



## MESSAGE FROM THE PRESIDENT

As summer comes to an end and we turn our minds back to all the forces that are affecting our lives, we must remember that on October 19<sup>th</sup>, we have the unique opportunity to elect our employer. I am not going to recommend or endorse any political party as that is not the UTE way. We have been repeatedly told by our members that they want us to provide information and not tell them who to vote for.

The message that I want to send loud and clear to all our members is,

### **PLEASE EXERCISE YOUR RIGHT TO VOTE; EVERY VOTE MATTERS.**

I found a list that I cut out from an article that I think is very important. I did not make up this list and I cannot give credit to the author as it was not shown.

#### **REASONS TO VOTE:**

1. **It's your Right.** Every citizen of Canada has the right to participate in our democracy by casting a ballot on Election Day. In a world where rights are trampled on and people die fighting for the right to vote, why would any Canadian willingly not exercise theirs?
2. **It's your Responsibility.** Voting is not just a right guaranteed to you in our democratic system. It's also a responsibility that comes with receiving the benefits of that system. All the services, all the freedoms, all the good things about Canada that you enjoy every day all come with a price: the responsibility of voting to ensure the strength of our system.
3. **You deserve to be represented.** If you don't cast a ballot, your values and beliefs will not be heard. The best way to make sure the things you care about are actually reflected in society is by actually supporting those things at the polling station. If you don't vote for what you believe in, no one else will do it for you.
4. **You're paying for the decisions elected representatives make.** Your tax dollars are used to fund the programs and policies that elected governments create, so why not tell them how you want them to use your money? If you don't, your money will be used to fund the priorities of other people without you ever having your say.

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# October 19 VOTE



**SI VOUS PRÉFÉREZ RECEVOIR CETTE PUBLICATION EN FRANÇAIS,  
VEUILLEZ VOUS ADRESSER À VOTRE PRÉSIDENT- E DE SECTION LOCALE**

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There is a great campaign taking place with the National Health Union whose themes include, public workers are proud of the work they do, they should not be intimidated to speak up on behalf of the Canadians they serve and lastly they will make their voices heard at the ballot box. *(To the right is one of their many campaign posters.)*

Stand up on October 19<sup>th</sup> and vote.

As you know, we have had no movement on our collective bargaining. We have taken some actions across the country to try and get the CRA back to the bargaining table. As we head into autumn, we will continue to take actions and hope that you will do everything you can to support the effort to get back to the bargaining table. This is essential if we hope to reach a fair and reasonable collective agreement.

In closing, I hope you all had a great summer and an opportunity to spend time with your loved ones. I know that the time I spent with my family, especially my grandchildren, really recharged my batteries. It also reminded me we are working to protect not only our rights but also the rights of the future generations. Standing together, we are strong.



*Robert Campbell  
National President*

## **IT'S ELECTION TIME!**

Now that it's official we need to ask ourselves "What can we do?" Well, that seems easy enough: Vote! But there is more. In the era of instant news and social media it's equally important that we educate ourselves on the issues. You can't turn on the television, open a newspaper or even glance at Twitter or Facebook without seeing some information source on party platforms or current political issues. An educated vote is your biggest asset.

### **But There's More! (sorry for the infomercial voice)**

While actually voting is the most important, and getting educated is of equal importance, being part of the political process is something we can all do to participate! You may have a favourite candidate or political party in your riding and they love volunteers! They have door knockers, sign planters, phone callers. Visit their websites and let them know you are interested in helping out in your spare time. Your time and action is just as valuable as a financial donation. Riding associations are set up and they will be the first to let you know how you can help out. Not everyone likes to do all things, so if you find something that you know you are good at and you have the time to volunteer, take this opportunity. It will be an exciting time to be involved in the longest election in modern Canadian history.

### **But Wait There is Even More If You Act Now! (apologies again)**

On election day, help to get the vote out. Each candidate and their party will be setting up election day/night groups to get out the vote. The more effective these groups are, the more likely they are to win. You can volunteer to go to these meetings and make calls to ensure supporters have or are going to be voting. This can include, if you are willing, driving supporters to the polls to ensure they vote or helping them to ensure they have the right documentation to be able to cast their ballot. You meet some really great people with a common cause and hear some great stories on the way I assure you!

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You are integral to the process and however you can volunteer your time and energy will always make the difference. Don't let anyone tell you otherwise.

On another note, you will find in your newsletter a set of postcards for your personal use just as a reminder to vote and vote knowing the issues at hand. Put them on your car dashboard, in your window, on your fridge; start a conversation with family, friends and neighbours. Please visit the website detailed on the card and don't forget the impact this election will have on you directly. I'd like to thank the Political Action Committee for their input on the ideas and Brother TJ Madigan from Local 30022 for his design prowess and help on the postcards.

**Adam Jackson**  
**Chair Political Action Committee**

## **2015 GOVERNMENT OF CANADA WORKPLACE CHARITABLE CAMPAIGN (GCWCC)**

The Union of Taxation Employees' (UTE) position regarding the 2015 Government of Canada Workplace Charitable Campaign (GCWCC) remains unchanged.

We are encouraging our members to continue to donate to charitable organizations. You can do it through the GCWCC, or directly with the United Way, or to UTE's charitable organization of choice, the International Children's Awareness Canada (ICA) (see below).

The Public Service Alliance of Canada (PSAC) is working with the officials of the United Way to ensure Unions and their members receive the recognition they deserve for their contributions to the GCWCC.

At the National level, UTE will not participate with CRA in the official launch of the 2015 campaign. Regional and local involvement will remain at the discretion of the respective representatives. If you need additional information on this matter, please contact your local executive.

## **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 is a Canadian registered charity (Registration # 887858660RR0001). They are staffed entirely by volunteers, which means that 100% of donations go towards the projects and not salaries or administration costs.*

**We would like to ask our members to also get involved with this worthy organization by making their very generous donations either directly or through the Government of Canada Workplace Charitable Campaign (GCWCC) to ICA Canada.**

**Marc Brière**  
**1st National Vice-President**

## PERFORMANCE EVALUATIONS AND YOUR CAREER

Previously, our performance review didn't seem overly important for our future. Today, things are different. In 2013 and 2014, the rules of the game changed when the employer decided to link the performance review with the staffing process.

Below is the overall assessment of core performance from the Y280 (Employee Performance Report)

**Level 5 – Performance results exceed expectations.**

**Level 4 – Performance results achieved all expectations and sometimes went beyond expectations.**

**Level 3 – Performance results achieved all expectations.**

**Level 2 – Performance results mostly met and sometimes were below expectations.**

**Level 1 – Performance results did not meet expectations.**

Once you apply in a competitive process, the following minimum staffing requirements apply:

- For temporary and permanent promotions of CRA employees, candidates must have achieved a performance level 3 in their basic performance expectations for the most recent performance management cycle.
- For temporary or permanent appointments at level, candidates must have achieved a performance level of 2.
- Before identifying a candidate for an appointment, managers must re-verify the performance level if a new performance cycle has started.
- The performance verification must be based on the most recent performance report or on a performance validation.

Therefore, you will see that if you apply for a competition and your latest performance rating is a 1 or 2, at the prerequisite stage you could be screened out. If you are not screened out at the prerequisite stage, at appointment they will not consider you unless you have met the minimum requirement.

It is crucial to stop thinking of your performance review as unimportant. As soon as you receive a performance review rating of 1 or 2, you should immediately contact a union representative to discuss the options available to you.

*Daniel Gagnon  
President, Local 10004 Jonquière*

## CHANGE OF ADDRESS

Please note that all address changes should be done via e-mail to Louise Dorion ([dorionl@ute-sei.org](mailto:dorionl@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.



## FRONTLINES INITIATIVE COLOMBIAN TOUR

The Frontlines Initiative is a joint project of four national public sector unions - the Canadian Union of Postal Workers (CUPW), the Public Service Alliance of Canada (PSAC), the Canadian Union of Public Employees (CUPE) and the National Union of Public and General Employees (NUPGE). The primary purpose of the Frontlines Initiative is to join forces with sister unions in Colombia to fight against the privatization of public services with a view to strengthening each other in their struggles, learning from one another and helping to defend human and labour rights.



To achieve these objectives, a delegation of five public sector trade unionists and activists from Colombia visited Canada in 2004. Unions in Canada followed up with a commitment to the Colombian public sector unions and organized tours to Colombia in 2006, 2008, 2009 and 2013.

The focus turned to the Canada-Colombia Free Trade Agreement (FTA) in 2009.

Around the world, public services are being drastically cut or privatized; thousands of jobs across all administrative and frontline services are being contracted out and unions are facing threats to their collective bargaining rights, including the right to organize.

The impact of the Canada-Colombia Free Trade deal on the most vulnerable people was a major concern for us, especially the human rights violations. Well, let's just say that we had good reasons to be worried.

I had the privilege to join the 2015 delegation to Colombia. We met with partner unions like CUT - United Workers' Central, STPC - Union of Postal Workers of Colombia, USO – Union of Petroleum Industry Workers. We also had the opportunity to meet with leaders representing employees working for DIAN, the equivalent of the old Canada Customs and Revenue Agency.



We were accompanied and guided by other civil society organizations like NOMADESC, a Human Rights organization working closely with the labour movement to help and protect the rights of indigenous communities, Afro-Colombian communities, and displaced people.

We listened to countless horror stories: Indigenous people being displaced to make place for mining projects; Afro-Colombian groups, like the first habitants of Port Buenaventura, who are being harassed to leave their homes to allow a big tourist project to be built; Farmers being forced to buy their seeds from the multinational Monsanto Corporation, with the complicity of the Colombian government.

We met groups of lawyers and judges trying to contribute to the defense, protection and fulfillment of civil and political rights, trying to fight against impunity and in favour of true reparation of crimes against humanity, and trying to build a democratic society.

We traveled to Port Buenaventura, Bogota, Cali, Medellin and some rural areas. Everywhere, the stories were the same: bullying, intimidation, harassment, denial of justice, corruption, community and union leaders being harassed, kidnapped, and even murdered.

Most of the leaders we met during our trip, especially union leaders, had body guards following them everywhere. During our stay, 15 community leaders were arrested in Bogota and accused of being terrorists. Two union leaders were assassinated during our stay.

Privatization, anti-union tactics, land grabs and massive dislocation of the rural population is commonplace. Communities and unions who are resisting are being criminalized and silenced, either through legislation, the justice system or violence.

Colombia is in the midst of a precarious peace process and our solidarity at this time is critical.

The Frontlines Initiative partners want to bring a greater awareness in Canada about the human rights situation in Colombia, to have a closer monitoring of the human rights impact of the Canada/ Colombia free trade agreement and to help the Colombian unions to increase their capacity to defend human and labour rights, and prevent the privatization of public services. We want to insure that workers around the world are treated with respect and have the right to live and organize for fair wages.

How is this relevant to Canadian workers? If organized labour is silenced in countries like Colombia, this ensures a growing reserve of labour that can be easily exploited. If more workers are laid off or demobilized in Colombia, this puts Canadian jobs at risk. Ensuring that workers everywhere have a fair wage increases the ability for workers everywhere to maintain employment.

As UTE-PSAC members, you have the ability to show your strength and solidarity for our brothers and sisters in the global labour movement. Workers of the world must unite to combat the global movement against organized labour.

**Marc Brière**  
**First National Vice-President**

