



# Union News

A Union of Taxation Employees Publication

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

Volume 4, Issue 3

December 2006

## Bargaining News

The UTE must be tuned in to its membership, which is why the delegates to our 2005 convention passed the following resolution aimed at identifying the best method for effectively conducting the bargaining process.

**RESOLUTION 238:** Be it resolved that the Standing Bargaining Committee explore the various bargaining processes (such as positional bargaining, binding arbitration, interest-based bargaining etc.) to determine the most beneficial process and make recommendations to the December 2005 UTE Executive Council.

The members of the Permanent Bargaining Committee, with the assistance of Sister Gaby Lévesque (PSAC negotiator), have studied the dispute resolution processes and bargaining models with a view to analyzing, evaluating and recommending to the UTE Executive Council those that seem to best serve the interests of our members.

To this end they read the *Public Service Modernization Act* as well as various documents on these subjects to gain an understanding of the basics of bargaining and dispute resolution procedures. They then identified the advantages and disadvantages of the bargaining models and dispute resolution processes. The two (2) familiar bargaining models are positional bargaining (also known as confrontational bargaining) and interest-based bargaining (based on mutual interests). The dispute resolution procedures are conciliation (conciliator and/or conciliation board) and arbitration.

Based on the findings of this analysis, the members of the Permanent Bargaining Committee have recommended that the UTE Executive Council continue to support the PSAC position that the PSAC/CRA bargaining method be conciliation with the right to strike. The UTE Executive Council has approved this recommendation and will proceed in this fashion for the next bargaining process, to officially begin July 1, 2007.

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

Denis Lalancette  
On behalf of the Bargaining Committee

Happy Holidays from the National Executive and Staff of the Union of Taxation Employees



### **JUST DON'T DO IT!**

#### Unauthorized Access

If the access you are about to make at work does not relate to the duties of your job:  
**JUST DON'T DO IT!**

You may think you are providing service to the public, but it could cost you your job. We continue to have members disciplined for unauthorized accesses, up to and including termination.

- Your computer screen reminds you
- The employer has reminded you
- The Union continues to remind you

Yet it continues.

Please ask yourself one question before you access any account: Does this access relate to the duties of my job?  
If the answer is "no" then

### **JUST DON'T DO IT!**

Betty Bannon National President

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

## What is SP

**SP** is **SERVICE PROGRAM**, the new Classification Standard for all those members who are currently under the Program Delivery and Administrative Services. (This is everyone covered under the collective agreement except the MG group.)

Lysanne M. Gauvin, Assistant Commissioner, Human Resources Branch has advised us via email that the employer is proceeding with the implementation of the new classification standard. One of their first steps is to roll out the new **SP Short Work Description Format**. This can be seen as a positive action. This will allow Union and Management to resolve the issues of job content without a conflict regarding classification and/or pay. The Employer in discussions with the Union has decided the Short Format will be rolled out by the Team Leaders with the assistance of a Union and Management SP Contact Person. Every Office has identified a Union SP Contact and a Management SP Contact. These individuals were trained together and will be jointly responsible for training all the Team Leaders in their respective locations. These SP Contacts will also be available to answer any questions regarding the new short format.

The employer expects that all Team Leaders will be trained by mid November, and the work descriptions will be available for distribution to all employees by January 31, 2007.

The work descriptions will not look the same as those of the past. The employer's intention is to write the description of our duties to the four factors identified in the Canadian Human Rights Decision on Pay Equity, as opposed to the current format of writing exactly to the classification standard.

One major consideration for all is the description; although it will be written in the new format it will still remain classified under the old standard. The employer can not proceed with classifying positions under the new standard until all consultations with the union are completed and the new pay bands are negotiated during bargaining. UTE encourages all members to focus on the actual content of the new description, to ensure that it does properly reflect your duties. When the new standard is ready for implementation you will be able to focus on the classification not the content of your description.

If you have any questions or concerns regarding this process over the next few months we urge you to contact your Local Union SP Contact Person.

Linda Cassidy, Chairperson Staffing Committee



### UTE UPCOMING EVENTS

December 4-7  
Executive Council &  
NUMC  
(Ottawa)

February 24-25  
Regional Health &  
Safety Conference  
(Montreal)

March 27-April 1  
Executive Council &  
Presidents'  
Conference  
(Ottawa)

### To Speak or Not To Speak?:



#### **I speak a third language, should I volunteer do so at work to service Canadians on behalf of the CRA?**

Right now the two official languages recognized by the employer are French and English. Members who occupy a bilingual position are compensated with a bilingual bonus, all be it a small one. If we are to make any headway at the bargaining table to have other languages recognized and compensated, our members will have to stop volunteering to do it for free. Why should the employer pay for this skill when the members are providing it for free? This is certainly the question that I'm sure the employer asks itself.

If you have your name on a local third language directory, ask to have it removed and if you have the ability to speak a third language then don't volunteer to do so without being compensated for your skill.

The answer to the question is a resounding "NO".

Betty Bannon National President

## Bill C-257 Anti-Scab Legislation

On October 25, 2006 Bill C-257 passed second reading in the House of Commons, The second reading vote tally was 167 in favour and 101 opposed. The bill, if passed would amend the Canada Labour Code to make it illegal for employers to hire scabs during a labour dispute.

I was told, "So what, this doesn't affect us (UTE Members, CRA employees) as we are not covered by the Code but by the Public Service Labour Relations Act." While this may be true, I am reminded of the words of the German Protestant Pastor Martin Niemoller:

***"When Hitler attacked the Jews I was not a Jew, therefore I was not concerned.  
And when Hitler attacked the Catholics, I was not a Catholic, and therefore, I was not concerned.  
And when Hitler attacked the unions and the industrialists, I was not a member of the unions and I was not concerned.  
Then Hitler attacked me and the Protestant church -- and there was nobody left to be concerned."***

While his words are of oppression and of not supporting others when they are under attack, his words do have meaning. Though we will not directly benefit from the passage of an anti-scab bill, any improvement to union and worker's rights is a benefit to all.

**Please contact your Member of Parliament to ensure this bill passes this session of Parliament.**

Kent MacDonald  
Chairperson Political Action Committee

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

### 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.

## *the president's corner*

Our current Collective Agreement expires at the end of October 2007. We will be heading into our 4<sup>th</sup> round of Collective Bargaining with the CRA. There will be a formal "Input Call" for demands but as of our last Convention, demands, may be submitted anytime during the year through your local Executive. The forms are available on our web site [www.ute-sei.org](http://www.ute-sei.org) or from any of your local executive.

Locals will be asked to establish a Bargaining Committee, and/or to hold meetings to gather the input from the members. This is your opportunity for direct input into the process.

We will be serving "Notice to Bargain" on July 1<sup>st</sup> and hope to be at the bargaining table in July 2007 to exchange demands and formally start the process. In an ideal world, we should have a Collective Agreement prior to the current one expiring. This has yet to ever happen, but that does not deter us from trying to make it happen.

Our desire to conclude an Agreement will not be dissuaded; however, it takes two to conclude an Agreement. I suspect we will learn CRA's attitude very early in the process as the first step is to agree to a Bargaining Schedule.

Provide us with your personal e-mail address through the "**Subscribe**" feature at the top of our website, and you will be kept informed of the latest news.

Visit our site and "**SUBSCRIBE**" now.

Betty Bannon National President

# 2006 UTE SCHOLARSHIPS AWARDED

The Union of Taxation Employees each year offers two \$2500 National Scholarships and ten \$1000 Regional Scholarships. The scholarships are available to members in good standing of the UTE and/or their children.

The winners of the 2006 National Scholarships are Veronique Bélanger (Québec), winner of the Diana Gee Scholarship Fund and Leanne Hagglund (Pacific).



Veronique Bélanger



Leanne Hagglund

## THE WINNERS OF THE REGIONAL AWARDS ARE:

RECIPIENT	REGION	RECIPIENT	REGION
Mélanie Brunette	Montréal	Carissa Samoluk	Rocky Mountains
Christopher de Guzman	Prairie	Kaashiv S. Sampath	Greater Toronto
Stéphanie Lapointe	Québec	Michelle Schram	Ontario - Southwestern
David MacPherson	Atlantic	Amanda Tom	National Capital Region
Al-Karim Aziz Madhavji	Pacific	Nicole Westlund	Ontario – Northern and Eastern

## Congratulations to all !

The Honours and Awards Committee

### THANK YOU AND CONGRATULATIONS.

The Communications Committee thanks the many respondents to our recent Questionnaire. Your input is invaluable. It will greatly assist us in developing the Newsletter that the membership wants and appreciates.

**SISTER MARCIA STAHL OF THE LETHBRIDGE LOCAL IS THE WINNER OF THE 40<sup>TH</sup> ANNIVERSARY JACKET.**

### 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)) at the National Office. 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.





## APPLICATION OF OVERTIME PROVISIONS

A number of members have asked that the Union of Taxation Employees (UTE) provide some direction on the employer's practices with respect to the application of the Overtime provisions (Article 28) of our collective agreement. More specifically, the first issue centers around the practice of working overtime hours at straight-time rates. It appears that in some offices, the employer is encouraging employees to work additional hours outside of their normal working hours, but maintain that they are unable to pay the overtime rates prescribed in the collective agreement due to, amongst other things, budget restraints. Instead, they are advising employees that should an employee choose to work overtime hours, they will be allowed to accumulate time at straight-time rates. In making this offer, they attempt to make it enticing for employees who may wish to take additional time off during the December holiday season or other times without utilizing vacation or compensatory leave already accumulated.

Article 28 of your collective agreement clearly outlines the prescribed rates for overtime work and by authorizing the performance of work during periods of overtime, but paying at straight-time rates, it is UTE's position that the employer is in violation of article 28. Additionally, we suggest that by agreeing to this arrangement, employees are also in violation of their own collective agreement and are placing in peril a hard-earned right acquired for all of our members. Consequently, we recommend that if you are asked or required to work overtime by the employer, you insist that you be compensated at the rates prescribed in your collective agreement.

The second issue evolves around the employer's practice of choosing the form of compensation for overtime worked. In some offices, the employer has indicated that it will only compensate employees for overtime worked in cash while in others, compensation shall only be in the form of compensatory leave. Clause 28.08 of your collective agreement states:

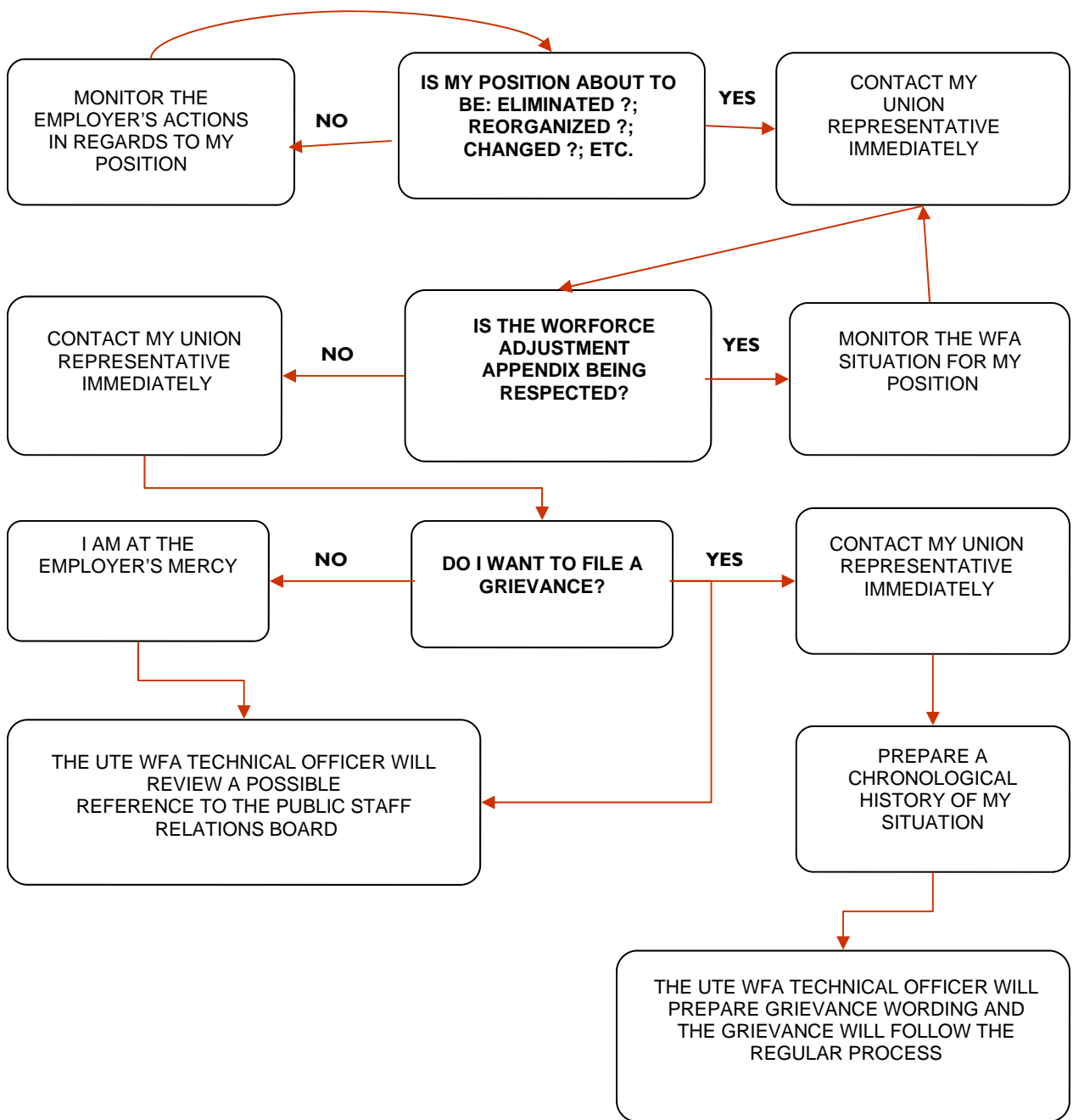
28.08(a) Overtime **shall** be compensated in cash except where, **upon request of an employee and with the approval of the Employer**, overtime may be compensated in equivalent leave with pay [emphasis added].

A reading of the above noted article reveals that the normal method of compensation is cash and consequently, such a request for this form of compensation may not be refused by the employer. Additionally, an employee who would prefer to acquire compensatory leave in lieu of cash must make such a request. Employees must be cautioned, however, that any such request is subject to the approval of the employer.

Members should endeavour to be aware of the provisions of their collective agreement in order to ensure that their rights and benefits are respected and satisfied. Should you require any further information about the overtime provisions, or in fact any other provisions of your collective agreement, we suggest that you speak with your local steward or executive officer.

D. Shane O'Brien

# UTE WORK FORCE ADJUSTMENT FLOWCHART FOR MEMBERS





## MEMBERS SPEAK OUT

Hello,

Just a short letter to thank the Union of Taxation Employees and the members of the Selection Committee for awarding scholarships to our young people.

I know that our Union is proactive in providing its members with excellent working conditions and labour relations.

I would like to highlight your contribution to and involvement in helping our young people make their education dreams a reality and thereby prepare themselves for a career that will be beneficial for them and for all Canadians as well through the accomplishments they will bring to society.

Thank you for providing a financial helping hand to our children, and especially to my daughter Stéphanie. She is preparing for a work term with UNESCO in Paris, which will begin in early 2007. Needless to say, this will involve a great expense, but that is the price to pay for acquiring knowledge and gaining experience in international communications.

As parents, we are happy when our children do well, and we are here to encourage them.

To close, as a member of the Union of Taxation Employees and as a parent, I am proud of this initiative by the Union and encourage you to continue your efforts to improve working conditions and labour relations for all members. Thank you for everything.

Marcel Lapointe  
Quebec

### **Presentation of UTE Scholarship**

This photo was taken September 29th 2006 when the President of Local 10006, Jocelyne Roy presented the Regional UTE Scholarship to Stéphanie Lapointe. Stéphanie received a certificate and a cheque in the amount of \$1000. Her father, Marcel Lapointe, UTE member, was also at the presentation.



At the St. John's TSO's Annual General Meeting, an award was presented to recognize not only deserved recipients, but to recognize the qualities exemplified by the person for whom the award was named. Sister Debbie Cooper received the first DEBBIE COOPER AWARD OF MERIT. The award recognizes accomplishments and contributions to the St. John's Local.



NATIONAL PRESIDENT BETTY BANNON WITH DEBBIE COOPER AND ST. JOHN'S LOCAL PRESIDENT GERARD ENNIS

## CHIT CHAT

True conversation is a timeless and reliable way for humans to think together. Before there were conventions, conferences, meetings, or even group facilitation, there were people just sitting around and talking. Beginning a conversation is easy and we all know how to do it. It's an ancient practice we are reawakening to, and one that all humans intimately understand.

Relax in the fact that many people are longing to converse again. We are hungry if not starving for a chance to talk. People want to tell their stories, and are willing to listen to yours. It takes just one person to start a conversation, because everyone else is eager to talk once it has begun.

Change doesn't happen from a leader announcing a plan. Change begins when a few people notice something they will no longer tolerate, or when they respond to someone's dream of what's possible. The Solidarity Trade Union Movement in Poland began with conversation. In 1980 less than a dozen workers in a Gdansk shipyard; ***“just friends that started talking***, about despair, their need for change, their need for freedom. Within months, Solidarity grew to 9.5 million workers. There was no e-mail then. It was people talking to each other about their own needs, and finding that millions of fellow citizens shared their feelings. In a short time, they shut down the country, and changed the course of history.

To make important changes, we just have to find a few others who care about the same thing we do.

Together we can figure out the first step, then the second, then the next.

Gradually, we grow powerful.

We don't have to start with power, only with passion.

**So, ..... Who wants to chat about our Union.**





## UTE'S SOCIAL INVOLVEMENT

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

International Children's Awareness (ICA) Canada is a small, non-profit organization committed to long-term development throughout countries in need and is a registered Canadian non-profit organization (Registration # 88785-8660-RR-001).

Our Presidents Conference has heard and seen 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. They are staffed entirely by volunteers, which means that 100% of donations go towards the projects and not salaries or administration costs.

During the recent September 2006 Executive Council meeting, recommendations from the Executive Committee were presented and adopted unanimously by the Council. The recommendations are as follows:

- That the Union of Taxation Employees each year sponsor a student to accompany Captain Smith of the International Children’s Awareness (ICA) and his team to Africa to assist in the job of bringing fresh water to the villages of Africa. The funding for this has been estimated at \$5000.00. The trip is usually in February.
- That we also subsidize a member in good standing of the Union of Taxation Employees with \$2500.00 to also go to Africa and assist in this work.
- That we develop a joint promotional item(s) with ICA with a portion of the sales going to ICA.
- That UTE make an annual donation to ICA of \$500.00, and encourage our members to use the GCWCC to direct some or all of their personal donations to the ICA.

The UTE has already made its annual donation to ICA and is working to select the joint promotional item. The Honours and Awards Committee is reviewing the sponsorship and subsidization applications.





# INTERNATIONAL CHILDREN'S AWARENESS AT WORK

