

GENERAL RESOLUTIONS COMMITTEE REPORT

The General Resolutions Committee met on April 28 and 29, 2017 to deal with resolutions 301 to 318.

The members of the Committee are:

Au, Stephen	London	Krokosh, Christine	Lethbridge
Clancy, Wanda	Barrie	Leinhos, Justin	Montérégie South Shore
Coish, Joanne	St. John's	MacPherson, Jennifer	Windsor
Cole, Ginger	Summerside T.C.	Martelock, Marshall	Ottawa I.T.S.O.
Déry, Monique	Shawinigan-South	McLennan, Christine	Winnipeg C.C.S.C.
Gorzo, Trixie	Calgary Call Centre	Scott Cadieux, Lynne	Ottawa Centre
Greenough, Theresa	Surrey T.C.	Shelswell, Penny	Sudbury T.C.
Blair, Bill	Chairperson	Juneau, Mathieu	Technical Advisor
Krokosh, Greg	Co-chairperson		
vanSydenborgh, Jamie	Co-chairperson		

The chairperson thanks the members of the Committee for their hard work during the deliberations.

The priorities of the Committee are:

Concurrence:

301, 304 (a), 305 (a), 309, 310, 311, 312.

Non-Concurrence:

302, 303, 304 (b), 305 (b), 306, 307, 308, 313, 314, 315, 316, 317, 318.

Respectfully submitted for the members of the Committee,

Bill Blair
Chairperson
General Resolutions Committee

GENERAL RESOLUTIONS COMMITTEE

301. PHOENIX PAY
302. BENEFITS - VISION CARE
303. COMPASSION FATIGUE
304. MENTAL HEALTH ISSUES
305. COMPENSATION ISSUES
306. GENERAL – PHYSIO TREATMENTS
307. CONFLICT RESOLUTION
308. MENTAL HEALTH – REGIONAL EO
309. PSAC NATIONAL FULLY FUND PSAC REGIONAL CONVENTIONS
310. TRANSFER OF SERVICE DELIVERY FUNCTIONS
311. FUNDING PSAC REGIONAL CONVENTIONS
312. SEVERANCE FOR PSAC – PAID ELECTED REPS
313. REPLACING THE SONG “SOLIDARITY FOREVER”
314. SCHOLARSHIP
315. ALCOHOL FREE AT PRE-CONVENTION MEETINGS AND CONVENTIONS
316. PRESIDENTS CONFERENCE
317. ALCOHOL FREE HEALTH AND SAFETY, EMPLOYEES ASSISTANT PROGRAM AND EQUAL OPPORTUNITIES CONFERENCES
- 318. LATE RESOLUTION – THIS WILL NOT BE DEALT WITH UNTIL ALL OTHER RESOLUTIONS ARE DEALT WITH**

301. PHOENIX PAY

COMMITTEE RECOMMENDATION

Concurrence

WHEREAS Phoenix Pay has caused so many issues with our members in obtaining regular pay, retro pay and bilingual bonuses; and

WHEREAS our members are spending countless hours trying to deal with compensation.

BE IT RESOLVED THAT UTE / PSAC negotiate with Treasury Board for additional 15 compensation officers dedicated to resolving the many compensation problems with CRA employees.

RATIONALE:

There are several problems with the Phoenix Pay System. Even though 15 new officers would not suffice, we cannot deny that we need new officers, whatever the number.

HALIFAX, LOCAL 80003

302. BENEFITS - VISION CARE

COMMITTEE RECOMMENDATION

Non-concurrence

Adopted unanimously.

WHEREAS Sunlife pays a portion of vision care (\$275.00) every two years; and

WHEREAS the cost of vision care has increased greatly.

BE IT RESOLVED THAT the Union (PSAC / UTE) negotiate an increase benefit to \$550.00 to offset the expenses for correction of vision (glasses, contacts, laser surgery and exams).

RATIONALE:

The resolution cannot stand on its own because the PSAC negotiates these benefits on UTE's behalf. There is another avenue to request such changes through the PSAC.

Part of the benefits relating to vision care is currently higher than the amount requested in the resolution.

HALIFAX, LOCAL 80003

303. COMPASSION FATIGUE

WHEREAS Compassion Fatigue is a recognized effect of caring for others; and

WHEREAS union stewards and executives are engaged in the act of care for others in the performance of their duties; and

WHEREAS the mental wellness of union stewards and executives may directly impact the quality of representation.

BE IT RESOLVED THAT the Union of Taxation Employees develop an awareness guide on the symptoms, effects and risks of Compassion Fatigue amongst union stewards and executives; and

BE IT FURTHER RESOLVED THAT the Union of Taxation Employees make such reference guide available to all union stewards and executives and to include such reference guide in the Union of Taxation Employees Grievance course and in the Union of Taxation Employees LOAT course.

COMMITTEE RECOMMENDATION

Non-concurrence

Recorded against: Theresa Greenough, Joanne Coish, Ginger Cole and Greg Krokosh

RATIONALE:

The concept is a good one. However, the costs are impossible to calculate.

There exist other similar resources, as well as courses and information sessions at the local level, on subjects related to compassion fatigue.

The CRA is also attempting to address issues relating to mental health.

HALIFAX, LOCAL 80003

304. MENTAL HEALTH ISSUES

WHEREAS issues pertaining to mental health have rapidly become the largest concern in the workplace; and

WHEREAS the vast majority of mental health issues can be attributed to increased workload for our members and increased pressure for production while decreasing the workforce and resources available for accomplishing the demand by the employer for increased production; and

WHEREAS the employer has very few mental health resources available in the Local offices but speaks to mental health as one of the employers' primary concerns. However, the employer has no tangible presence in the workplace for the mental health concerns of our members.

BE IT RESOLVED THAT the union begin discussions with the employer to have at least one independent Mental Health Specialist hired for each region at a minimum level of one specialist for every 300 employees in the region to assist in members dealing with mental health issues; and

BE IT FURTHER RESOLVED THAT the union make every effort to convince the employer to have these newly created positions physically located in the Tax Centres and Tax Services Offices in the regions.

HALIFAX, LOCAL 80003

COMMITTEE RECOMMENDATION

Resolution 304 was divided into two resolutions, being resolutions 304 (a) and 304 (b):

304 (a) : BE IT RESOLVED THAT the union begin discussions with the employer to have at least one independent Mental Health Specialist hired for each region at a minimum level of one specialist for every 300 employees in the region to assist in members dealing with mental health issues.

Concurrence

RATIONALE:

Mental health has an enormous impact on the entire workplace. It is necessary to have specialists available to help members.

The resolution is a good starting point to initiate discussion on this issue with the CRA.

304 (b): BE IT RESOLVED THAT the union make every effort to convince the employer to have these newly created positions physically located in the Tax Centres and Tax Services Offices in the regions.

Non-concurrence

Adopted unanimously.

RATIONALE:

The resolution cannot stand on its own. It does not reflect the current structure of the CRA.

305. 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 the implementation of the Phoenix Payroll System; 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 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; and

BE IT FURTHER RESOLVED THAT the union make every effort to convince the employer to have these newly created positions physically located in the Tax Centres and Tax Services Offices in the regions.

COMMITTEE RECOMMENDATION

Resolution 305 was divided into two resolutions, being resolutions 305 (a) and 305 (b):

305 (a): BE IT RESOLVED THAT the union 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.

Concurrence

Adopted unanimously.

RATIONALE:

There are many problems with the Phoenix Pay System. Hiring more Compensation Specialists would be helpful.

305 (b): BE IT RESOLVED THAT the union make every effort to convince the employer to have these newly created positions physically located in the Tax Centres and Tax Services Offices in the regions.

Non-concurrence

Adopted unanimously.

RATIONALE:

The resolution cannot stand on its own. It does not reflect the current structure of the CRA.

HALIFAX, LOCAL 80003

306. GENERAL – PHYSIO TREATMENTS

COMMITTEE RECOMMENDATION

Non-concurrence

Adopted unanimously.

WHEREAS Physio therapy can be costly especially doing multiple sessions; and

WHEREAS at present the member gets compensated up to the first \$500.00 then has to pay the additional \$500.00 until the total reaches \$1,000.00.

BE IT RESOLVED THAT the additional \$500.00 be paid by Sunlife and the provider be responsible for the expenses less 20% deduction.

RATIONALE:

The resolution cannot stand on its own because the PSAC negotiates these benefits on UTE's behalf. There is another avenue to request such changes through the PSAC.

HALIFAX, LOCAL 80003

307. CONFLICT RESOLUTION

WHEREAS it is in the best interest of any organization to encourage and support harmonious working relationships; and

WHEREAS the dissension and divisiveness among or between elected Local representatives is unproductive and reflects poorly on the organization at all levels, and could potentially inhibit members from seeking assistance from union executive they perceive as unsuccessful in resolving their own conflicts/problems; and

WHEREAS resolving formal complaints is extremely costly and has an emotional impact on the executive and the membership as a whole.

BE IT RESOLVED THAT UTE develop a conflict resolution strategy that could include, but not be limited to:

1. Develop and publish the principles, values and behaviours that UTE expects its union executive members will uphold;
2. Develop and deliver training on resolving conflict between executive members and/or the members they represent; and

COMMITTEE RECOMMENDATION

Non-concurrence

Recorded against: Christine Krokosh, Trixie Gorzo, Greg Krokosh, Jamie vanSydenborgh, Joanne Coish and Ginger Cole

RATIONALE:

There would be a significant cost to the UTE. It is impossible to establish the precise cost.

UTE members have access to conflict resolution training and services through the CRA.

The National Officers of UTE have the ability and tools to mediate.

The resolution is too vague.

307. CONFLICT RESOLUTION (CONT'D)

3. Engaging the services of a professional mediator who would assist with the resolution of conflict and the healing of the Local, where these conflicts have escalated to filing complaints against union executive and/or the members they represent.

BE IT FURTHER RESOLVED THAT the UTE National President determine when a Local should be provided with such conflict resolution training or the services of a professional mediator.

SAINT JOHN, LOCAL 60005

308. MENTAL HEALTH – REGIONAL EO

COMMITTEE RECOMMENDATION

Non-concurrence

WHEREAS Mental illness in the workplace has increased; and

WHEREAS Union representatives will continue to deal with members with Mental Health issues; and

WHEREAS Mental illness can take many forms, just as physical illness does; and

WHEREAS Mental illness is feared and misunderstood by many; and

WHEREAS UTE encourages and supports education on mental health; and

WHEREAS the Regional Equal Opportunities conferences are already funded; and

WHEREAS Mental Health affects all employment equity groups.

BE IT RESOLVED THAT the next round of Regional Equal Opportunities conference(s) focus on Mental Health; and

BE IT FURTHER RESOLVED THAT Mental Health be a standing topic at all future Regional Equal Opportunities conferences.

RATIONALE:

We should not be dictating to the Equal Opportunities Committee.

Some health and safety conferences and training sessions already focus on mental health.

SAINT JOHN, LOCAL 60005

**309. PSAC NATIONAL FULLY FUND PSAC
REGIONAL CONVENTIONS**

COMMITTEE RECOMMENDATION

Concurrence

WHEREAS the PSAC does not currently fully fund all delegates to their respective PSAC Regional Conventions; and

WHEREAS many potential delegates are prohibited from participating due to high costs, especially those who live outside of the geographical area in which their Convention is being held; and

WHEREAS Alliance Executive Officers are elected at those Conventions and the voice of all members, through their delegates, should be assured in the electoral processes.

BE IT RESOLVED THAT the PSAC National fully fund all delegates to their respective PSAC Regional Conventions.

RATIONALE:

This resolution may encourage the PSAC to establish a fair and consistent funding formula from region to region.

SAINT JOHN, LOCAL 60005

310. **TRANSFER OF SERVICE DELIVERY FUNCTIONS**

BE IT RESOLVED THAT the Alliance transfer all service delivery functions to components upon request, save and except collective bargaining; organizing; the functions of the Legislative Office; and necessary administrative functions (e.g. Membership Services); and

BE IT FURTHER RESOLVED THAT the PSAC dues structure be amended to return the monies associated with the cost of performing the aforementioned services to those components who intend to perform those functions and have made the applicable request.

COMMITTEE RECOMMENDATION

Concurrence

Recorded against: Monique Déry

RATIONALE:

It is an important resolution and a fight that UTE has been leading for many years.

The PSAC should reimburse the funds for training and services to components when they provide such services to their memberships.

SAINT JOHN, LOCAL 60005

311. FUNDING PSAC REGIONAL CONVENTIONS

COMMITTEE RECOMMENDATION

WHEREAS the current resolution of record #27 allows for UTE to partially fund Local delegates attending PSAC Regional Conventions based on two of the following expenses: travel, hotel, per diems or loss of salary, if not reimbursed by any other organizations; and

WHEREAS some PSAC Regional Conventions require registration fees that are not covered by PSAC or the current Resolution of Record, which could cause a delegate to be out of pocket for this expense.

BE IT RESOLVED THAT registration fees be included as one of the expenses that can be funded for delegates to PSAC Regional Conventions.

Concurrence

Adopted unanimously.

RATIONALE:

Some PSAC Regional Conventions allow coverage for only one of the types of expenses listed under resolution of record #27.

This resolution would not add any cost. The resolution provides for coverage of two out of five types of expenses, rather than two out of four.

CHARLOTTETOWN, LOCAL 90002

312. SEVERANCE FOR PSAC – PAID ELECTED REPS

COMMITTEE RECOMMENDATION

Concurrence

WHEREAS all departments and agency collective agreements negotiated by PSAC have articles referring to the loss of severance accumulation for the purposes of resignation or retirement; and

WHEREAS our union leaders should lead by example for our union members, including enjoying the same benefits as have been negotiated in PSAC agreements.

BE IT RESOLVED THAT the PSAC elected officers no longer accumulate severance for the purpose of resignation or retirement, to be in line with all PSAC agreements.

Recorded against: Jennifer MacPherson and Monique Déry

RATIONALE:

All PSAC component members have lost the accumulation of severance pay.

UTE Executive Council has decided to cease the accumulation of severance pay for UTE elected officers.

Average annual salary increases for PSAC elected officers reflect the average annual salary increases of all members.

The decisions made by PSAC leadership precipitated the loss of severance pay for UTE members.

CHARLOTTETOWN, LOCAL 90002

313. **REPLACING THE SONG “SOLIDARITY FOREVER”**

COMMITTEE RECOMMENDATION

Non-concurrence

WHEREAS the music that we have adopted is from a song called “The Battle Hymn of the Republic” created during the American Civil War; and

WHEREAS this song was adopted by the American labour movement more than 40 years ago, and is outdated and not relevant to Canadian.

BE IT RESOLVED THAT a committee be struck with the sole purpose of selecting or creating a new song that encompasses the values of Canadians and Unions; and

BE IT FURTHER RESOLVED THAT this committee be given one year maximum to select or create a new song.

RATIONALE:

The song “Solidarity Forever” is embedded in the Canadian labour movement.

The word *solidarity* is significant and the song speaks to the principle of equal opportunity for all.

OTTAWA H.Q., LOCAL 70000

314. SCHOLARSHIP

WHEREAS all scholarship submissions are reviewed by the scholarship committee, and all submission entries are focused around the importance of union and labour activity in Canada.

BE IT RESOLVED THAT all winning entries and submissions from the annual UTE scholarship contest be posted on the UTE website in order to share and showcase winning entries. This will provide and share perspectives from young Canadian's views on Labour.

COMMITTEE RECOMMENDATION

Non-concurrence

RATIONALE:

The selection criteria applied by the Honours and Awards Committee are not based strictly on the submissions themselves.

Unfair comparisons would be made between submissions.

Confidentiality issues may arise.

TORONTO NORTH, LOCAL 00048

315. **ALCOHOL FREE AT PRE-CONVENTION
MEETINGS AND CONVENTIONS**

COMMITTEE RECOMMENDATION

Non-concurrence

WHEREAS UTE is socially responsible; and

Adopted unanimously.

WHEREAS UTE provides all delegates with a per diem; and

RATIONALE:

WHEREAS members' money should not be used to pay for alcohol; and

The hospitality suite is an ideal setting for networking, which promotes solidarity. We can have alcohol and still be socially and fiscally responsible. The resolution would probably have a negative impact, being that less people would go to the hospitality suite.

WHEREAS UTE has provided alcohol at the UTE hospitality suite during Pre-Convention Committee Meetings and at Convention.

BE IT RESOLVED THAT UTE provides an alcohol-free environment in the UTE Hospitality suite at the UTE Pre-Convention Committees Meetings and at the Triennial Convention.

The resolution is vague.

TORONTO EAST, LOCAL 00001

316. PRESIDENTS CONFERENCE

COMMITTEE RECOMMENDATION

WHEREAS UTE is financially responsible; and

Non-concurrence

WHEREAS UTE is socially responsible; and

Adopted unanimously.

WHEREAS members' money should not be used to pay for alcohol; and

RATIONALE:

WHEREAS UTE provides a per diem to the Regional Vice-Presidents and the Local Presidents at the President Conference.

The hospitality suite is an ideal setting for networking, which promotes solidarity. We can have alcohol and still be socially and fiscally responsible. The resolution would probably have a negative impact, being that less people would go to the hospitality suite.

BE IT RESOLVED that UTE provides an alcohol-free environment in the UTE Hospitality suite at the UTE Presidents Conferences.

There are other ways to accommodate people who want an alcohol-free environment.

The resolution is vague.

TORONTO EAST, LOCAL 00001

317. **ALCOHOL - FREE HEALTH AND SAFETY,
EMPLOYEES ASSISTANT PROGRAM AND
EQUAL OPPORTUNITIES CONFERENCES**

COMMITTEE RECOMMENDATION

Non-concurrence

Adopted unanimously.

WHEREAS UTE is financially responsible; and

WHEREAS UTE is socially responsible; and

WHEREAS delegates/participants are provided with a per diem.

BE IT RESOLVED that UTE provides an alcohol-free environment in the UTE Hospitality suite at the UTE EAP, H&S Conferences and EO Conferences.

RATIONALE:

The hospitality suite is an ideal setting for networking, which promotes solidarity. We can have alcohol and still be socially and fiscally responsible. The resolution would probably have a negative impact, being that less people would go to the hospitality suite.

There are other ways to accommodate people who want an alcohol-free environment.

The practice is already in place for certain conferences.

The resolution is vague.

TORONTO EAST, LOCAL 00001

318. LATE RESOLUTION

THIS WILL NOT BE DEALT WITH UNTIL ALL OTHER RESOLUTIONS ARE DEALT WITH

WHEREAS fiscal restraints are needed to bring down the Union of Taxation Employees deficits; and

WHEREAS the members' dues should not be used for the free consumption of alcohol.

BE IT RESOLVED THAT the Union of Taxation Employees no longer fund the supply of liquor and liquor licences for any purpose, including but not limited to conventions, conferences, meetings and national and regional courses; and

BE IT FURTHER RESOLVED THAT the Union of Taxation Employees may offer a cash bar, when available, to supply liquor at events including but not limited to conventions, conferences, meetings and national and regional courses.

COMMITTEE RECOMMENDATION

Non-concurrence

Adopted unanimously.

RATIONALE:

The hospitality suite is an ideal setting for networking, which promotes solidarity. We can have alcohol and still be socially and fiscally responsible. The resolution would probably have a negative impact, being that less people would go to the hospitality suite.

There may be additional costs for liquor licensing.

The "BE IT RESOLVED" and "BE IT FURTHER RESOLVED" paragraphs conflict with one another.

FRASER VALLEY T.S.O., LOCAL 20007