



CONCILIATION BOARD

Our Bargaining Team met August 5th to finalize the arguments for our demands. Between August 7 - 10th, we met and debated the demands with the Conciliation Board, chaired by Mr. Thomas Kuttner. Mr. James Wolfgang was our representative and the representative for the CRA was Ms. Sandra Budd.

What can we expect from this Conciliation Board? There are three possible outcomes of this process; unanimous, majority, or no board report. The best we can hope for is a unanimous report, which could be used to move us towards an agreement in principle; an agreement that would be presented to you for acceptance or rejection.

Is it realistic to expect a unanimous report? Anything is possible, as we have presented compelling arguments to support our position. Long days of work and often heated discussions were needed to achieve this, particularly as the employer showed no more flexibility than at any other time during this round of bargaining. Even with a unanimous report there are still unknowns, such as the will of the recently elected government.

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We're Ready to Walk



Left to Right: Robert Campbell, 1st National Vice-President; Betty Bannon, National President; Denis Lalancette, 2nd National Vice President. Photo taken at the demonstration during the March Presidents' Conference.

Despite over a year of efforts by your Negotiating Team, a reasonable contract offer from the CRA was not received. Your employer has been less than proactive in working toward a fair and equitable collective agreement. The Conciliation Process failed. Negotiations are at a stalemate. A complete view of the process can be obtained by reviewing all of the Collective Bargaining Bulletins. The time has come to demonstrate our resolve and underscore the necessity for a contract now, by initiating strike actions. Recognize this is a serious step and that your co-workers also take this action seriously. Those on the picket line, sacrificing for all, do not tolerate self-serving actions of others who may think crossing a picket line is not a serious matter.

Crossing a picket line is not the act of a friend. It is the act of a SCAB!

Barry Melanson, Local 00017

FRIENDS DON'T LET FRIENDS CROSS PICKET LINES.

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

UTE Education Program

The Union of Taxation Employees (UTE) is committed to the principle that an informed and educated membership is paramount to a strong, active and effective union. To this end, UTE has developed, and continues to develop, its own education program aimed at augmenting the full and impressive scope of Public Service Alliance of Canada education courses.

Our current education program includes training in "Grievance Representation", "Staffing and Recourse", "Harassment", "Appeals Representation" and "Developing Membership Activism", five practical areas of everyday use to local activists. A sixth course, Local Officers Training, is currently being developed and other seminars and training programs are created as membership needs are identified.

All of these courses are offered within the regions, and from time to time, on a national basis, and are open to all members in good standing who demonstrate a commitment to becoming a local representative. Further information may be obtained from any member of your Local Executive.

D. Shane O'Brien
Labour Relations Officer

UTE UPCOMING EVENTS

Sept 13 -19
Executive Council and
Presidents
Conference
(Ottawa)

Sept 24 -26
National Staffing
Course
(Ottawa)

October 21 -24
National Equal
Opportunities
Conference
(Ottawa)

December 5 -10
Executive Council
(Ottawa)

Equity connected

Branché(e) sur l'équité



Union of Taxation Employees

Syndicat des employé-e-s de l'impôt

New

Ottawa Area Local

During the June 2004 Executive Council meeting, UTE's newest local, the Ottawa Headquarters Policy and Planning Local 70004 was officially recognized. The local held their inaugural meeting on June 21st to set their dues, pass their By-laws and choose their Local officials. We would like to take this opportunity to welcome UTE's 51st local!

UTE Launches its New Website

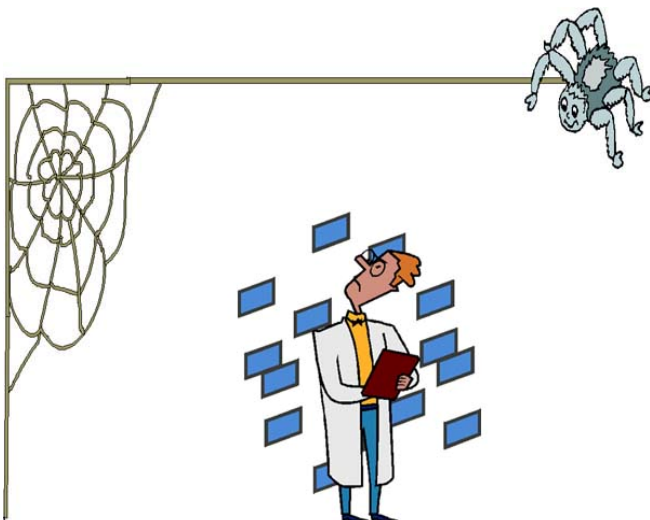
It is with great pleasure that we announce the unveiling of our long awaited website. The new website includes a number of new features that members have been asking for such as:

- a search function
- a phone directory
- updated committee minutes and reports
- a calendar of events
- photos from events

The new website design makes it faster and easier for us to update the information that is available online. More than ever before, the website is a tool for you to quickly find the information you need, 7 days a week, 24 hours a day. If you have not visited the site recently, please do so now at www.ute-sei.org and bookmark it for future reference.

The website's redesign was a large project including over 1,500 documents. While we have tested and checked the site, you still may find minor issues. If you do, please contact Susan Duncan at duncans@ute-sei.org with the details so that we can correct them right away.

Susan Duncan
Web/Communications Officer



the president's corner

The Presidents' Conference

In accordance with the UTE By-laws and Regulations we hold two Presidents' Conferences each year. They are usually held in March and September. All 51 locals are represented by one local delegate each, who is the local president or their designate. Many locals also send observers at their own expense.

Although the Presidents' Conference is not a decision-making body, the resolutions adopted at the Conference are referred to the Executive Council for consideration and action. Members of the Executive Council attend the Conference as facilitators and/or observers and are able to hear first hand the debate on the issues of importance to the local presidents.

There is a high educational content to the Presidents' Conferences, with much time given over to workshops, guest speakers, seminars and reports from National Standing Committees. An opportunity is provided to discuss resolutions and issues of general interest and importance to the membership brought forward by the Locals.

Of course, the Presidents' Conference can be political. Each September, of even years, the delegates to the Conference elect their representatives who will sit on the National Standing Committees for the next two years. These individuals will represent all of the local presidents and will be accountable to them during their committee tenure.

The Presidents' Conference is just one of the things that has set UTE apart from many other PSAC Components. UTE was one of the first to hold such Conferences and continues to do so for the betterment of the membership and education of its leadership.

Betty Bannon



Communications Committee left to right front to back Bob Campbell, Sabri Khayat, Susan Duncan and Barry Melanson.

Letter to the Editor

I have just received my copy of Union News Volume 2, Issue 1 April 2004 and I have read it cover to cover including the Inserts.

Congratulations to the editorial team this was your best issue, from the first page to the last. All of the articles were captivating and informative. In this time of unending negotiations I would like to call attention to the articles submitted by Sister Lorraine Gabriel and Brother Richard Dobranowski. The information supplied by Brother Shane O'Brien is no doubt very useful and greatly appreciated by the members. I am offering two suggestions, the first one of course is to create a section called Letter to the Editor, and the second one is for the addition of a permanent space (on page two) providing information such as Editor, members of the editorial team.

Continue the good work.

Solidarity

Ron Bedard

Many thanks for your gracious words and suggestions. The committee is instituting a letters to the Editor section as per your recommendation and looks forward to receiving many more comments and suggestions from the readers. The editorial team is the Communications Committee. Please forward all correspondence to Susan Duncan at Duncans@ute-sei.org or mail directly to the National Office at 233 Gilmour Street, Suite 602, Ottawa ON. K2P 0P2.

The Committee

(Continued from page 1)

To remain optimistic, if the employer really wants to reach a fair agreement, this process may fulfill some of the expectations as expressed by the CRA on the July 12 Infozone.

One thing is certain, **seven (7) days after the report is filed, we will be in a legal strike position, and if necessary, we are ready to take this fight to the streets.**

We want respect and we want the true value of our work to be recognized.

Denis Lalancette

(Committee note: At the date of writing of this article the board chairperson has requested an extension until August 27th)

CHANGE OF ADDRESS

Please note that all address changes should be done via e-mail to Sylvie Bastien (basties@ute-sei.org) at the National Office. If you do not have access to an e-mail, please pass it on (with your PSAC ID) to a local representative or mail it directly to the National Office at 233 Gilmour Street, Suite 602, Ottawa ON K2P 0P2.



D E S I G N A T E S

Certain positions within the Canada Revenue Agency have been designated as being essential to the safety and security of the public. Employees who occupy these designated positions are prohibited pursuant to legislation from going on strike. An employee may also be determined to be an alternate designation or a conditional designation. An alternate designation applies only if a designated employee is absent due to approved leave or illness and only for the duration of that absence. A conditional designation takes effect only if a condition is attached to the designation, that condition has been stated and explained to the employee and the condition has occurred or has been met.

An employee may only be officially designated upon receipt of an original Form 13, produced and signed by the authorized representative of the Public Staff Relations Board. The original document may be delivered, however, by a manager or any other authorized representative of the employer. **Copies** of Form 13 are not considered to be official notice.

While designated employees cannot go on strike, it doesn't mean that they cannot participate in certain strike related activities or support their striking colleagues and their Union. In fact, the support and participation of designated employees is an integral part of our strike strategy and designated members should attend and be included in all meetings and other information sessions related to strike strategy, planning and activities.

Designated members are also encouraged to support their colleagues and their union, and ultimately their own cause, by undertaking or refusing to undertake certain activities. Some entirely appropriate and legal suggestions include;

- performing only those duties contemplated in your own job description and for which you have been designated;
- not volunteering to take on extra duties;
- not volunteering or agreeing to **requests** to work overtime;
- participating on picket lines before and after your scheduled shifts and on lunch breaks;
- participating in committees established by the local;
- monitoring and reporting on the employer's activities related to the strike;
- performing your designated duties in a full and thorough manner without applying any shortcuts;
- asking the employer for an escort across the picket line if you feel that you have concern for your safety and security in crossing the line;
- providing refreshments (e.g. coffee, doughnuts, etc.) and offering words of encouragement and support to striking workers;
- writing letters in support of the striking employees and the Union to the media, Members of Parliament, etc.; and
- participating in other activities as requested from time to time by authorized representatives of the Union.

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Subject/Articles	1981/1982	2003
Collective Agreements	All separate	one for all
Pre-Retirement leave	none	yes
Personal Day	none	yes
No discrimination	none	yes
Sexual Harassment	none	yes
Religious Obligations	none	yes
Vacation leave	now more leave after less years of service	
Immediate family	now includes more members of the family	
Sick leave medical cert mandatory	yes	no
Paternal Leave	none	yes
Care & Nurturing leave	pre-school age	under 18
Care of a parent leave	none	yes
Family related leave	total 5 days	total 6 days
Workforce Adjustment Appendix	none	yes
GS/GLT Zones	~9+	2
Pay Harmonization	none	yes for most
Membership Fees	none	yes
Part-time & Term employees	none	yes
Pay/Salary: CR 2 (top)	\$13,212	\$31,560
CR 3 (top)	\$15,875	\$36,186
CR 4 (top)	\$17,633	\$40,119
CR 5 (top)	\$20,017	\$44,000
PM 1 (top)	\$23,070	\$44,862
PM 2 (top)	\$25,571	\$48,558
PM 3 (top)	\$27,603	\$51,262
PM 4 (top)	\$30,280	\$55,993

These are just a few of the changes that have occurred over the last 20 years. There have been other improvements in many, many other articles in our collective agreement.

(Continued from page 1)

Section 24 of the Constitution of the Public Service Alliance of Canada (PSAC) also sets out one very tangible way for designated members to support their striking colleagues. This provision states, "members who receive remuneration during a legal strike of their bargaining unit shall be required to remit 25% of the remuneration they receive from the employer for each day worked during the legal strike to the PSAC". This 25% is based on the designated member's basic salary at the time of the strike and is retained in a Hardship Fund used to assist striking members within the region from where the funds are remitted.

There are perhaps many other activities in which designated members may wish to participate and the Union of Taxation Employees welcomes your ideas in this regard. Accordingly, we ask that you provide other suggestions and ideas to your Local Picket Captain or to any member of your Local Executive.

D. Shane O'Brien
Labour Relations Officer



MEMBERS SPEAK OUT

STRENGTH IN UNITY

With the current round of negotiations dragging on, I would like to share my personal view with you.

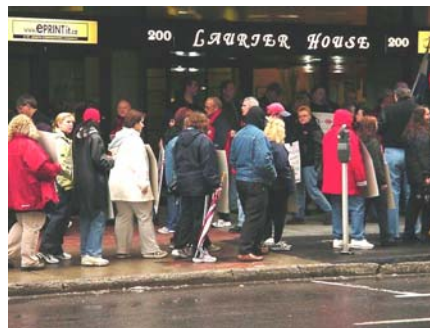
We all know that our employer, which claims to be an employer of choice, does not recognize our true value and for the employer, budget is everything. I believe that it is up to every one of us to make them understand that we are not happy and that they must negotiate in good faith. They owe us the same respect they expect from us.

The Locals obviously have work to do. At a minimum, they need to distribute documents to their members informing them about situation developments. Information is one of the sinews of war. It is dangerous to assume that everyone is consulting the Web sites to keep abreast of things. Also, it is not a problem if members receive the information twice. If they don't receive it at all, that *is* a problem. Having well-informed members is a critical component of good negotiations.

What can we the members do? There are many of us; if we do what the union asks us to do, it will have an impact on the negotiations. This lends our team huge support that they can use, "See, we are ready" and the employer has the same message: "they are going to make trouble for me." Granted, what we are asked to do often seems trivial or not very effective (wear black, whistle, dress in old clothes, etc.). We have to stop thinking locally and start thinking nationally. A single action does not make a difference, but 20,000 of them do.

The old adage, "there is strength in unity" is still true today. With an employer/legislator like ours, it is even more important to unite.

Daniel Gagnon; Local 10004, Jonquière



SOLIDARITY



2004 UTE SCHOLARSHIPS AWARDED

The Union of Taxation Employees (UTE) each year offers two \$2500 National Scholarships and ten \$1000 Regional Scholarships. The scholarships are available to members in good standing of the UTE and/or their children.

The winners of the 2004 National Scholarships are Nicole Leach and Stephanie Boivin-Bouchard.



Nicole Leach



Stéphanie Boivin-Bouchard

Nicole Leach is from Regina. Her father, Will Leach is the Chief Shop Steward of Regina Local # 40022. Nicole will attend the University of Regina pursuing a bachelor's degree in administration and aspires to a career in administration or human resources.

Stephanie Boivin-Bouchard is from Chicoutimi. Her father, Jocelyn Bouchard is the President of Chicoutimi Local # 10110. Stephanie will attend the CEGEP in Chicoutimi and will concentrate her studies in Human Sciences.

THE WINNERS OF THE REGIONAL AWARDS ARE:

RECIPIENT

Corynn Robertson
Keegan Burt
Sara Kuric
Joshua O'Kane
Kyla Tyndall
Ashley Riengnette
Danna Gifford
Gillian Funston
Marie-Pierre Dallaire
Catherine Emond

LOCAL

Calgary
North York
Northern BC/Yukon
Saint John
Winnipeg TC
Sudbury
Ottawa
Hamilton
Montréal
Trois-Rivières

PARENT

Linda Robertson
Esther Burt
Rose-Marie Bowker
Joanne O'Kane
Linda Tyndall
Diane Riengnette
Deanna Dube
Pamela Barwell Zega
Claudine Harvey
Ghislain Émond

Congratulations to all !