

301.TRI-ANNUAL CONVENTION HOURS OF SESSION

COMMITTEE RECOMMENDATION

WHEREAS the By-Laws can only be changed or amended every three years at the Triennial Convention; and

Resolutions 301 and 302 were dealt with as a combined resolution.

WHEREAS the hours of session have already been established and supported by the delegation; and

Non-Concurrence

WHEREAS we should be fiscally responsible to our members; and

RATIONALE:

WHEREAS the cost of the convention is in excess of 1 million dollars; and

We do not need a resolution of record regarding this.

We have mechanisms to deal with all our business.

WHEREAS our members expect National UTE to be fiscally responsible.

Our By-Laws already cover the unfinished business of convention being referred to Council.

BE IT RESOLVED THAT UTE does not close convention early if there are any resolutions that have not been dealt with by the convention delegation; and

We have our Rules of Order at convention.

Have the right to vote against adjournment.

BE IT FURTHER RESOLVED THAT all business that can be done before closing of convention, shall be done.

Convention is a democracy, majority rules and we have rules in place to allow votes.

The agenda can be modified.

SASKATOON, LOCAL 40023

**Recorded as opposed: Wally Fandrich
Terry Dupuis**

302. MOTIONS TO CLOSE THE UTE TRIENNIAL CONVENTION

WHEREAS the UTE Triennial Convention is considered the supreme governing body of our component; and

WHEREAS a great deal of business must be achieved at the convention within a limited amount of time.

BE IT RESOLVED THAT no motion to adjourn the UTE Triennial Convention be allowed prior to the accepted hour of closing a session while there is still business to be dealt with, unless exigent conditions exist (ie. emergency evacuation, severe weather) as recognized by the Chair.

EDMONTON, LOCAL 30025

COMMITTEE RECOMMENDATION

Resolutions 301 and 302 were dealt with as a combined resolution.

Non-Concurrence

RATIONALE:

We do not need a resolution of record regarding this.

We have mechanisms to deal with all our business.

Our By-Laws already cover the unfinished business of convention being referred to council.

We have our Rules of Order at convention.

Have the right to vote against adjournment.

Convention is a democracy, majority rules and we have rules in place to allow votes.

The agenda can be modified.

**Recorded as opposed: Wally Fandrich
Terry Dupuis**

303. CALL FOR PLEBISCITE ON MG EMPLOYEES

WHEREAS the members who are classified as MG's by the employer have as part of their duties the supervision of other employees who are our members; and

WHEREAS this responsibility may bring them into conflict, sometimes requiring representation, with other members; and

WHEREAS a number of MG-1 to MG-3 members have expressed in the past the desire to not be part of the same union as the members that they supervise.

BE IT RESOLVED THAT the UTE undertake within one year a nationally-funded plebiscite for our members who are substantively classified as MG's, in which a simply-worded question shall ask whether these members wish to remain part of the Union of Taxation Employees; and

BE IT FURTHER RESOLVED THAT the UTE review the results of the study and produce a report for review by the Executive Council within six (6) months of receiving the results.

EDMONTON, LOCAL 30025

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Any effort to divide MG's out of our unit does not make sense.

Rob Wright tried to split off our MG's and the Labour Board ruled against it.

They are supervisors not managers.

The work on the MG's has already been done and we do not see why we need to revisit this issue.

This is not our job to do this, it is the employer's.

We do not need to divide our members.

They should not be excluded from the union.

We spend a lot of time dealing with MG's who feel they are not represented; let's spend our time finding how to assist them, not to divide them.

Carried unanimously.

304. RESOLUTION OF RECORD - SELECTION BOARD PARTICIPATION

WHEREAS the stance taken by UTE concerning membership participation on selection boards is that unless within your job description, you should refrain from such participation; and

WHEREAS a UTE Bulletin was issued to reaffirm this position.

BE IT RESOLVED THAT any UTE member representing the Union in any capacity refrain from participating on selection boards unless this duty is within their job description; and

BE IT FURTHER RESOLVED THAT any contravention of the selection board participation resolution will result in that member immediately being removed from their role in representing the Union.

PETERBOROUGH, LOCAL 00008

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Dealt with a similar resolution at Presidents' Conference.

We have Rules and Regulations governing Executive that we can follow.

Sometimes we have employees who assist the Executive by joining committees to help us and we should not restrict their involvement.

There are clear rules to govern removal from office.

We have a difficult time finding people to help us and to relieve them of their responsibility on committees for participating on a board is not productive for the union.

Very few work descriptions actually include this as a duty so this could impact a lot of our members.

Carried unanimously.

305. INTERNAL DISCIPLINE PROCESS

WHEREAS one of the first and foremost goals of any union is that its members be united; and

WHEREAS the current processes for the administration of internal discipline take up a large part of the PSAC's resources in both time and money spent; and

WHEREAS the processes can be perceived by the membership as biased and subject to interference, even when this perception is unwarranted; and

WHEREAS the current processes often divide our members, in particular our activists, who are supposed to be our strongest members and whom we expect to lead our union.

BE IT RESOLVED THAT the PSAC commission a cost-benefit study into hiring an independent professional ethics firm to review and administer the PSAC's internal discipline policies; and

BE IT FURTHER RESOLVED THAT if the study shows that a professional firm would be more cost effective than the current process, that the PSAC begin the process of hiring such a firm without delay.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

This is not about the money, this is about shifting responsibility.

We cannot abdicate our responsibility.

Discipline is our responsibility.

It is not a waste of time and money to deal with discipline issues.

Who do the members hold their loyalty allegiance to and ultimately answer to? The union or an outside agency?

Carried unanimously.

EDMONTON, LOCAL 30025

306. CODE OF CONDUCT, VALUES AND ETHICS FOR UTE

WHEREAS organizations of integrity and professionalism enshrine their beliefs for all to know, understand and comply.

BE IT RESOLVED THAT UTE undertake the creation of a code of conduct, values and ethics for the Union of Taxation Employees.

PETERBOROUGH, LOCAL 00008

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

We have too many codes of conduct in our lives already. We have By-Laws, Constitutions and Regulations to govern our actions. We do not need an additional code to dictate our actions and we do not need to scare people from becoming involved.

Our Oath of Allegiance already covers this.

We have tools already to cover our values and ethics.

We do not need this.

We need to find ways to recruit members, not put obstacles in their path.

307. ELECTORAL PROCEDURES

WHEREAS locals have control over their By-Laws so long as they are not in contravention of the UTE National By-Laws and/or the PSAC Constitution; and

WHEREAS there are many different local By-Laws and/or Regulations governing the elections of local officers.

BE IT RESOLVED THAT UTE create standardized electoral procedures that are made available to the locals to incorporate in their local By-Laws as needed and/or desired.

PETERBOROUGH, LOCAL 00008

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

What works for some locals does not work for all locals.

Multiple locations can create different procedures.

To try and make rules for elections very stringent may not best serve the members in a location.

National already has guidelines and examples that locals can follow.

Locals can depend on their RVP for guidance.

Locals could have their By-Laws posted on line and others could use these as examples.

Carried unanimously.

308. UTE QUESTIONNAIRE

WHEREAS the Union of Taxation Employees has always tried to be proactive; and

WHEREAS a questionnaire is an opportunity for membership feedback on various matters.

BE IT RESOLVED THAT the Communications Committee be charged with developing a questionnaire. This questionnaire would be sent to every UTE member seeking their comments on, for example: the union as a whole, communications, knowledge of the local, regional, national leaders, electoral procedures, the relationship with the PSAC and Management, the Staffing regime, etc, and any other topics the committee would deem appropriate; and

BE IT FURTHER RESOLVED THAT each questionnaire be accompanied by an addressed postage paid envelope and that the National Office be responsible to receive and then compile this information to be presented to Executive Council; and

BE IT FURTHER RESOLVED THAT this project be completed and made available no later than September 2009.

PETERBOROUGH, LOCAL 00008

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

It is not necessary at this time.

We have a good understanding of what our members think about items like staffing.

This would not have an added value for our members.

The principle behind this is good but the method and the cost are not necessarily proper.

Cost is not worth it.

This is something that each local could do to be more cost effective.

309. UTE EVENT - UNION LWOP

WHEREAS activists must take unpaid leave from the Employer, whether scheduled or not, to participate in union activities and functions; and

WHEREAS this creates a financial burden that can prevent some activists from participating.

BE IT RESOLVED THAT UTE pursue negotiations with the Employer to ensure that members continue to receive their pay cheque without 'union leave without pay' deductions and the Employer directly invoices UTE for such 'union leave without pay'.

PETERBOROUGH, LOCAL 00008

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

Cash flow becomes very irregular.

Struck off strength if you have more than six (6) days leave without pay which causes many problems.

LWOP affects pension contributions and there is a hope that a LWP situation will help alleviate this.

Can change existing time code to cover this.

We need this. This is a basic union principle that we have been trying to achieve.

We lose vacation credits and sick leave credits if we have extensive leave without pay.

This has been at the bargaining table in the past.

We have enough troubles with pay so not having this added complication may ease the burden.

PSAC takes a long time to reimburse activists for their time and we should not have to be without pay for this period of time.

Succession planning would be easier if we could advise activists that there would be regularity in their pay.

Recorded against: Dawn Hardy

310. UTE MEMBER RETIREMENT

WHEREAS members upon retirement currently do not receive any recognition from the UTE component; and

WHEREAS these members have been supportive of UTE throughout their careers.

BE IT RESOLVED THAT national UTE recognize members that have always been in good standing upon retirement by providing them either with a framed certificate, plaque or pin.

TORONTO, LOCAL 00013

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

This should be a responsibility of the local.

Agree with principle but members should be recognized locally.

Concerns with members in good standing and how that would be defined.

Carried unanimously.

311. OFFICIAL LANGUAGES PORTFOLIO

COMMITTEE RECOMMENDATION

WHEREAS every CRA region has an Official Languages Champion; and

Concurrence

WHEREAS every CRA branch has an Official Languages Champion and advisor; and

RATIONALE:

WHEREAS many aspects of Official Languages affect our membership and many members come to their union for resolution of Official Languages issues (e.g. language training; linguistic profiling; staffing; active offers of service).

Although currently the issue of official languages is dealt with by the National Office, this would allow the President to assign a politician or create a committee to deal with this issue.

BE IT RESOLVED THAT UTE create an Official Languages Portfolio; and

Official Languages is important and should be seen as a priority in the organization.

BE IT FURTHER RESOLVED THAT UTE assign responsibility for this portfolio to the appropriate individual or group of individuals.

SAINT JOHN, LOCAL 60005

312. UTE POLITICAL ENDORSEMENT

WHEREAS the Union of Taxation Employees Political Action Committee has been mandated, through Convention and Executive Council, to involve the membership in political activities; and

WHEREAS this political involvement includes the endorsement of political parties or candidates by the Union of Taxation Employees.

BE IT RESOLVED THAT all Locals be mandated at their upcoming AGMs to include an agenda item to discuss with their members whether UTE endorse a particular political party or individual candidate(s); and

BE IT FURTHER RESOLVED THAT all Locals send a written report of these discussions from their AGMs to the PAC, through their RVPs, no later than thirty (30) days following the individual AGMs.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Concerns with locals being mandated.

Currently, political action is discussed by union politicians at Local AGM's.

AGM's are very political with local union elections and there are concerns about the AGM's being overtaken with political discussions regarding municipal, provincial or federal elections.

Does not make political sense based on the number of members we have per local and per riding.

SAINT JOHN, LOCAL 60005

**313. CALL CENTRE PRESIDENTS' REPRESENTATIVE
ON THE STAFFING COMMITTEE**

WHEREAS many of the Union of Taxation Employees' members are employed in Call Centres; and

WHEREAS many of these Call Centres are not co-located within the TSO and as such, may have limited access to the Local Union Executive; and

WHEREAS the Union of Taxation Employees has distributed a questionnaire to these members and hosted a National Call Centre meeting whose purpose was to identify and organize the issues, questions and concerns of the membership there employed; and

WHEREAS the unique working conditions and employment practices undertaken by the employer at these locations requires specialized attention and representation.

BE IT RESOLVED THAT a Call Centre Presidents' Representative position be added to the standing UTE Staffing Committee; and

BE IT FURTHER RESOLVED THAT the President's Representative elected to this position be a member employed at a Call Centre; and

BE IT FURTHER RESOLVED THAT the roles, duties, and selection criteria be the same for this position as it is with the current TSO and TC UTE Staffing Committee Presidents' representatives, and that the first selection process shall take place at the September 2008 UTE Presidents' Conference.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Let's allow the Ad-Hoc committee an opportunity to do their work and they can then refer items to the Staffing Committee if required.

There is not a determination yet that Call Center staffing issues are any different than TSO or TC staffing issues.

Have not had any recommendations come out of the Call Centre meeting to show a requirement for this.

Do not know yet if staffing issues are of major concern to Call Centers.

Staffing needs to be addressed for all our members not just a particular group.

Recorded against: Wally Fandrich

SAINT JOHN, LOCAL 60005

314. PSAC RESOLUTION - UNION LEAVE WITHOUT PAY

WHEREAS activists must take unpaid leave from the Employer, whether scheduled or not, to participate in union activities and functions; and

WHEREAS this creates a financial burden that can prevent some activists from participating.

BE IT RESOLVED THAT PSAC pursue negotiations with the Employer to ensure that members continue to receive their pay cheque without 'union leave without pay' deductions and the Employers directly invoice PSAC for such 'union-related leave without pay'.

PETERBOROUGH, LOCAL 00008

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

Cash flow becomes very irregular.

Struck off strength if you have more than six (6) days leave without pay which causes many problems.

LWOP affects pension contributions and there is a hope that a LWP situation will help alleviate this.

Can change existing time code to cover this.

We need this. This is a basic union principle that we have been trying to achieve.

We lose vacation credits and sick leave credits if we have extensive leave without pay.

This has been at the bargaining table in the past.

We have enough troubles with pay so not having this added complication may ease the burden.

PSAC takes a long time to reimburse activists for their time and we should not have to be without pay for this period of time.

Succession planning would be easier if we could advise activists that there would be regularity in their pay.

315. WEB COMMUNICATION

WHEREAS the Local Web Sites are growing more valued as a communication tool; and

WHEREAS the UTE National Web Site is available from the workstation.

BE IT RESOLVED THAT upon request that the UTE establish links to local Web Sites on the National UTE web site; and

BE IT FURTHER RESOLVED THAT the UTE National Office negotiate with CRA to ensure access to local websites from every workstation via the INTRANET.

SURREY, LOCAL 20029

COMMITTEE RECOMMENDATION

The Committee divided the “BE IT RESOLVES”.

Resolutions are divided

RATIONALE:

The first “BE IT RESOLVED”:

Concurrence

We should be able to access other sites of other locals.

Already have the ability to do this and we are doing this.

The second “BE IT RESOLVED”:

Non Concurrence

If there is work access and we have the ability to post unfettered information, we could be disciplined by the employer.

Could run the risk of losing our national access if there is offensive material posted.

There is no control over what a local may post.

Recorded against: Sarah Redd

316. POLICY ON ACTING POSITIONS & TENURE

WHEREAS the PSAC & UTE recognize the right of each member to aspire to advancement within the CRA; and

WHEREAS the PSAC & UTE recognize the contribution of members who seek to and become Union Activists.

BE IT RESOLVED THAT an elected member of a Local gaining an acting position away from their home work site retain their elected status for a period of six (6) months; and

BE IT FURTHER RESOLVED THAT if the said acting position is in a workplace less than twenty (20) kilometers from their workplace, their elected status is retained until the earliest of:

- Their substantive position changing to the new workplace or
- They are no longer in “elected” status with their local

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Locals should be able to determine what works best for them and not have the National impose a rule.

SURREY, LOCAL 20029

317. POLICY ON ACTING POSITIONS & TENURE

WHEREAS the PSAC & UTE recognize the right of each member to aspire to advancement within the CRA; and

WHEREAS the PSAC & UTE recognize the contribution of members who seek to and become Union Activists.

BE IT RESOLVED THAT an elected member of a Local gaining an acting position away from their home work site retain their elected status for a period of six (6) months; and

BE IT FURTHER RESOLVED THAT if the said acting position is in a workplace further than twenty (20) kilometers, their elected status is retained for a period of three (3) months.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Locals should be able to determine what works best for them and not have the National impose a rule.

SURREY, LOCAL 20029

318. MEMBERSHIP DEVELOPMENT OPPORTUNITY

WHEREAS we must promote and foster union activism with succession opportunities.

BE IT RESOLVED THAT UTE fund, as per Regulation 13 a conference once every three (3) years in conjunction with a President's Conference, that enables one (1) member from each local under the age of 35 and /or with less than 5 years employment with the Canada Revenue Agency to attend.

PETERBOROUGH, LOCAL 00008

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

You do not create member involvement by dragging people to a conference; we recruit by getting them involved at the local level.

Activism starts at the local level.

Already have ways to bring new activists into our meetings. It is a local choice of how to involve these members.

No value added if they do not have some union experience.

Not all activists want to be treated differently. They prefer to make their way the same as everyone else.

There are a number of members who may have more than five (5) years experience or are over thirty-five (35) that would love to attend a Presidents Conference.

There are many other conferences that we can send new activists to, in order to assist them in their development.

We want funding available for those who want to work for the benefit of the membership not just because they have the right age and/or years of employment.

**Recorded against: Terry Dupuis
Wally Fandrich**

319. CALL CENTRES

WHEREAS call centers are unique work areas with specific issues and problems that require expertise and insight gained by representatives working in those centers; and

WHEREAS representatives of locals representing call centers need to come together to discuss issues arising from and related to Call Centers and strategize solutions to deal with emerging issues.

BE IT RESOLVED THAT additional time be allocated to the Presidents' Conference in order to allow representatives of members working in Call Centers reasonable time to discuss and deal with issues arising from this type of work environment.

CALGARY, LOCAL 30024

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Let's allow the Ad-hoc Committee time to meet and come up with recommendations.

The TC's currently meet during the Presidents' Conference after session so nothing precludes the Call Center locals from doing the same thing.

Call Centers are already represented at the Presidents' Conference and their representative should be able to speak on their behalf.

They can bring any agenda item to the Presidents' Conference at any time.

**Recorded against: Wally Fandrich
Terry Dupuis**

**320. PRESIDENT'S REPRESENTATIVE – TECH
CHANGE COMMITTEE**

WHEREAS many of the technological changes introduced by the CRA specifically affect working conditions with Tax Centres; and

WHEREAS many of these changes have occurred in recent years and continue to be introduced; and

WHEREAS there is currently only one President's representative elected to the committee.

BE IT RESOLVED THAT there be two president's representatives on the Technological Change committee, one representing Tax Service Offices and one representing Tax Centres.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

The work in TC's is different so it would bring a different perspective to the table.

Tech Change can affect a TC differently than a TSO, seems to have a greater affect on the membership.

WINNIPEG TAXATION CENTRE, LOCAL 50031

321. PRESIDENT'S REPRESENTATIVE – HEALTH & SAFETY COMMITTEE

WHEREAS while there are many similarities in working conditions between Tax Service Offices and Tax Centres, however there are also many differences such as warehouse operations or shift work; and

WHEREAS issues of Health and Safety are of great concern to UTE members; and

WHEREAS Taxation Centres have their own specific Health and Safety issues; and

WHEREAS there is currently only one President's representative elected to the committee.

BE IT RESOLVED THAT there be **two president's representatives** on the Health and Safety committee, **one representing Tax Service Offices and one representing Tax Centres.**

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

The Health and Safety Committee has always dealt with issues for both TC's and TSO's and there has never been a problem in the past.

**Recorded against: Marie-Claude Lapointe
Marvin Engel
Sarah Redd**

WINNIPEG TAXATION CENTRE, LOCAL 50031

322. PAYMENT DATES FOR MATERNITY LEAVE TOP UPS

WHEREAS delays in payment of the maternity leave to up cause our members to incur Financial as a result of deferring mortgage and loan payments; and.

WHEREAS the employer does not advise our members that payment of the maternity leave top up is not on the same date as a regular pay, causing our members to incur financial penalties as a result of insufficient funds in their bank accounts to cover pre-authorized payments of Mortgages, Loans, and other monthly bills.

BE IT RESOLVED THAT the Alliance negotiate with the employer to ensure top up payments are paid on the same schedule as the normal pay dates.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

Current practice is the top up cheque is issued in the opposite week of the normal pay periods.

Anything we can do to help our members who are either going on maternity leave or coming back from maternity leave needs to be done.

We are presuming that this deals with maternity top up as that is the only top up we receive.

HALIFAX, LOCAL 80003

323. WITHHOLDINGS FROM MATERNITY LEAVE TOP UP

WHEREAS the income tax deductions withheld by the employer from Maternity Leave top ups is not sufficient and is causing our members to incur income tax liabilities; and

WHEREAS Supplementary Death Benefit and Superannuation contributions are not withheld from the Maternity leave top up necessitating a period of repayment which may cause hardship on our members.

BE IT RESOLVED THAT the Alliance press the employer to have the compensation policies improved to allow for increased income tax deductions at source; and

BE IT FURTHER RESOLVED THAT the Alliance negotiate with the employer to allow for the election to have Superannuation and Supplementary Death Benefit contributions withheld from the maternity leave top up.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

To prevent financial hardship when someone returns to work from maternity leave.

Employer should allow additional deductions of income tax at source to help prevent tax bills at the end of the year.

Carried unanimously.

HALIFAX, LOCAL 80003

324. COMPENSATION ISSUES

WHEREAS issues pertaining to compensation have become the largest volume of issues brought to the union locals for assistance by our membership; and

WHEREAS the vast majority of these issues can be attributed to improper training provided by the employer; and

WHEREAS the employer continues to downgrade Human Resources and Compensation Services through centralization of these services.

BE IT RESOLVED THAT the Union begin discussions with the employer to ensure that the training presently provided to our members in the Compensation Client Service Centres and Call Centres be improved in both duration and Substance to achieve a reasonable level of Knowledge and proficiency to be effective and efficient in their duties; and.

BE IT FURTHER RESOLVED THAT the union enter begin discussions with the employer to have Compensation Specialists hired for each region at a level of one specialist for every 500 employees in the region to assist in dealing with compensation issues as they arise.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

There have been many compensation problems and we need to have mechanisms in place to address our concerns.

Locals should not have to be dependent upon the National to deal with their issues and this would allow regional contact to help address concerns.

The union is concerned with our members in compensation and wish to see them properly trained.

HALIFAX, LOCAL 80003

325. POLICY ON RECOVERY OF OVERPAYMENT

WHEREAS numerous instances of overpayment of Salaries and Maternity Leave Top up Payments have occurred through employer error and no fault of our members, in some instances over a period of months and even years; and

WHEREAS the employer's present policy is to attempt full recovery in the shortest period of time possible, even though the period of the overpayment is often of a far greater duration than the period of time in which the employer is attempting to recover the overpayment.

BE IT RESOLVED THAT the Union begin discussions with the employer to amend the present Policy to recover these overpayment amounts. The employer become more reasonable in the recovery of these funds and at a reduced percentage based on the term of the overpayment.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

The "WHEREAS" are self explanatory.

Carried unanimously.

HALIFAX, LOCAL 80003

326. CRA STAFFING POLICY

WHEREAS the Canada Revenue Agency Staffing Policy affects all members.

BE IT RESOLVED THAT the Union of Taxation Employees retain a lobbyist to make changes to be Canada Revenue Agency Staffing Legislation related to the Recourse Mechanism which would allow for Union Representation at all levels.

LETHBRIDGE, LOCAL 30027

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Cost is prohibitive.

Resolution is too vague and does not provide enough direction.

We should be doing our own lobbying.

327. PINS FOR LOCAL EXECUTIVE

WHEREAS we no longer have pins supplied or made available to the locals by PSAC denoting our positions in our local.

BE IT RESOLVED THAT UTE order and sell pins with the UTE logo and wording for the various positions within a local (such as President, Vice President, Treasurer, Secretary, Chief Shop Steward and Steward); and

BE IT FURTHER RESOLVED THAT the UTE make them available for sale along with the other merchandise sold by UTE.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

As this is being done, the Committee supports this resolution in principle.

KELOWNA, LOCAL 20003

328. PROMOTION OF THE HONOURS AND AWARDS PROVIDED BY UTE

WHEREAS the Honours and Awards committee states in their terms of reference that they are to promote Honours and Awards within UTE; and

WHEREAS it is known that the awards available within the UTE don't always get utilized to the extent to which they were intended due to a lack of publicity.

BE IT RESOLVED THAT UTE publish an information Pamphlet to be used to promote the work of the Honours and Awards Committee; and

BE IT FURTHER RESOLVED THAT this pamphlet be distributed to the locals and to the membership on the availability of the Awards and Scholarships in UTE.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

The information is already available on our website and through our locals.

There is not a requirement to expend additional funds to provide this information to our members.

Recorded against: Sarah Redd

KELOWNA, LOCAL 20003

**329. HONOURS AND AWARDS - SCHOLARSHIP
ESSAYS**

WHEREAS the winning essays for the scholarship become the property of UTE; and

WHEREAS the membership is interested in reading the winning essays.

BE IT RESOLVED THAT the winning scholarship essays be published on the UTE website under the Honours and Awards section of the website; and

BE IT FURTHER RESOLVED THAT the Communications Committee can chose to also publish the winning essays in the UTE newsletter.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Other applicants and parents may start critiquing essays.

Essays are not the only evaluation method and this may cause confusion if a winning applicant does not have the best essay.

Could be very sensitive and would not want someone's essay being debated around the country.

Recorded against: Sarah Redd

KELOWNA, LOCAL 20003

330. SUPERANNUATION (REDUCTION)

WHEREAS we contribute to our pension benefits and they are a return on our investment; and

WHEREAS we also contribute to CCP/QPP.

BE IT RESOLVED THAT UTE and PSAC exert pressure on the government to amend the legislation in such a way that the pension we will be receiving at age 65 be not reduced by CPP/QPP benefits.

COMMITTEE RECOMMENDATION

Resolutions 330 and 331 were dealt with as a combined resolution.

Concurrence

RATIONALE:

This is a standing principle of the union that we support.

SHAWINIGAN-SOUTH, LOCAL 10005

331. SUPERANNUATION

WHEREAS we contribute to our pension benefits and they are a return on our investment; and

WHEREAS we also contribute to CCP/QPP.

BE IT RESOLVED THAT UTE exert pressure on the government to amend the legislation in such a way that the pension we will be receiving at age 65 be not reduced by CPP/QPP benefits; and

BE IT FURTHER RESOLVED THAT UTE ask PSAC to do the same.

COMMITTEE RECOMMENDATION

Resolutions 330 and 331 were dealt with as a combined resolution.

Concurrence

RATIONALE:

The Committee has accepted resolution 330.

JONQUIÈRE, LOCAL 10004

332. EAP CONFERENCE

COMMITTEE RECOMMENDATION

WHEREAS the 2006 EAP Conference was well received and well attended; and

The Committee accepted resolution 333.

WHEREAS the Training and Education was invaluable to assist with representation of UTE members.

BE IT RESOLVED THAT UTE hold a UTE National EAP Conference within the next 3 years.

NORTH YORK, LOCAL 00048

333. NATIONAL EAP CONFERENCE

WHEREAS the Employee Assistance Program is very important; and

WHEREAS the committee members must meet to discuss the future of EAP.

BE IT RESOLVED THAT UTE hold a National EAP Conference before our next triennial Convention in 2011; and

BE IT FURTHER RESOLVED THAT UTE fully fund the attendance of one delegate per local to this National EAP Conference; and

BE IT FURTHER RESOLVED THAT UTE encourage locals to send local EAP committee members to this conference.

COMMITTEE RECOMMENDATION

The Committee believes that resolution 332 is included in resolution 333.

Concurrence

RATIONALE:

Very productive in the past.

This type of training is critical to our committee members.

JONQUIÈRE, LOCAL 10004

334. EAP REFERRAL AGENTS

WHEREAS CRA has a national mandate to offer the same EAP services and access points in all its locations, including referral agents; and

WHEREAS locals are not aware of who is selected as a referral agent until they become a referral agent and have no opportunity to address any concerns with the coordinator counselor about any name on the list.

BE IT RESOLVED THAT the selection lists of referral agents should be reviewed by the UTE local before it is published; and

BE IT FURTHER RESOLVED THAT Local EAP Committees can decide what their role will be in the selection process of the referral agents.

SAINT JOHN, LOCAL 60005

COMMITTEE RECOMMENDATION

The Committee divided the “BE IT RESOLVES”.

RATIONALE:

The first “BE IT RESOLVED”:

Concurrence

This is a minimum of what should be happening. Locals need to see the lists in advance in case there are problems with potential referral agents.

Does not give veto power but it does allow a dialogue to happen.

The second “BE IT RESOLVED”:

Non-Concurrence

Concerns that this would allow a local to appoint executive members as a referral agent. Cannot dictate what local committees do.

**Recorded against: Jerry Dee
Marie-Claude Lapointe**

335. RESOLUTION OF RECORD - REFERRAL AGENTS

COMMITTEE RECOMMENDATION

WHEREAS the Union of Taxation Employees does not support the Employers' use of 'Referral Agents'; and

The Committee divided the "BE IT RESOLVES".

WHEREAS the Union of Taxation Employees position is: you should refrain from such participation.

RATIONALE:

BE IT RESOLVED THAT any UTE member representing the Union in any capacity refrain from participating as a 'Referral Agent'; and.

The first "BE IT RESOLVED":

Concurrence

BE IT FURTHER RESOLVED THAT any contravention of the referral agent participation resolution will result in that member immediately being removed from their role in representing the Union.

This is a reinstatement of UTE's position that was issued via Bulletin 03/06.

A person cannot wear two hats.

You cannot be a representative of the union and a referral agent at the same time.

The roles are conflicting.

The second "BE IT RESOLVED":

Non-Concurrence

We cannot immediately remove a member from office without following the proper procedures for discipline outlined in the PSAC Constitution.

PETERBOROUGH, LOCAL 00008

336. EAP REFERRAL AGENTS

WHEREAS the discussion on referral agents at the EAP National Conference indicated a strong majority of speakers supported the use of referral agents; and

WHEREAS the referral agent training focuses on confidentiality and the referral aspect of the job; and

WHEREAS the referral agent training stresses that RAs are not to counsel individuals; and

WHEREAS the employee survey done during the EAP Program Evaluation shows a high level (60%) of comfort among employees using RAs as contact points.

BE IT RESOLVED THAT UTE no longer objects to our members, other than union representatives, becoming referral agents.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

EAP Conference indicated that there was a will to change the position of UTE.

Our members need to know what the union's position is.

**Recorded against: Dawn Hardy
Terry Dupuis
Wally Fandrick**

SAINT JOHN, LOCAL 60005

337. HEALTH AND SAFETY CONFERENCES – NATIONAL

WHEREAS health and safety are a major priority for our members; and

WHEREAS a National Conference on Occupational Health and Safety would be beneficial to all UTE members.

BE IT RESOLVED THAT there be one (1) UTE National Conference on Occupational Health and Occupational before the 2011 Triennial Convention; and

BE IT FURTHER RESOLVED THAT the National Conference on Health and Safety be fully funded by UTE; and

BE IT FURTHER RESOLVED THAT the allocation of delegates be based on the following formula:

- One (1) member for each Workplace Health and Safety Committee.
- One (1) additional member for each Tax Services Office and Tax Centre with more than 500 members at any time of the year and with no workplace safety committee.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

The Committee accepted resolution 340.

SHAWINIGAN-SOUTH, LOCAL 10005

338. HEALTH AND SAFETY

COMMITTEE RECOMMENDATION

WHEREAS Health and Safety Meetings affect all members.

BE IT RESOLVED THAT the Union of Taxation Employees hold a Health and Safety Conference annually and fully fund one Union Member delegate from each active Health and Safety Committee.

The Committee accepted resolution 340.

LETHBRIDGE, LOCAL 30027

339. NATIONAL HEALTH AND SAFETY CONFERENCE

COMMITTEE RECOMMENDATION

WHEREAS health and safety are a major priority for UTE members.

The Committee accepted resolution 340.

BE IT RESOLVED THAT the Union of Taxation Employees hold (1) one National Conference on Health and Safety before our next Convention. The Conference shall be funded and delegates allocated on the same basis as they were at the last National Conference on Health and Safety.

ROUYN-NORANDA LOCAL 10009

340. RESOLUTION FOR A NATIONAL HEALTH AND SAFETY CONFERENCE:

WHEREAS a National Health and Safety Conference would meet the common Health and Safety needs of our members; and

WHEREAS Health and Safety is vitally important to our members; and

WHEREAS the evaluations, from the last National Health and Safety Conference, clearly indicated that the members received an extreme benefit from the National Health and Safety Conference, and indicated that this event should continue in the future.

BE IT RESOLVED THAT the Union of Taxation Employees hold (1) one National Health and Safety Conference, before the next convention. The National Health and Safety Conference to be funded and delegates allowed, in the same format as last National Health and Safety Conference.

WINDSOR, LOCAL 00018

COMMITTEE RECOMMENDATION

The Committee believes that resolutions 338, 339 and 341 are included in resolution 340.

Concurrence

RATIONALE:

Anything to do with education in health and safety must be supported.

This is a way to inform and educate our activists and/or our members.

We support this being entrenched in the By-Laws.

We are losing the battle on health and safety and need to support this.

Carried unanimously.

341. NATIONAL HEALTH AND SAFETY CONFERENCE

COMMITTEE RECOMMENDATION

WHEREAS health and safety are a major priority for our members.

The Committee accepted resolution 340.

BE IT RESOLVED THAT UTE hold a National Conference on Health and Safety before our next Convention. The Conference shall be funded and delegates allocated on the same basis as they were at the last National Conference on Health and Safety.

JONQUIÈRE LOCAL 10004

342. REGIONAL HEALTH AND SAFETY CONFERENCES

COMMITTEE RECOMMENDATION

WHEREAS health and safety are a major priority for our members and regions have their own specific concerns.

The Committee accepted resolution 343.

BE IT RESOLVED THAT the Union of Taxation Employees hold (3) three regional Conferences on Health and Safety before our next Convention. The Conferences shall be funded and delegates allocated on the same basis as they were at the last Regional Conferences.

ROUYN-NORANDA, LOCAL 10009

343. RESOLUTION FOR REGIONAL HEALTH AND SAFETY CONFERENCES

WHEREAS Regional Health and Safety Conferences meet the unique needs of the regions caused by environmental and geographical impacts; and

WHEREAS Regional Health and Safety needs are influenced by the different work processes and methods employed to carry out the work processes, that are unique to the regions; and

WHEREAS Regional Health and Safety needs are influenced by the client workplaces and industries, that are unique to the regions; and

WHEREAS the evaluations, from the last Regional Health and Safety Conferences, clearly indicated that the Regional Health and Safety Conferences were of benefit to the specific regions.

BE IT RESOLVED THAT the Union of Taxation Employees hold (3) three Regional Health and Safety Conferences, before the next convention. The conferences to be funded and delegates allowed, in the same format as the last Regional Conferences.

COMMITTEE RECOMMENDATION

The Committee believes that resolution 342 is included in resolution 343.

Concurrence

RATIONALE:

The need for regional conferences is not redundant.

There are still unique regional issues that we need to educate our members and/or activists on.

This addresses a direct need in the regions.

The employer does not bring all the Regional Health and Safety Co-Chairs together for education except in Ontario so this will help fill that need as well.

Carried unanimously.

WINDSOR, LOCAL 00018

344. CRA PURCHASE OF AN AUTOMATED EXTERNAL DEFIBRILLATOR (AED)

WHEREAS the average age of employees is increasing; and

WHEREAS, by the nature of our work (stress, working mainly in sitting position), we are in the group of persons most at risk of heart problems; and

WHEREAS, in a cardiac arrest, defibrillation increases chances of survival by up to 30% if administered during the first minutes. Each minute, the probability of survival decreases by seven to ten percent; and

WHEREAS such devices are now easy to use and affordable; and

WHEREAS the Heart and Stroke Foundation works very hard to provide increased access to AEDs at home and in the workplace and that AEDs are now an indispensable first-aid tool.

BE IT RESOLVED THAT UTE support the purchase of AEDs in every workplace with the National Policy Health and Safety Committee.

COMMITTEE RECOMMENDATION

Non-Concurrence

Note: The Committee wrote out the acronym AED in the resolution. Be it resolved that UTE support the purchase of Automated External Defibrillators (AED's) in every workplace with the National Policy Health and Safety Committee.

RATIONALE:

The employer does not currently allow this and the Policy Committee does not yet support this.

The "BE IT RESOLVED" does not state who is going to pay for this device.

JONQUIÈRE, LOCAL 10004

**345. JOINT UNION/MANAGEMENT COMMITTEE ON LONG
TERM ILLNESS AND RETURN TO WORK POLICIES**

WHEREAS the demographic shows our workforce to be aging and subject to more long term illness.

BE IT RESOLVED THAT the Union begin discussions with the employer to establish a joint Union/Management Committee regarding the improvement of policies and procedures as they pertain to extended medical leave and return to work programs.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

The Committee supports this principle.

HALIFAX, LOCAL 80003

346. SCENT – FREE POLICY

WHEREAS local representatives deal with numerous complaints related to scents in the workplace; and

WHEREAS our members are entitled to work in a safe environment.

BE IT RESOLVED THAT UTE force the employer establish a “scent- free policy” for all CRA work areas.

CALGARY, LOCAL 30024

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

How do we force the employer to have a policy and enforce it?

Although the Committee supports the intent, we cannot force the employer to do this and are unable to accept the resolution.

Recorded against: Wally Fandrich

347. FIELD SAFETY GUIDELINES AND TRAINING

WHEREAS the UTE has accumulated experience in the area of occupational health & safety; and

WHEREAS the UTE's mission is to improve the working lives of its members; and

WHEREAS our members can face significant and undue risks when performing their jobs in the field; and

WHEREAS proper training and field safety guidelines could serve to greatly reduce these risks.

BE IT RESOLVED THAT the UTE pressure the employer to allow input from the UTE at the national, regional and local levels into the development of field safety guidelines and training for field officers.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

The Committee recognizes that this is currently happening and thus accepts the resolution in principle.

EDMONTON, LOCAL 30025

348. INTERVIEW ROOM SAFETY

WHEREAS the UTE has accumulated experience in the area of occupational health & safety; and

WHEREAS the UTE's mission is to improve the working lives of its members; and

WHEREAS the design and layout of the interview areas in the various worksites across the country can have a significant impact on the health and safety of our members when interacting with the public in the workplace.

BE IT RESOLVED THAT the UTE obtain for review the plans and layout of all interview areas in any office where our members must interact personally with the public; and

BE IT FURTHER RESOLVED THAT the National Health and Safety Committee review these plans in conjunction with the locals; and

BE IT FURTHER RESOLVED THAT the UTE pressure the employer to make changes to any worksite where the review shows that an undue hazard exists.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

This is something that should be done by every local.

This should not be going to the national committee to resolve these types of concerns.

The training on workplace inspection checks for Health and Safety committees should be assisting the Committee in this type of inspection and review already.

The committees are already conducting these inspections.

EDMONTON, LOCAL 30025

349. BUSINESS RESUMPTION PLAN AND PANDEMIC PLAN

WHEREAS the UTE has accumulated experience in the area of occupational health & safety; and

WHEREAS the UTE's mission is to improve the working lives of its members; and

WHEREAS the development of the CRA's Business Resumption Plan and Pandemic Plan are of vital interest to the membership of the UTE.

BE IT RESOLVED THAT the UTE continue to pressure the employer to allow input from the UTE at the national, regional and local levels into the CRA's Business Resumption Plan and the Pandemic Plan.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

The Committee agrees in principle.

This is covered under the Canada Labour Code.

This process is already enshrined in legislation.

EDMONTON, LOCAL 30025

350. MEDICAL PRESCRIPTION CARDS

WHEREAS the members have not received adequate information related to the delays in the implementation of the medical prescription cards.

BE IT RESOLVED THAT PSAC initiate an immediate membership awareness and political action campaign in order to force immediate implementation of the medical prescription cards.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

Want this issue on the front burner.

Reinforces the message that is already out there.

CALGARY, LOCAL 30024

351. MEDICAL PRESCRIPTION CARDS

COMMITTEE RECOMMENDATION

WHEREAS some members have suffered due to the prolonged implementation and delay of the implementation of the medical prescription card; and

Concurrence

WHEREAS some members are required to lay out huge monetary amounts to receive the necessary drugs for themselves and families.

RATIONALE:

Self evident.

BE IT RESOLVED THAT PSAC immediately establish a Hardship Committee to provide temporary assistance and funding to members suffering hardship due to prescription costs; and

BE IT FURTHER RESOLVED THAT PSAC work with the employer to have members suffering hardship due to the delay in issuing the drug card, placed as a priority, onto the new plan.

CALGARY, LOCAL 30024

352. INVESTIGATION OF INACTION

WHEREAS members have expressed extreme displeasure with the lack of information and direction from the Alliance; and

WHEREAS the members are suffering financial and emotional hardship.

BE IT RESOLVED THAT an outside independent enquiry be held into the Alliance Executive Committee's perceived lack of action and delay in obtaining medical prescription cards for our members; and

BE IT FURTHER RESOLVED THAT this investigation be completed and the results be reported back within 30 days of acceptance of this resolution.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

Lot of inactivity on the part of the PSAC in achieving this and we want to know why.

CALGARY, LOCAL 30024

**353. PSH CARE PLAN “MODEST CONVENIENCE FEE”
- FOR PAY-DIRECT DRUG CARDS**

WHEREAS the “modest convenience fee” of \$1.00 per DIN (Drug Identification Number) amounts to nothing more than a user fee and a sick tax; and

WHEREAS this “modest convenience fee” would result in financial inequities and a substantial injustice to some of our most vulnerable members.

BE IT RESOLVED THAT the PSAC enter into re-negotiations with the service provider to eliminate this “modest convenience fee” for the use of pay-direct drug cards.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

It is recognized that the NJC is the actual body responsible but the PSAC is represented on the NJC and through this forum this can be achieved.

SAINT JOHN, LOCAL 60005

354. PUBLIC SERVICE HEALTH CARE PLAN - CO-PAYMENT AMOUNT

WHEREAS the current costs to our members of 20% on each prescription and service is increasingly a substantial financial burden.

BE IT RESOLVED THAT the PSAC take the appropriate steps to reduce the level of the members' co-payment amount.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

The Committee supports the concept but as the resolution is not clear on its own we are unable to accept.

SAINT JOHN, LOCAL 60005

**355. ANNUAL MEDICAL ALLOWANCES COVERED BY
THE PUBLIC SERVICE HEALTH CARE PLAN**

WHEREAS the maximum amounts allowed for coverage on such services as Dental Care, Eye Care, Chiropractic Services, etc. governed under the Public Service Health Care Plan are insufficient related to today's costs for these services.

BE IT RESOLVED THAT the Alliance establish a committee to conduct a comparative study to establish the difference between the costs for services at the time the present allowances under the Public Service Health Care Plan were established and today's costs for these services; and

BE IT FURTHER RESOLVED THAT the Alliance negotiate to have these service allowances increased in the Public Service Health Care Plan.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

The Committee supports the need for the PSAC to pursue increases in "service allowances".

HALIFAX, LOCAL 80003

356. MANDATORY WAITING PERIOD FOR SHORT TERM DISABILITY BENEFITS

WHEREAS the 13 week mandatory waiting period to receive Short Term Disability Benefits is excessive in comparison to private sector Health Care Plans causing our Members to suffer financial hardships.

BE IT RESOLVED THAT the Alliance negotiate with the employer to have the 13 week waiting period removed from The Public Service Health Care Plan.

COMMITTEE RECOMMENDATION

Non-Concurrence.

RATIONALE:

The resolution is wrong; the resolution refers to a thirteen (13) week waiting period in the Public Service Health Care Plan not with Short term disability benefits.

HALIFAX, LOCAL 80003

357. VISION CARE (HEALTH CARE PLAN)

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

WHEREAS the actual costs assumed by our members for vision care are considerably higher than the current limits on eligible costs covered by our Public Service Health Care Plan; and

WHEREAS there has been a dramatic increase in vision care costs.

BE IT RESOLVED THAT UTE ask PSAC to take whatever action is necessary to raise the limits of eligible vision care costs covered by the federal Public Service Health Care Plan.

The increase in vision care costs indicates a requirement for an increase in coverage.

Something needs to be done for our members on this issue.

QUÉBEC, LOCAL 10006

358. ACUPUNCTURE TREATMENTS (HEALTH CARE PLAN)

WHEREAS only acupuncture treatments provided by a medical practitioner are currently reimbursed by our Health Care Plan; and

WHEREAS acupuncture treatments are generally dispensed by acupuncturists belonging to provincially-recognized professional association, without being medical practitioners; and

WHEREAS virtually no medical practitioner dispenses acupuncture treatments, and the value of our health plan is thereby reduced.

BE IT RESOLVED THAT UTE ask PSAC to take whatever action is necessary so that the acupuncture treatments dispensed by acupuncturists belonging to a provincially-recognized professional association are covered and reimbursed by the federal Public Service Health Care Plan.

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

In Québec, there are no doctors providing this treatment and thus the expense is not deductible.

QUÉBEC, LOCAL 10006

359. HEALTH CARE PLAN

WHEREAS a growing number of our members require the services of dieticians and/or nutritionists; and

WHEREAS the costs of such services are not covered by the Public Service Health Care Plan.

BE IT RESOLVED THAT UTE ask PSAC to take whatever action is necessary to have the services of dieticians and/or nutritionists, when prescribed by a medical practitioner, covered and reimbursed by the Public Service Health Care Plan.

MONTREAL, LOCAL 10008

COMMITTEE RECOMMENDATION

Concurrence

RATIONALE:

The Committee accepted the rationale provided by the local.

An ever increasing number of our members are struggling with either diabetes, cholesterol, gastric reflux and all sorts of other problems having to do with the intestines and/or the stomach.

Dietician / Nutritionist: Aims at re-educating, through healthy eating, people suffering from diseases or ailments related to health problems.

360. PUBLIC SERVICE HEALTH CARE PLAN

COMMITTEE RECOMMENDATION

WHEREAS our members are increasingly being prescribed massage therapy; and

Concurrence

WHEREAS the current coverage levels for this massage therapy under the Plan are insufficient.

RATIONALE:

BE IT RESOLVED THAT the PSAC take the appropriate steps to get the current coverage levels for massage therapy increased.

Coverage levels for massage therapy under the plan are insufficient.

SAINT JOHN, LOCAL 60005

361. PSAC EQUITY/HUMAN RIGHTS CONFERENCE

COMMITTEE RECOMMENDATION

WHEREAS the majority of Components hold Equity and/or Human Rights Conferences as opposed to separate equity group conferences; and

Concurrence

WHEREAS holding Equity/Human Rights Conferences would allow for better utilization of our resources; and

RATIONALE:

WHEREAS equity members should be working together to achieve equality for all equity groups.

This is implementing the best practices of UTE and we are the best.

This is a basic UTE principle.

BE IT RESOLVED THAT PSAC hold one National Equity/Human Rights Conference instead of separate conferences to be held prior to the National PSAC Convention; and

Working together has always been successful in UTE.

Resolution carried over from 2002 and 2005.

BE IT FURTHER RESOLVED THAT PSAC hold regional Equity/Human Rights Conferences to include all equity groups to be held prior to the National Equity/Human Rights Conference; and

UTE continues to support the principle that the PSAC should follow our example.

BE IT FURTHER RESOLVED THAT a caucus for each equity group be held during all Equity/Human Rights Conferences; and

BE IT FURTHER RESOLVED THAT all delegates to Equity/Human Rights Conferences be fully funded by the PSAC.

ST. JOHN'S TC, LOCAL 90000

362. ALL UTE EVENTS BE SMOKE-FREE

WHEREAS it has been proven in the courts that second hand smoke is deadly; and

WHEREAS the majority of our UTE members are non smoking; and

WHEREAS most hotels charge a cleaning fee to clean non smoking hotel rooms that have been smoked in; and

WHEREAS in accordance with Resolution of Record of 1987.

BE IT RESOLVED THAT all UTE sponsored events and/or facilities be smoke free.

SASKATOON, LOCAL 40023

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

Offensive and discriminatory.

Smokers should still be welcome at events.

We currently only have a separate smoking hospitality suite.

Will not bring solidarity to our union.

Facilities could be interpreted too broadly. (President has interpreted facilities to not include bedrooms or hospitality suites.)

We are segregating our smokers.

This does not accomplish what was intended.

Resolutions 363 and 364 are preferable to deal with the intent.

**Recorded against: Wally Fandrich
Terry Dupuis**

363. NON-SMOKERS

WHEREAS an overwhelming majority of evidence indicates that smoke, both second-hand and side-stream, adversely affects non-smoking members; and

WHEREAS many members suffer from allergies, bronchitis, asthma and other respiratory ailments, which conditions are aggravated by smoke; and

WHEREAS cigarette, cigar and pipe smoke hinders the full participation, in certain activities, of the non-smoking members.

BE IT RESOLVED THAT all Union activities have a smoke free environment. They include, but not limited to Regional Conferences, Conventions, Union Committee meetings, Executive Council meetings, President's conferences and hospitality suites.

REGINA, LOCAL 40022

COMMITTEE RECOMMENDATION

Concurrence

Note: The President ruled that "Union" has been interpreted as UTE, as the resolution of record number 5 states "Union" and it has always been interpreted as UTE.

(In French, the resolution of record states "Component")

RATIONALE:

PSAC convention illustrated the separation that can be created by having separate smoking suites.

Allows us to broaden the hotels that we can use for our meetings if we are not limited to providing a hospitality suite that allows smoking.

Important issue for our Union.

There are health issues involved; some people suffer from the effects of second hand smoke and the odours.

We need concurrence so this can hit the floor and be debated at convention.

We are acting proactively to address the health concerns of those who do not smoke.

It is time for change. We have been debating this for 20 years. It is time for us to change with the times.

363. NON-SMOKERS (CONT'D)

Eventually there will not be hotels and/or facilities available that allow smoking.

We need to follow the legislation or harmonize with existing legislations.

Recorded against: Sarah Redd
Janet Graham
Dawn Hardy
Val Vojnovic

364. NON-SMOKERS

WHEREAS an overwhelming majority of evidence indicates that smoke, both second-hand and side-stream, adversely affects non-smoking members; and

WHEREAS many members suffer from allergies, bronchitis, asthma and other respiratory ailments, which conditions are aggravated by smoke; and

WHEREAS cigarette, cigar and pipe smoke hinders the full participation, in certain activities, of the non-smoking members.

BE IT RESOLVED THAT all Union activities have a smoke free environment. They include but not limited to Regional Conferences, Conventions, Union Committee meetings, Executive Council meetings, President's Conference and hospitality suites.

COMMITTEE RECOMMENDATION

Non-Concurrence

RATIONALE:

The Committee accepted resolution 363.

WINNIPEG, LOCAL 50032

365. HEALTH AND SAFETY (SMOKING)

COMMITTEE RECOMMENDATION

WHEREAS smoking and second hand smoke can be detrimental to health.

Non-Concurrence

BE IT RESOLVED THAT the Union of Taxation Employees will not fund smoking hospitality rooms or any other such room designated for smoking purposes at any Union of Taxation Employees event.

RATIONALE:

The Committee accepted resolution 363.

LETHBRIDGE, LOCAL 30027

366. NO REIMBURSEMENT FOR SMOKING ROOMS

WHEREAS the PSAC has a Health & Safety Policy #39;
and

WHEREAS the majority of our UTE members are non
smoking.

BE IT RESOLVED THAT UTE does not incur any
additional costs for a room used for smoking for UTE
members attending any UTE or non-UTE event.

SASKATOON, LOCAL 40023

COMMITTEE RECOMMENDATION

Concurrence

Note: The “BE IT RESOLVED” in the English version is different than in the French version; “room used for smoking” in French is not translated the same way “chambre où les membres du SEI peuvent fumer ”.

Note: The President clarified that we do not currently pay for all hospitality suites so this would not change the current practice of providing a smoking room if there was no cost associated with the room.

Clarity was also provided that there is no policy in place currently that would prevent reimbursement for this type of cost.

RATIONALE:

This would prevent members from being reimbursed any additional fees if they smoke in a non smoking room.

**Recorded against: Val Vojnovik
Janet Graham,
Dawn Hardy
Sarah Redd
France Lang
Marie Claude Lapointe**

367. POLICY ON SMOKE-FREE ENVIRONMENT

COMMITTEE RECOMMENDATION

WHEREAS employees should have the right to attend and work in a smoke free environment and not be subjected to second-hand smoke; and

Non-Concurrence

RATIONALE:

WHEREAS the U.S. Surgeon General Report states “The scientific evidence is now indisputable: second-hand smoke is not a mere annoyance. It is a serious Health Hazard that can lead to disease and premature death in children and non-smoking adults.”; and

Provincial legislation currently states 3 metres.

WHEREAS the Federal Government of Canada has not kept pace with the legislation of many Provincial Governments; and

CRA does not own the buildings for all CRA locations and they cannot enforce this.

WHEREAS not having smoke-free air to breathe in and around the work environment is a Health and Safety issue; and

Carried unanimously.

WHEREAS the Canada Labour Code Part II section 124 states “Every employer shall ensure that the Health and Safety at work of every person employed by the employer is protected”.

BE IT RESOLVED THAT the UTE urge the Canada Revenue Agency to establish and implement a policy of a smoke-free environment in all CRA controlled buildings and within a minimum of 10 metres of all doors and opening windows of said buildings.

SURREY, LOCAL 20029