

101. NATIONAL OFFICERS WAGE INCREASES

COMMITTEE RECOMMENDATION

WHEREAS the National President and 1st National Vice President of UTE have received higher percentage wage increases than have been negotiated for the members for at least the last few years; and

Non-Concurrence

RATIONALE:

WHEREAS the proposed budget for 2009, 2010 and 2011 provide for wage increases for the National President and 1st National Vice President as follows:

National President (Total increase over 3 years = 8.43% not including compounding factor)

2009 3.57% increase from 2008

2010 2.46% increase from 2009

2011 2.40% increase from 2010

1st Vice President (Total increase over 3 years = 13.33% not including compounding factor)

2009 6.32% increase from 2008

2010 3.57% increase from 2009

2011 3.44% increase from 2010; and

WHEREAS the members of UTE will receive 2.5% for each of three (3) years, ending October 31, 2010; and

WHEREAS it is unjust that the National President and 1st National Vice President receive higher percentage wage increases than the members they represent.

This resolution would tie National Officers to the past three (3) year contract.

Wording does not match intent.

Resolutions do not establish which classification level the pay rates would be linked to.

Recorded as opposed: Lorne Roslinski

101. NATIONAL OFFICERS WAGE INCREASES
(CONT'D)

BE IT RESOLVED THAT that UTE Reg 22.1.2(1) read as follows:

- (1) The Officers shall receive percentage increases for the next three (3) years equal to the members' percentage increases for the last three (3) years.

SASKATOON, LOCAL 40023

102. NATIONAL OFFICERS' VACATION BENEFITS

WHEREAS the National President and 1st National Vice President of UTE have superior vacation leave to that of the members of UTE, pursuant to UTE Reg 22.1.5; and

WHEREAS the members of UTE received an insignificant improvement to vacation leave provisions in the last round of bargaining; and

WHEREAS it is unjust that the National President and 1st National Vice President enjoy better vacation leave benefits than the members they represent.

BE IT RESOLVED THAT that UTE Reg 22.1.5(1) read as follows:

For each calendar month in which an officer has earned at least ten (10) days pay, vacation leave credits shall be earned at the identical rate as the members of UTE, based on the entitlements within the current Collective Agreement.

SASKATOON, LOCAL 40023

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Resolution does not account for previous services with CRA.

No real cost savings.

As it stands now National Officers fall under the Collective Agreement of the UTE employees for benefit purposes. This allows them to carry forward their past service with CRA.

National Officers are not compensated for overtime.

Recorded as opposed: Lorne Roslinski

103. UTE CONVENTION

WHEREAS UTE currently has surplus funds; and

WHEREAS in consideration of our members.

BE IT RESOLVED THAT any resolutions passed at the UTE Tri-annual convention that require funding be financed from surplus funds prior to being funded by a dues increase.

TORONTO WEST, LOCAL 00051

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Already have approved a ceiling of one million dollars to be taken out of surplus.

Passed recommendation # 4 in budget.

This resolution would allow Convention delegates to use up all of the surplus.

Carried unanimously.

104. PERCENTAGE UTE UNION DUES

COMMITTEE RECOMMENDATION

WHEREAS UTE union dues are based on a 'flat rate' per month regardless of classification level; and **Refer to Resolution 105.**

WHEREAS PSAC union dues are based on a 'percentage rate' per month based on classification level; and

WHEREAS a principle behind the 'percentage rate' union dues structure is 'each according to their ability'.

BE IT RESOLVED THAT UTE adopt a 'percentage rate' union dues structure commencing January 2009, recognizing that Executive Council has the authority to lower dues as per By-Law 5, section 1.

PETERBOROUGH, LOCAL 00008

105. PERCENTAGE UTE UNION DUES

WHEREAS UTE union dues are based on a 'flat rate' per month regardless of classification level; and

WHEREAS PSAC union dues are based on a 'percentage rate' per month based on classification level; and

WHEREAS a principle behind the 'percentage rate' union dues structure is 'each according to their ability'.

BE IT RESOLVED THAT By-Law 5 Section 1 be amended to read:

- 1) The monthly **percentage** dues for membership in UTE shall be set by the Convention. The Executive Council may lower the monthly union dues payable to UTE when exceptional circumstances occur."

PETERBOROUGH, LOCAL 00008

COMMITTEE RECOMMENDATION

Includes resolution 104.

Non-Concurrence

RATIONALE:

Raises are not considered exceptional circumstances.

Same dues for the same services.

No real savings as most members are SP-03, SP-04 and above.

Reaction of MG's would be very negative.

Percentage dues do not build solidarity but could cause division.

Carried unanimously.

106. FUNDING FOR PSAC REGIONAL CONVENTIONS

COMMITTEE RECOMMENDATION

WHEREAS the PSAC structure supports PSAC Regional Council; and

Non-Concurrence

WHEREAS the Regional Councils are an important way to represent members from their region; and

RATIONALE:

WHEREAS the PSAC does not totally fund the cost of the delegates to attend the regional convention.

PSAC should be paying all cost for these conventions.

BE IT RESOLVED THAT National UTE assist UTE local delegates to attend PSAC Regional Conventions as per UTE Regulation 15 minus the amount of funding received from their respective PSAC Regional organization; and

Too restrictive on funding, as this would be limited to the \$20,000 in the budget.

Not all regions would be able to obtain funding due to the dates of regional conventions.

BE IT FURTHER RESOLVED THAT local delegates requesting this funding provide UTE with the amount of funding they receive from their respective PSAC Regional organization.

Recorded as opposed: Lorne Roslinski

SASKATOON, LOCAL 40023

107. NEW LOCAL FUNDING

WHEREAS funding is currently non existent for a newly created local; and

WHEREAS experience for all local executive members is important.

BE IT RESOLVED THAT for the first year of operation of a newly created local, Union of Taxation National office will fully fund one (1) observer to attend all Union of Taxation conferences and conventions.

BARRIE, LOCAL 00052

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

UTE already sends extra airfare to locals that could be used to send observers.

UTE should not be paying for this.

Resolution too general.

Cannot cost as the number of new locals is unknown.

Locals with less than 200 members already get to send observers funded by UTE to the UTE triennial convention.

108. COSTS ASSOCIATED WITH TRUSTEESHIP

WHEREAS the imposition of a trusteeship on a local is a serious step which impacts a large number of members and has lasting repercussions on the health of a local; and

WHEREAS the process of trusteeship places undue financial hardship on a local, which must pay a number of the costs associated with the trusteeship from its own limited local funds.

BE IT RESOLVED THAT all extraneous costs of any trusteeship or interim trusteeship imposed from this point on be fully funded from the UTE national budget; and

BE IT FURTHER RESOLVED THAT the following costs be considered extraneous: the cost of a general meeting to elect an executive after the trusteeship is ended, training for interim local officers when required, and full training for new local executives, as required.

EDMONTON, LOCAL 30025

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

UTE should not be responsible for the costs related to the trusteeship.

UTE should not be responsible for the costs related to the Annual General Meeting.

The region should help in these circumstances.

Establishing costs is not possible because the resolution is too vague.

Training available through PSAC.

Recorded as opposed: Lorne Roslinski

109. NATIONAL FUNDING FOR LOCALS IN TRUSTEESHIP

WHEREAS the National UTE does not provide additional funding for training after a local is placed into trusteeship.

BE IT RESOLVED THAT the National UTE be responsible for the costs & training of all interim and new executive members where locals have been placed into trusteeship and that the costs are funded from members' surplus.

SASKATOON, LOCAL 40023

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

There is no difference between this situation and when the whole local executive leaves at the same time.

Trusteeship is usually very rare.

Cost should be borne by the local.

PSAC training available.

Recorded as opposed: Lorne Roslinski

110. ELECTED COMMITTEE MEMBERS

WHEREAS elected committee members have to travel to meetings in Ottawa.

BE IT RESOLVED THAT they travel on the day before the meetings with committee or employer; and

BE IT FURTHER RESOLVED THAT they are not forced to travel on the day the meeting ends in the afternoon; and

BE IT FURTHER RESOLVED THAT they not travel on their own time allowing them return home on hours after scheduled work hours.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

The resolution is too vague.

Each situation is evaluated according to the individual's circumstances prior to a decision being made.

The last "BE IT RESOLVED" does not allow for people to travel on their own time.

HALIFAX, LOCAL 80003

111. INTERNET ACCESS WHILE ON U.T.E. BUSINESS

WHEREAS not all venues for UTE events have complimentary internet access; and

WHEREAS not all venues for UTE events have reasonable access to internet facilities; and

WHEREAS participants in UTE events require internet access for sharing and receiving information while away from their homes and locals.

BE IT RESOLVED THAT UTE endeavour to negotiate free in-room internet access in its contracts with hotels; and

BE IT FURTHER RESOLVED THAT if UTE cannot negotiate free in room internet access in its contract with hotels, that U.T.E. will reimburse the cost of such internet access to those on official U.T.E. business.

KELOWNA, LOCAL 20003

COMMITTEE RECOMMENDATION

The Committee divided the “BE IT RESOLVES”.

The first “BE IT RESOLVED”.

Concurrence

The second “BE IT RESOLVED”.

Non-Concurrence

RATIONALE:

On the first “BE IT RESOLVED”

No costing required.

This reaffirms our current practice.

On the second “BE IT RESOLVED”

Too many variables to establish a real cost.

Too general.

112. NATIONAL HARDSHIP FUND

WHEREAS the last triennial convention passed a resolution to have the component conduct a feasibility study related to the establishment of a National Hardship Fund; and

WHEREAS the Finance Committee reported back with this information in October 2007.

BE IT RESOLVED THAT a national hardship fund be created in accordance with the Finance Committees “feasibility study” dated October 29 – 31, 2007.

CALGARY, LOCAL 30024

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

With 25,000 members there will always be members in need.

Not within the union’s mandate.

There are other priorities for UTE.

Too many variables.

Does not meet immediate needs.

**Recorded as opposed: Barb Stewart
Lorne Roslinski**

FEASIBILITY STUDY
RE: NATIONAL HARDSHIP FUND

The following resolution was passed during the last triennial convention.

Be it resolved that Executive Council set up a feasibility study to review the financing, costing and guidelines which would be required for a National Hardship fund and report back to the local Presidents at least six months before the next triennial convention.

The UTE National President assigned this task to the National Finance Committee.

The committee gathered information from other Unions, the PSAC and locals of UTE.
The following is put forward for your consideration:

The committee believes that a fund could be created by a resolution to the next convention based on the following:

1. Financing:
That a line item be created: National Hardship Fund \$10,000.00
2. Costing:
The cost would be $\$10,000.00 \times 3 = \$30,000.00$ If a dues increase is needed it would be $\$30,000.00$ divided by 24,000 members divided by 12 months divided by 3 years = 3.5 cents per member per month.
3. Guidelines for National Hardship Fund
 - o UTE shall establish a National Hardship Fund for members to give some assistance in times of dire straits.
 - o A budget of ten thousand dollars (\$10,000) per year shall be allotted for this fund.
 - o A member applying for this fund shall be asked to submit a request through their local president, who will forward said request to their Regional Vice-President. The Vice-President shall put forth a resolution to the next Executive Council meeting requesting assistance for the member. The Executive Council shall review each case and make a determination if access to the fund will be approved. Access to the fund will be made only to those members who are in good standing with UTE.
 - o The member must put their request in writing and include the reason for the assistance from the hardship fund and submit an Income and Expense Statement. A file is to be kept on all applications.

- o All actions taken on the request are to be recorded in the file, i.e. if the request to access the fund was approved or denied.
- o The Executive Council shall respect the confidentiality of all requests to the fund and shall not disclose individual's names or particulars.

The Committee is not making a recommendation on the creation of this line item; it is providing information to the locals as per the resolution passed during the last convention.

Any further action on this subject will be up to the locals and also the convention floor.

Respectfully submitted

On behalf of the UTE National Finance Committee
Bob Campbell, Chairperson

113. NATIONAL HARDSHIP FUND

WHEREAS our members may find themselves in dire financial straits due to factors beyond their control, which may cause severe physical and or emotional stress and may require assistance through a hardship fund for relief.

BE IT RESOLVED THAT UTE create and maintain a National Hardship Fund of \$10,000 per year for the next 3 years; and

BE IT FURTHER RESOLVED THAT the UTE National Finance committee develop policies and procedures to administer the hardship fund that must include the following:

- Member must be in good standing
- Request in writing
- Reason for the assistance
- Submit an Income and Expense Statement
- Include a repayment schedule

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

With 25,000 members there will always be members in need.

Not within the union's mandate.

There are other priorities for UTE.

Too many variables.

Does not meet immediate needs.

Recorded as opposed: Esther Burt

TORONTO WEST, LOCAL 00051

114. DUES TO AFFILIATION TO DISTRICT LABOUR COUNCILS

WHEREAS the CLC District Labor Councils are the house of labour and strong supporters of social and economic justice within our communities; and

WHEREAS affiliation to District Labour Councils provides our members with a strong voice to promote their issues; and

WHEREAS the PSAC encourages Area Councils to promote local affiliation with District Labour Councils (Section 14 Area Councils Sub-Section 5 of the PSAC Constitution); and

WHEREAS the cost of affiliating to the District Labour Councils is prohibitive for many locals; and

WHEREAS the cost of affiliation to the District Labour Councils should be split between the local, the component and the PSAC.

BE IT RESOLVED THAT the UTE National reimburse locals that affiliate to a District Labour Council 1/3 of the annual cost of affiliating to their District Labour Council and to update any regulations or bylaws if required.

COMMITTEE RECOMMENDATION

Includes resolution 115.

Non-Concurrence

RATIONALE:

It's the local's choice to affiliate therefore it is their responsibility.

Recorded as opposed: John Rumsby

SURREY, LOCAL 20029

115. AFFILIATION TO DISTRICT LABOUR COUNCILS

COMMITTEE RECOMMENDATION

WHEREAS the Canadian Labour Congress District Labour Councils are the house of labour and strong supporters of social and economic justice within our communities; and

Refer to resolution 114.

WHEREAS affiliation to District Labour Councils provides our members with a strong voice to promote their issues; and

WHEREAS the PSAC encourages Area Councils to promote local affiliation with District Labour Councils (Section 14 Area Councils Sub-Section 5); and

WHEREAS the cost of affiliating to District Labour Councils is prohibitive for many locals.

BE IT RESOLVED THAT the UTE National Office reimburse locals that affiliate to a District Labour Council 1/3 of the annual cost of affiliating to their District Labour Council.

VICTORIA, LOCAL 20028

116. AFFILIATION TO DISTRICT LABOUR COUNCILS

WHEREAS the CLC District Labor Councils are the house of labour and strong supporters of social and economic justice within our communities; and

WHEREAS affiliation to District Labour Councils provides our members with a strong voice to promote their issues; and

WHEREAS the PSAC encourages Area Councils to promote local affiliation with District Labour Councils (Section 14 Area Councils Sub-Section 5 of the PSAC Constitution); and

WHEREAS the cost of affiliating to the District Labour Councils is prohibitive for many locals; and

WHEREAS the cost of affiliation to the District Labour Councils should be split between the local, the component and the PSAC.

BE IT RESOLVED THAT the UTE present a resolution to PSAC National Triennial Convention to request the PSAC to reimburse locals that affiliate to a District Labour council 1/3 of the annual cost of affiliating to their District Labour Council and to update any regulations or bylaws if required.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

It's the local's choice to affiliate therefore it is their responsibility.

Recorded as opposed: John Rumsby

SURREY, LOCAL 20029

117. PRESERVATION OF WELL-BEING

COMMITTEE RECOMMENDATION

WHEREAS the mental, emotional and social well-being of union delegates concerns us all; and

Non-Concurrence

WHEREAS travel away from home while on union business may be considerable; and

RATIONALE:

WHEREAS there is a celebration every three years of what the Union of Taxation have accomplished.

Does not refer to what conference or when in the “BE IT RESOLVED”.

BE IT RESOLVED THAT the Union of Taxation Employees reimburse the actual transportation costs where there is a ticket purchased for a guest for each delegate; and

Would be a taxable benefit.

Carried unanimously.

BE IT FURTHER RESOLVED THAT the guest is afforded the same mode of travel as the delegate.

WINNIPEG, LOCAL 50032

118. AUTOMATIC DUES INCREASES

WHEREAS the PSAC has a fiscal responsibility to its members; and

WHEREAS an increase in the amount of dues paid by these members should be a thing undertaken only when absolutely necessary, so as not to cause financial hardship to the membership.

BE IT RESOLVED THAT all dues increases be implemented only after approval at a duly constituted PSAC convention; and

BE IT FURTHER RESOLVED THAT no automatic dues increase that is tied to an increase in the wages of Alliance members be implemented.

EDMONTON, LOCAL 30025

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

The applicable percentage rate does not change.

Is based on base salary.

First “BE IT RESOLVED” is what already happens.

As the first “BE IT RESOLVED” is written, it means that Local, Component and PSAC dues would have to be approved at PSAC convention.

Second “BE IT RESOLVED” does not deal with the intent.

Recorded as opposed: Lorne Roslinski

119. UTE LIFE INSURANCE POLICY

WHEREAS the current UTE life insurance policy is vague with respect to what is and what is not 'authorized union business'.

BE IT RESOLVED THAT the UTE life insurance policy be amended to include coverage to any member performing union duties as directed by the UTE National By-Laws and/or Regulations.

PETERBOROUGH, LOCAL 00008

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

The National Office is currently consulting with insurance companies to try and get an insurance that meets the intent of the resolution.

Carried unanimously.

120. INSURANCE COVERAGE

WHEREAS while travelling for the employer, we are covered by Workers Compensation for any injury incurred; and

WHEREAS while travelling for the union, we have no coverage of any kind for injuries incurred; and

WHEREAS union activists should not have to use their own sick leave or be out of pocket for any injury incurred while on UTE business.

BE IT RESOLVED THAT the UTE implement insurance coverage for injuries, similar to that now carried for Death or dismemberment now carried for activists attending UTE functions; and

BE IT FURTHER RESOLVED THAT this coverage be implemented immediately following Convention 2008; and

BE IT FURTHER RESOLVED THAT UTE reimburse any member having to use sick leave or leave without pay for any injury incurred while attending the UTE Triennial Convention being held in Vancouver in July 2008.

OTTAWA, LOCAL 70000

COMMITTEE RECOMMENDATION

The committee divided the “BE IT RESOLVES”.

The first and second “BE IT RESOLVED”

Non-Concurrence

The third “BE IT RESOLVED”

Non-concurrence

RATIONALE:

On the first two “BE IT RESOLVED”.

The National Office is currently consulting with insurance companies to try and get an insurance that meets the intent of the resolution.

Recorded as opposed: Barb Stewart

On the third “BE IT RESOLVED”.

It is too general and vague.

Not all members are there as official representatives.

Already self insured for this.

Recorded as opposed: Barb Stewart