR MORE THAN \$600 MILLION LESS THAN THEIR ACTUAL VALUE

### WHAT NEXT?

Lets see, the theory is .....if you buy something new that has a warranty everybody tries to sell you an extended warranty, Hmm.....so if you have something out of warranty, sell it and get a new one, or lease it back.

Stephen Harper and his Conservative Government is taking the concept and running with it. Nine buildings need repair...So sell..'em and then lease them back. (In addition, cover the normal maintenance on the buildings.) They really missed one point though ...you sell high and buy low, oh well no big deal. Woops! What about Sussex Drive, the Prime Ministers residence? According to the news reports it needs plenty of repairs, windows replaced, new heating systems etc. So let's **SELL IT LOW AND LEASE IT BACK HIGH.**



Does this make much sense to you? Why not the Parliament Buildings or all Government buildings so that the Canadian people own nothing? Look how well this system of selling worked for the Canadian people with Petro Canada. Who would have ever thought that there would be money in oil? The Conservatives and their friends did alright though.

**Please call your MP and tell them to stop selling off Canada a piece at a time and to stop wasting your money.**

The Editor

*(Continued from page 3)*

A copy of the completed form, along with all supporting documentation, should also be sent to the Union Representative at this address. Alternatively, the information may be sent to the Union by facsimile at (613) 234-7290. Upon receipt of this information in the National Office, the case will be assigned to a Labour Relations Officer who will contact you concerning your ITPR.

After filing your request, you will be contacted in person or by email by an employee of the ODM concerning your request. You may also be contacted by the delegated or hiring manager or a representative of Human resources to discuss your case. You should advise all parties who approach you that you have elected to be represented in this matter and that they should contact your representative directly. You should also keep your representative apprised of all matters related to your ITPR.

Following these procedures should serve to minimize delays in the ITPR process and to ensure a more effective and consistent approach in dealing with your case.

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](mailto: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.



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

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 GCWCC.

### **WHAT IS INTERNATIONAL CHILDREN'S AWARENESS (ICA) CANADA**

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

*ICA projects help small community groups and families in developing nations. ICA works carefully to screen and select projects. Currently all projects are being completed in Cameroon, Ghana and Romania.*

*The scope of ICA is intentionally "small". We believe this makes us unique. ICA focuses on relatively inexpensive projects that are usually overlooked by larger, better known non-profit agencies. Our projects range in cost from a couple of hundred dollars to tens of thousands of dollars. Whether you're an individual, a small group, or a large organization, there will be a sponsorship choice that is right for you. ICA believes that it is important for kids to get involved with humanitarian projects. Having choices available that are inexpensive provides kids an opportunity to sponsor a project through to fruition and get a sense of accomplishment. By focusing on a few projects at a time, ICA can commit to proper quality control, ensuring that your money is spent effectively.*

*Project sponsors have access to complete information and updates about their project.*

*ICA is a registered Canadian non-profit organization (Registration # 88785-8660-RR-001). We follow all federal guidelines and contributions are fully tax deductible.*

***ICA is staffed entirely by volunteers.***

The UTE has funded this organization through donations for the last two years by: individual members, resolutions passed by the Presidents Conference and Executive Council, as well as, donations voted on by our members at their Annual General meetings. **We now ask our 26,000 members to become involved with this worth while organization by directing their very generous donations through the workplace campaign to ICA Canada.** Our Presidents' Conference has learned about the works of this organization from Captain Ed Smith, the brother of one of our Ottawa members, via slides and speeches. He heads up the organization and leads the group to do the work, more specifically each year in Cameroon. The Organization, is staffed entirely by volunteers, which means that 100% of your donation goes towards the projects and not salaries or administration costs.

**At this time, I ask that you consider donating to this very worthy organization through the current and future GCWC campaigns.**

Betty Bannon  
National President, UTE

**INTERNATIONAL CHILDREN'S AWARENESS CANADA**  
**OPPORTUNITY OF A LIFE TIME**

Each year the The Union of Taxation Employees sponsors a student, and subsidizes a member in good standing to travel to Africa and assist Captain Smith and his team from the International Children's Awareness (ICA) in the job of bringing fresh water to villages of Africa. The trip is usually in February.

**GUIDELINES & REQUIREMENTS** (for sponsoring a student / subsidizing a member)

- Both must be at least 18 years of age and have an up to date passport.
- They must have received all of the required inoculations prior to leaving for Africa.
- They will be required to sign a waiver with the Union of Taxation Employees, exempting the Union of any liability for accidents or injuries that may occur.
- They must complete any paperwork that is required by ICA.

Applications must be sent to the Honours and Awards Committee by **October 15th 2007**, accompanied by a 500 word essay on why you would like to be a part of Captain Smith's ICA team to Africa and the International Children's Awareness projects.

**The applications should be sent**

by e-mail to [basties@ute-sei.org](mailto:basties@ute-sei.org),  
or by FAX to 613-234-7290  
or by mail to UTE National Office, Honours and Awards Committee,  
233 Gilmour Street, Suite 800, Ottawa, Ontario, K2P 0P2.

For further information on activities you would be involved with, you can email Captain Smith at [Smith.erc@forces.gc.ca](mailto:Smith.erc@forces.gc.ca).

Terry D. Dupuis  
Chair, Honours and Awards Committee

## **INTERNATIONAL CHILDREN'S AWARENESS (ICA)**

UTE in partial fulfillment of its commitment to ICA. has in co-operation with Captain Ed Smith, selected a promotional item to be sold. It is a MAGIC BOX PICTURE frame which sells for \$15.00. All profits are going to ICA. (\$5.00 from each sale)

The "MAGIC BOX" is a Radio, pen holder, picture frame, calculator, perpetual calendar and alarm clock. .

Please see your local executive to purchase this item and help support this very worthwhile endeavour.

Each sale helps ICA move closer to achieving its goals.

The MAGIC BOX will look good on your desk or will make a great gift for a loved one.



## **THE MAGIC BOX**



# BARGAINING

“The more things change...the more they stay the same”, as the expression goes. Our 2007 bargaining process, which began on July 10, is starting on the same foot. Your Bargaining Team did not skimp on their hours of work or on the discussions necessary to complete the preparation of the demands. The frenzy and excitement of a first meeting are just as great for new team members as for veterans. We all believe in the cause and in the need to represent you to the best of our ability, in order to obtain a fair and equitable agreement. The CRA must understand that we are serious and that these are basic demands that reflect your needs and expectations. As members of the UTE working at the CRA, our quality of life in both society and our workplace depends on it. We must be prepared to show our support and solidarity in order for the employer to make the required effort to respect the quality of our work at the CRA and ultimately grant us the benefits in keeping with our work performance.

Brothers and Sisters, it is no secret; the employer is already using past strategies to drag out this bargaining process to allow time to finalize the implementation of its classification standard. We are in favour of this non-discriminatory classification standard and we know it is important to the employer. However, the CRA said that implementing this new classification standard is not a reclassification exercise, and therefore no major salary increases for most workers. As such, it is important to get down to work and bargain diligently and in good faith to move forward the other bargaining issues whose objectives are to recognize the work of the members we represent.

Our commitment to providing you with all the information on our bargaining process is undergoing change. The completed bargaining demands are available on the PSAC and UTE websites. We have kept the good practice of directly sending you all articles on our bargaining process, once you have registered on one of the sites.

Brothers and Sisters, our conviction to keep you well informed is a priority, because informed members are able to make good decisions.



**I'M CONNECTED, BARGAINING IS MY BUSINESS AND  
I'M STAYING INFORMED**

Denis Lalancette  
2<sup>nd</sup> NVP, Bargaining



## Permanent Workload and Term Employees

There have been talks going on with the CRA over a number of years regarding what is permanent workload in Debt Management. They dealt with the former “pilots projects” doing various types of collection work such as, GST/HST, Paydac and T1 Collection Pools. In the last year the employer finally agreed that this work is no longer a “pilot” and it should be considered regular or as we see it, permanent workload for our members working in these areas.

One would think that once this was decided, the need for terms employees doing this work would cease. However, that is not the case from the employer’s view, for a decision must be made as to where this former “pool” work should be located. I anticipate for that decision to be made it will take more studies and probably years to decide. In the meantime, our members and their managers are fearful work could be moved to other locations. They will remain fearful until someone can make a decision, which obviously, is not that easy to do.

From a Union perspective once the decision was made that this is regular or permanent work, the decision as to where it should be located can be easily decided. I say this because, all regions in the CRA will obviously be assigned some of this workload, whether it is GST/HST, Paydac or any other of the former “pilot” work. If the employer is satisfied that the employees currently doing this work are meeting the various “targets” then they should be confident that these same employees (term or indeterminate) can do whatever workload is assigned to them. I know our members doing Paydac collection work today, can with minimum training handle any of the other former “pilot” or even CORE collection work.

The employer uses the convenient excuse of funding or budgets. In my view this is nothing more than an excuse. When the Auditor General criticized the CRA for not reducing its “receivables” one would think the CRA would invest more money into reducing the “receivables”. It is a well known fact that our PM-01 collection officers bring in over \$2 million in “receivables”. Not a bad investment for a salary of under \$50,000 per year.

UTE will continue to lobby and consult and prove to the CRA that the right thing to do is to make our term members in Debt Management indeterminate employees. It is time they allow these members to make life and career plans instead of fear-mongering them for years on end. The CRA clearly knows the definition of a term employee, yet they ignore that for reasons such as flexibility, economies of scale, budgets, etc.

It is also well known that since we started collective bargaining with the CCRA, now CRA, one of our priority demands deals with the appointment of terms employees to indeterminate status after two (2) years of continuous employment. It is not right that our Sisters and Brothers who work for the Treasury Board or other Government Agencies have this benefit and our members at CRA do not.

All Unions, including UTE/PSAC believe in the principle of “seniority” and it is hoped that when the CRA finally sees the light and does the right thing by making our term members indeterminate, they will use the principle of “seniority”. We at UTE have little or no control over how or when the CRA will appoint our term members but we will continue to make this a priority in the workplace and at the bargaining table.

Nick Stein,  
Regional Vice President, Southwestern Ontario Region



## RECENT ARTICLES ON THE PUBLIC SERVICE REPORT BY JAMES LAHEY

I have recently read several articles on the reaction of the press to the James Lahey Report on the Federal Public Service and would like to provide the following comments in opposition to some so-called facts being presented by the press. Here are some of the comments that I have taken exception to and have taken the liberty to comment on:

**“highly paid public service”**, the front line workers that the Canadian public rely on are certainly not highly paid;

**“what we demand of the institution consists more of thinking and less of doing”**, if you believe this statement then you obviously have not had to have a Public Service worker “DO” anything for you lately;

**“benefits and pensions being more generous than they need to be”**, the benefits and pensions of the front line workers have no comparison to their most senior bureaucrats at the top level and would not be described as “GENEROUS” by anyone;

**“the collective bargaining system is only capable of yielding salary and benefit increases typically above the rate of inflation or growth in the economy”**, I am guessing that the almost 7 years of wage freezes and the need to “catch up” to even make ends meet for the front line workers has escaped your mind,

**“strict work rules dictated by collective agreements”**, there are no WORK rules in our collective agreement;

**“seniority is rewarded over talent”**, I don’t know how this can be true since “seniority” is not recognized in the Federal Public Service, at least for any of the unionized workers that I represent. The articles did reflect however the fact that the number of stenographers and typist had fallen 82%. These positions happened to be at the lowest end of the salary scale and were virtually eliminated by technology. However, the number of lawyers and related workers had gone up 132% who I have to say are on the highest end of the salary scale. This broad extreme certainly does not reflect a well founded average salary of a front line worker. It is also pointed out that between 1990 and 2003 the number of computer system workers rose 174%. Frankly, I would be shocked if this had NOT occurred given the rate of new and emerging computer requirements over those 13 years. Our government and its workers need to be at the leading edge of technology to be more effective and efficient in serving the Canadian public.

The fact that this report and the news articles are coming out at the precise time when the largest Union for the Federal Public Service, the PSAC, is sitting down for contract negotiations with the Government and/or Agencies for the vast majority of its members is also not lost on your readers. Timing is everything for this Government.

In closing, I would suggest that you be more honest and factual with the information that is being provided to the public regarding our hard working Public Service workers who are providing a valuable service each and every day.

Betty Bannon

National President,

*(The above letter was sent to some of the newspapers who carried the Lahey article, but this letter was never published and you should be able to figure out why:)*



## Supreme Court of Canada Supports Union Bargaining Rights

In a recent majority decision of the Supreme Court of Canada, the Court has ruled that a Union's right to collectively bargain is protected by the *Charter of Rights and Freedoms*. The case involved the enactment of legislation aimed at assisting the Province of British Columbia in responding to challenges in its health care system by granting health care employers greater flexibility to organize their employee relations and to circumvent collective agreement and consultation provisions.

In this case, cited as *Health Services and Support - Facilities Subsector Bargaining Assn. V. British Columbia*, 2007 SCC 27, the Court held that the actions of the Province of British Columbia in proclaiming the *Health and Social Services Delivery Improvement Act*, deprived the Union of meaningful consultation and effectively invalidated important provisions of the collective agreement and also voided portions of a the collective agreement which were inconsistent with the *Act*. Relatedly, the Court found that the legislation violated the provisions of section 2(d) of the *Charter of Rights and Freedoms* which deal with the freedom of association.



This case is of great significance not just to the applicants in this matter, but **may** hold the key to greater opportunities for all Unions to consult meaningfully and to bargain in good faith with the employer on matters previously excluded from the consultation and bargaining process. Of great interest, is the applicability of this decision in terms of being able to consult or bargain with the employer provisions surrounding its staffing and recourse regime, the pension plan, term employment and other such matters.

As this is a very recent decision and deals with some substantive and complex issues, the Union of Taxation Employees is continuing its analysis of the decision and will be seeking advice and guidance from the Public Service Alliance of Canada. Further information will be communicated as it becomes available.

D. Shane O'Brien,  
Senior Labour Relations Officer.



# LETTER TO THE EDITOR

## ACCESS TO INFORMATION REQUEST

I returned from a week long vacation to an e-mail advising me that 18 months of my e-mails were subject to an ATIP request from a member of the public. At first I didn't think much of it and considered it a regular request for information. Upon discussions with my colleagues, I soon realised that this was no ordinary request.

I contacted the Atlantic ATIP coordinator who described the request as a fishing expedition. As the request was not specific to a person, file or corporation I grew concerned about the type of information they would receive. I wondered if they would soon be able to find out when, where and with whom I take my coffee breaks. For security reasons, I asked to find out the name of the requester.

As this was one of the first requests to a front line employee, it seemed as though many of my questions had no answers and I had to dig for information. I wanted some examples of the types of e-mails that this individual would receive, but unfortunately I received no clear answer to this. It is a bit frustrating (and disconcerting) to be put in the position of asking questions about how this process will happen, and then to be asked in return what I had to hide.

The water was muddy and not transparent for me. The purpose of these types of requests is for Government Transparency, which I agree with. I also believe that the same right should be afforded to the employee. I was provided with a list of exemptions as per the ATIP Act, but even with my own review and that of my colleagues that are well versed in the Income Tax Act, the type of information which would be released was not clear. I would imagine that just like any other Act it is important to know how the Act has been interpreted in the past. I would be glad to be pointed to some written information that discusses these past interpretations.



As time wore on I started to wonder a bit more about how much information a person could get about me personally in a request for a year and a half of emails. On my ninth call I did get some more information (although it was like pulling teeth): the e-mails that they will receive are only government business related. But I already knew something as general as this. What I needed to know about were the many "boundary" areas. As one example out of many that you might think of: I wondered if a job competition that I entered would be considered a government business matter, or personal. I am also waiting for an answer for my request to have a copy of all the e-mails that are released to this person.

I hope that I can learn something from this process so that the next people involved in a similar request will have a bit more information to work with. I know that there are people working to make this a more straightforward and well-understood process. I realize that their work is not easy, and I support their efforts.

*Tara Cookson  
Halifax Local*



# LETTER TO THE EDITOR

## REASONABLE ACCOMMODATION

You all know that our employer boasts about being a good employer and doing everything it can to accommodate employees who have difficulties or physical limitations.

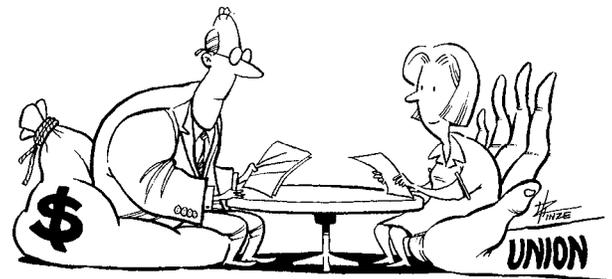
This is true; at least I hoped it was so, in all our offices. I am writing this article following an actual situation that occurred in my office and I hope it will be helpful to you.

We have employees who are hearing impaired and regularly require an experienced interpreter during meetings, training and communication from the employer.

For communications that are no more than a few hours, the employer had volunteers trained in sign language. Unfortunately they are not experts and their abilities are limited. This is why, during a long meeting, employees ask for the presence of an external interpreter. Unfortunately, at the start of this battle, the employer was hesitant and still worked with volunteers. After some time, the employer came to the conclusion that it should use an external interpreter in many circumstances. This made communications easier, but problems occurred from time to time because it was not mandatory.

It took federal court judgment (2006 FC 971) on August 11, 2006, which says “*sign language interpretation services are to be provided and paid for by the Government of Canada, upon request, where a deaf or hard-of-hearing person participates in programs administered by the Government of Canada*”, for us to be able to pressure management and make it automatic when meetings were important or required and had to last longer than a few hours.

Since then, we have had only one difficulty: the cost. Hiring an external firm is required, and therefore a contract has to be made. Currently, we can bring in such a person provided that the service does not exceed \$250, yet one day of service from an expert exceeds this amount. Management must therefore schedule meetings several days in advance because it has to request authorization outside the office. As a result, during emergencies, we face a problem that is not always easy to resolve: the employee does not receive the information the same day as his/her brothers and sisters.



To rectify this situation, our office is attempting to ask for an exception to be able to increase the limit to \$500, which would resolve emergencies. However, as I write this, we are still awaiting a response, and it has already been several months since it was requested. So talk about it with your management if you have this situation. There is a solution, and they must make an accommodation and facilitate your work.

Daniel Gagnon  
President, Local 10004, Jonquière



## MEMBERS SPEAK OUT

### **SALARY OVERPAYMENTS, COMPRESSED SCHEDULES, AND THE ESS PORTAL**

If you work over time you are entitled to compensation according to the terms outlined in your Collective Agreement. If you work a regular schedule you will be compensated at time and one half (1 ½) for the first seven and a half hours and double time there after. However if you work a compressed schedule; overtime shall be compensated for all work performed in excess of an employee's scheduled hours of work on regular working days or on days of rest at time and three-quarter (1 ¾).

Since the introduction of the Employee Self Service (ESS) Portal and electronic time reporting in April 2004, a "**Work Schedule Rule**" has been in place for all individuals who worked compressed schedules at that time. It remains in place until it is changed or altered by each individual. A Work Schedule Rule is a rule assigned to an employee and is used to define the baseline hours of work for that employee. The Work Schedule Rule is also used to ensure appropriate payment of overtime, the establishment of quota entitlements, and other allowances. **The Work Schedule Rule needs to be changed only when an employee changes to a compressed work schedule, a shift schedule, or from Part-time to Full-time or vice versa.** Therefore if you have ever worked a compressed schedule and subsequently returned to working regular hours, all overtime worked since returning to regular hours would have been paid, and continue to be paid at the higher incorrect rate of 1 ¾.

**This salary overpayment is subject to recovery by the employer.**

There are 2 steps required to change your work schedule rule:

- Request the change to your Team Leader, and once approved
- Submit the actual change.

**How do you request a change to your work schedule rule?**

You must change your **Work Schedule Rule** and submit it to your manager for approval. Once your manager processes the submitted request, you must then complete a Create/Change Substitution Schedule. The default date is noted below, as well as the path in the ESS Portal.

Default is 12/31/9999  
ESS/MyTime/Request Change to Work Schedule/Create/Change Substitution Schedule

Gerard Ennis  
President U.T.E. Local 90,001



UTE  
PROMOTIONAL  
ITEMS ARE  
AVAILABLE  
FOR  
PURCHASE  
THROUGH  
YOUR  
LOCAL.

HERE ARE  
SOME OF  
THE ITEMS  
THAT WE  
HAVE

SHOW  
SUPPORT  
FOR YOUR  
UNION AT  
WORK

