



Convention 2005



The 14th Triennial Convention of the Union of Taxation Employees was held in Saint John New Brunswick from July 13 to 17th 2005. One hundred and forty seven delegates, one hundred and five observers and nine guests were in attendance. A minute of silence was observed to commemorate the recent death of Sister Diana Gee, RVP for Greater Toronto. The Convention was dedicated to her memory.

The convention was four days of debate and discussion on issues that affect the running of the union for the next three years. Below are listed some of the topics covered:

- An operating budget for the years 2006, 2007 and 2008, which includes a dues increase of \$0.25 for each of the years, was approved.
- Delegates rejected a move to a percentage dues structure. UTE retains a flat rate structure.
- The 1st National Vice President became a full time paid position.
- The delegates voted an increase of one member per local for participation in the Equal Opportunities Conferences.
- A new standing committee was created: the Political Action Committee.
- The convention decided to hold one National and three Regional Health and Safety Conferences before the next convention. Funding will be provided for one member per workplace committee.
- UTE will hold a National EAP conference prior to the 2008 Triennial Convention with one delegate per local fully funded.

During Convention two members were recognized for their service.

Sister Joy Harrison, the First Vice President of the Southern Interior British Columbia Local, received the Godfroy Côté Award for her commitment to achieving the aims and objectives of the Union, and her exemplary service for thirty five years.



Sister Betty Bannon received a Life Membership in the Union of Taxation Employees, the highest distinction within UTE, in recognition for over 35 years of dedicated service at the local, regional and National level to the membership.

The Union would like to thank the Saint John Host Committee and volunteers for all of their hard work and efforts that made this convention a success.

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



*Do not stand on my grave and weep,
I am not there, I do not sleep.
I am a thousand winds that blow
I am the diamond glints on snow
I am the sunlight on ripened grain
I am the gentle autumn's rain.
When you awaken in the morning's hush,
I am the swift uplifting rush,
Of quiet birds in circled flight
I am the soft stars that shine at night.
Do not stand at my grave and cry,
I am not there, I did not die.*

Diana Carol Gee
November 6, 1959 - July 12, 2005

The Union of Taxation Employees was saddened by the loss of one of our family members, Diana Gee on July 12, 2005. Sister Diana was the Regional Vice-President for the Greater Toronto Region and a member of Executive Council. She was a friend to all and a tireless union activist.

Sister Gee was elected RVP at the 2002 UTE National Convention and she was actively involved in the Union for more than twenty years. Prior to her election as RVP, she was the President for the Toronto Centre Local and Alternate RVP, for six years. Diana was passionately involved in Equity issues. As a member of an Equity Group, she strived for equality for "ALL" members and was proud of the diversity within her Region. Diana had a warmth and tranquility that embraced us. Her spirit of kindness, generosity and caring is a gift that she passed to all.

EQUITY GROUP NETWORK

Our National Equal Opportunities Committee is trying to form a network for equity seeking group members. It is an effective means of communication to receive and share information, ideas, support and knowledge.

If you are a member of an equity seeking group interested in being part of this network list, please contact the member representing your equity group from the list below. You must be a member of the equity group to be on the network list.

Shirley Baker	Aboriginal Peoples	sdbaker@execulink.com
Chris Davis	Gays & Lesbians	kifd@mts.net
Cindy Little	Women	cindy.little@ccra-adrc.gc.ca
Joseph Parris	Visible Minority	joe.parris@ccra-adrc.gc.ca
Louis Verreault	Persons with Disabilities	louis.verreault@ccra-adrc.gc.ca

Lina Ruel, Labour Relations Officer

UTE UPCOMING EVENTS

September 23 - 25
National Staffing
Course (Ottawa)

November 18 - 20
Developing
Membership Activism
Course (Richmond)

December 4 - 9
Executive Council

Election Results

The election results for UTE National President and Vice-Presidents are as follows:

National President:

Betty Bannon

First National Vice-President:

Bob Campbell

Second National Vice-President:

Denis Lalancette

The election results for UTE Regional Vice-Presidents and Alternate Regional Vice-Presidents are as follows:

Atlantic Region:

Regional Vice-President: Linda Cassidy
Alternate RVP: Doug Gaetz

Quebec Region:

Regional Vice-President: Marcel Bertrand
Alternate RVP: Normand Pelletier

Montreal Region:

Regional Vice-President: Sabri Khayat
Alternate RVP: Denis Brunette

National Capital Region:

Regional Vice-President: Chris Aylward
Alternate RVP: Hugh McGoldrick

Prairie Region:

Regional Vice-President: Shawn Bergeron
Alternate RVP: Gary Esslinger

Rocky Mountains Region:

Regional Vice-President: Terry Dupuis
Alternate RVP: Lori Hall

Pacific Region:

Regional Vice-President: Pamela Abbott
Alternate RVP: Johann Ackermann

Northern and Eastern Ontario Region:

Regional Vice-President: Kent MacDonald
Alternate RVP: Cosimo Crupi

Greater Toronto Region:

Regional Vice-President: Jerry Dee
Alternate RVP: Robin Johnson

Southwestern Ontario Region:

Regional Vice-President: Nick Stein
Alternate RVP: Norbert Wenzel

Communications Committee

With the death of Sister Diana Gee at the outset of our convention, it was not an easy one for anyone. It was particularly difficult on the members of Executive Council, the Greater Toronto Regional participants and me. Diana, was not only a UTE Executive Council member but a longtime personal friend. I miss her very much and I'm sure that we will all feel her absence in our own way. Her death has left a mark on all of us.

It is obvious to me now, that we don't appreciate each other the way we should, until it is too late. I have learned a great deal from the death of Sister Gee. This has impacted on my personal involvement with the individuals around me.

Although our convention was a very much subdued version of other conventions we did manage to get through a great deal of work. Two of our major issues were dealt with on the first day; the budget and the resolution dealing with the Full Time 1st Vice President position. This alone is an accomplishment.

I would like to take this opportunity to thank all of the delegates and observers for their exemplary behaviour during the convention. The respect that was shown to all participants certainly made my job of chairing convention easier.

With our new three year mandate from convention, Executive Council can address the challenges ahead. It is time for us all to focus on working together, for the betterment of our membership and our union.

Betty Bannon



Executive Council 2005
(missing Jerry Dee and Nick Stein)

2005 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 2005 National Scholarships are Veronique Bélanger and Thomas Smith.



Veronique Bélanger



Thomas Smith

THE WINNERS OF THE REGIONAL AWARDS ARE:

RECIPIENT	REGION	PARENT
Lee Baker	Greater Toronto	Kathleen Baker
Michael Barnes	Rocky Mountains	Keith Barnes
Hayley Bouzek	Pacific	Norma Bouzek
Angela Britto	Greater Toronto	Antonipillai Britto
Stephanie Ferguson	Northern/Eastern Ontario	Sharon Ferguson
Sandra Harvey	Quebec	Remi Harvey
Jenna Martinuzzi	South Western Ontario	Bryan/Gerda Martinuzzi
Étienne Meunier	Montreal	Murielle Meunier
Josh O'Kane	Atlantic	Joanne O'Kane
Samantha Parris	Atlantic	Joseph Parris

As two regions did not have any submissions, additional scholarships were awarded, one to the Atlantic Region and one to the Greater Toronto Region.

Congratulations to all !

The Honours and Awards Committee

CHANGE OF ADDRESS

Please note that all address changes should be done via e-mail to Sylvie Bastien (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 602, Ottawa ON K2P 0P2.



MEMBERS SPEAK OUT

Union members often say that participating in a campaign such as mailing a postcard to their MP won't do anything. I say that one person **CAN** make a difference.

In May of 2005 the media reported that Agent Orange was sprayed at C.F.B. Gagetown, New Brunswick in 1966 and 1967. Documents obtained via the *Access To Information Act* show that there was spraying from 1956 to 1984. The DND and federal government will admit to spraying in 1966 and 1967.

The story was released approximately one week before my father's death. My father proudly served 26 years in the military attaining the rank of Master Warrant Officer. My father had a host of illnesses that I believe were linked to the defoliant sprayings. My 7 year old brother died in 1973 of Reyes Syndrome. My 27 year old pregnant sister died suddenly in 1983 of pulmonary embolism. Another sister suffered from endometriosis and a miscarriage. My mother was diagnosed with stomach cancer and through a procedure called a gastrectomy had her stomach removed in 1990. As I read the media stories I started connecting the dots.

My father died on May 24, 2005. I then started researching Agent Orange on the internet. There was a wealth of information so I created a website, www.agentorangealert.com, to share the information. I then emailed the media inviting them to visit the website. The phone began to ring.

I have been a guest on 5 radio "phone in" shows. I have been interviewed on CBC Radio as well as on CBC's The National. I have been interviewed by numerous newspapers. I was interviewed by an Emmy award winning journalist from the U.S. I have spoken with many politicians including meeting with Stephen Harper. Leader of the Progressive Conservative party to discuss the situation. The website has received over 275,000 "hits". I have received hundreds of emails with stories of illnesses and misery. I post these stories online. So many have said sharing and reading the stories have comforted them and helped make sense of it all.

So please the next time a union rep asks you to do something, **do it**. Please realize that small actions **can** make a difference. I never dreamed that my simple website would affect so many. I invite you all to make a difference!

Art Connolly London Local 00017

YES YOU CAN MAKE A DIFFERENCE



MEMBERS SPEAK OUT

Changes to the CRA

Have you ever stopped to consider the number of changes we have undergone since the Canada Revenue Agency was established? Here is an incomplete list of them, in no particular order, and I am sure you could add more:

- Establishment of the Office of Dispute Management
- Self-service portal for employees
- NETFILE and TELEFILE for T2 filers
- NETFILE for T1 filers
- NETFILE and TELEFILE for GST/HST filers
- Establishment of national and regional pools for consolidating cases for the work
- Authentication management system
- Establishment of the MG group
- Establishment of 1-800 call centres
- Restructuring of the matching program
- Tax payments made by clients using their debit cards
- Warehouse rationalization
- End of regional compensation departments and establishment of two central offices
- Customs moves over to Service Canada and name changed from CCRA to CRA
- Restructuring of the finance and administration division
- Client access to My Account (address, production, change request and soon direct changes to their NETRAP tax return)
- Bar codes on computer-generated tax returns
- Establishment of the ACS, elimination of the ACS and return of the ACS
- Closure of Cash/Counters

And finally, the announcement about the co-location of the support services of all Treasury Board organizations including agencies (we don't yet know what impact this could have on the CRA). You can see that there have been many changes to the CRA's activities. For some of them, we found out in time and were able to make changes. For others, we did not hear about them until after they were implemented.

The CRA's goal is to perform, therefore to do more with less. The outcome for us is determinate and/or indeterminate job cuts, employee displacements or non-renewals. The important thing to retain from all of this is that it isn't over. So if you know something, tell your union representative about it.

He/she may already be aware of it, but that's not important. Too much information is better than too little. Don't assume that your representative knows everything that goes on in your office. If you let your representative know, he/she will be able to question the appropriate person and obtain answers, and maybe even save your job.

Daniel Gagnon, President of Local 10004, Jonquière



MEMBERS SPEAK OUT

This letter was in response to Letters sent to members of the Saskatchewan Parliament.

July 25, 2005

Terry D. Dupuis
Regional Vice-President
Union of Taxation Employees
Saskatoon, SK
dupuist@ute-sei.org

Dear Mr. Dupuis:

On behalf of the Official Opposition Saskatchewan Party, thank you for providing me with a copy of your letter to the Premier regarding the impending loss of jobs at the Canada Revenue Agency in Regina.

Saskatchewan cannot afford to lose more working people. I thank you for bringing this issue to my attention.

By copy of this letter, I ask Saskatchewan Members of Parliament to look into this matter.

Once again, I would like to thank you for sharing your concerns with me and feel free to bring any further comments or questions to my attention.

Yours sincerely,

Brad Wall
Leader of the Official Opposition

c.c Saskatchewan Members of Parliament

Honesty in Saint John, an uplifting story

On the morning of Saturday, July 23, 2005, one week after our Convention in Saint John, New Brunswick, I am waiting for a telephone call from Ms. Caroline McNaulty from the Romera House a food bank in Saint. John. This is the organization we donated \$1050.00 to, from a fund raiser organized by Local 10004, Jonquière.

Last night around 10:30 p.m. when returning from the ceremony for our late lamented Sister Diana Gee, I checked my emails. Among them was a message from the Delta Hotel telling me they had found a sum of money in my room. So I made a number of calls to confirm this story. Of course, since several people had handled the money and there had been many items in my room, an error had occurred. The sum of \$445.00 that was to have been included in the amount issued to Romera House had remained in a bag in the room. The following morning I contacted Ms. Judy Kincaid at Romera House so the error could be corrected.

I am writing this story to point out the honesty of **Mélissa Roy** of the Delta Hotel in Saint John and to sincerely thank her. Because of her honesty, the draw was able to achieve its objective of helping the underprivileged and to correct a human error. I would also like to take this opportunity to congratulate and thank all the staff at the Delta Hotel for making our tasks easier during this sad and emotion filled Convention.

I believe that Mélissa is representative of the people who live in this part of the world, i.e. sincere, honest, warm and dedicated.

THANK YOU MÉLISSA AND ALL THE STAFF OF THE DELTA BRUNSWICK HOTEL.

Denis Lalancette 2nd National Vice President UTE

The Rand Formula

Many members hear the word “rand” from time to time, many members hear the word to many times when it comes to strike votes or ratification votes. Have you ever been called a “rand” or hear someone else referred to as a “rand”. Ever wonder where the word comes from or what it really means to be a “rand”. The following is a brief explanation of why the word rand is used.

In 1945 workers at Ford Motor Company in Windsor, Ontario went on strike, the strike lasted 100 days and the main contention was that the union wanted a closed union shop, which means that you must be a union member before you can actually work in that shop. The federal government intervened and appointed Mr. Justice Ivan C. Rand, that might be a clue.

Justice Rand acted as a mediator hearing both sides of the argument then rendered a decision January 29, 1946. Justice Rands decision stated that all employees enjoy the fruits of collective bargaining and therefore must contribute to the union who bargained for them. The decision also required the employer to deduct the dues from the employees pay, known as “check-off” dues. Justice Rand however, also respected the rights of employees not wanting to join a union, for those who do not want to join the union they could choose to do so but they all had to pay the dues as they benefited as well. Therefore today a “rand” member is one who has not signed a union card but the union still collects the dues, as they enjoy the benefits gained. A “rand” member is not entitled to the same privileges as full members such as enjoying the right to attend meetings, seek elected office and even in some cases representation by the union. It’s simple to go from a “rand” member to a full member, all you have to do is sign a union card. This “Rand Formula” spread far beyond Ford. It was later incorporated into labour law so that today it applies in almost all unionized workplaces, a distinctive feature of organized labour in Canada.

Chris Aylward RVP National Capital Region

