



Union News

A Union of Taxation Employees Publication

www.ute-sei.org

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UNION BEGINS BARGAINING

Our collective agreement expires on October 31, 2003.

The Collective Bargaining process begins with a call for proposals from the Collective Bargaining Branch of the PSAC (our bargaining agent) to all locals (your work place), through their components (Union of Taxation Employees). All locals receive an information package, which includes a list of possible bargaining demands. The members have the opportunity to submit demands other than those listed, as well as the opportunity to prioritise the demands. The results of this input call for demands are then prioritised by the Component bargaining committees, and then reported back to the membership. This input from the membership is the foundation for the developed bargaining demands. The bargaining demands that are ultimately accepted by the Collective Bargaining Branch reflect the needs and concerns of the membership in its entirety, and are agreed upon by consensus. They are the result of a democratic process, which is a basic foundation of this union. The bargaining team, composed of representatives from all involved components then proceed to negotiations with the employer. It is the responsibility of all members of this team to ensure that the concerns of their members are represented in the bargaining process.

Here is a summary of what has happened to date in our bargaining process. An input call for demands was issued on March 28, 2003 with a deadline of May 9th.

(Continued on page 3)



WELCOME MEMBERS OF UTE

The National Executive and the UTE Communication Committee would like to welcome you to the first edition of the **Union News**.

At the June 2003 Executive Council meeting a resolution was passed unanimously to have our National Communications Committee develop and publish a newsletter three times a year.

As this newsletter is mailed directly to your home, please notify your local executive if you have a change of address. This is a new avenue for UTE to communicate directly with the members, as a direct mailing was one of the ideas for communicating that many members identified when answering our recent questionnaire.

Any comments or suggestions that you may have for topics, changes etc. could be sent directly to the UTE communication committee via the committees web page at www.ute-sei.org, or by mail to the UTE National Office, 233 Gilmour St., Ottawa, Ontario, K2P 0P1. Please feel free to submit articles or comments for publication. We hope that you find the **Union News** informative and interesting.

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

MEMBERSHIP QUESTIONNAIRE RESULTS

Over 6200 members completed and returned the UTE membership questionnaire sent to them this spring. The responses have been tabulated and analyzed by the marketing company Environics. A thorough review of the results will be undertaken at the September President's Conference. Workshops for the National Executive and Local Executives have been planned to address the member's issues identified from the questionnaire. Action plans will be developed for the local, regional, and national levels.

The following is only a short list of points of interest and possible items for UTE's action:

- The four most important issues identified by the respondents:
(1). Collective Bargaining (2). Employment Security,
(3). Staffing / Recourse (4). Defending Collective Agreements
- Communication requires improvement during negotiations.
- Respondents are more likely to attend a strike vote than ratification vote, though equally satisfied with the structure of each meeting.
- Most union information is currently obtained from sources other than the web site.
- Respondent profile:
 - 70% female
 - 70% over the age of 41
 - 50% have between 11 - 25 years of service
 - 91% have received some form of union information

More detailed analyses will be forthcoming

UTE UPCOMING EVENTS

Sept 25—28,
Activism Course
(Winnipeg)

Oct. 17— 19,
Regional Health and
Safety Conference
(Toronto)

Oct. 23— 26,
Activism Course
(Montreal)

Nov. 13— 16.
Activism Course
(Toronto)

Nov. 14 — 16,
Regional Health and
Safety Conference
(St. John's NFLD)

Dec, 1— 5,
Executive Council



"With all their faults, trade unions have done more for humanity than any other organization of men that ever existed. They have done more for decency, for honesty, for education, for the betterment of the race, for the developing of character in men, than any other association of men."

Clarence Darrow.

THE UNION OF TAXATION EMPLOYEES AWARDS SCHOLARSHIPS

The Honours and Awards Committee is pleased to announce the 2003 Scholarship Awards.

The committee had 12 awards to be determined; 2 National Scholarships, and 10 Regional Scholarships. There were 24 applications received in total and all of the individuals that applied were deserving.

UTE congratulates the following:

\$2500 National UTE Scholarship

Christiane Pigeon - Azilda, Ontario,
Parent: Angele Rivest

Natalia Korczynski - London, Ontario,
Parent: Grace Korczynski

\$1000 Regional UTE Scholarship

Roxane Campeau—from- Rouyn-Noranda,
Quebec, Parent: Louise Valliere

Laurence Lussier - from- Sherbrooke, Quebec,
Parent: Louise Lussier

Chantal Doll - from- Selkirk, Manitoba,
Parent: Carole Bougie

Haley King - from- Garson, Ontario,
Parent: Janie King

Erin Lalonde - from- Saskatoon, Saskatchewan,
Parent: Kathy Lalonde

Alexandra MacDougall —from Toronto, Ontario,
Parent: Jyl MacDougall

Nathan Linkletter - from- Prince George,
British Columbia, Parent: Paul Linkletter

Lawrence Bradley - from- Picton, Ontario,
Parent: Alex Bradley

Angela Worobec - from- Saskatoon,
Saskatchewan, Parent: Janice Worobec

Jim Brittain - from- Hampton, New Brunswick,
Parent: Robert Brittain



Natalia Korczynski receiving her UTE scholarship from Brother Bob Magee while her Mother Grace Korczynski looks on.

(Continued from page 1)

The Bargaining Committee met from July 12 to 15, 2003 to prioritise the demands. The Notice to Bargain was submitted to the CCRA on August 1, 2003 by the PSAC.

The demands will be communicated to you after the exchange of bargaining demands with the employer, which took place August 19th.

The Bargaining Committee met Aug 25 and 26th to review the employer's demands. They met with the employer face to face for the first time on Aug 27 and 28th to explain their demands.

We would like to take this opportunity to remind you, that bargaining with the CCRA is not a holiday. The collective bargaining process is a long and arduous one. The demands we are submitting are the expectations of the workers. We expect fair and equitable treatment. These are not far-fetched demands; they are requirements for or improvements to our working conditions.

Bargaining involves all workers. Our bargaining team members will fight long and hard knowing they have the members' support.

SUPPORT YOUR BARGAINING TEAM

Grievances Against Staffing Decisions

Since the inception of the Canada Customs and Revenue Agency's new staffing and recourse regime, the Agency has held the position that, pursuant to section 91 of the Public Service Staff Relations Act (PSSRA), members have no right to file grievances against staffing decisions. The Union of Taxation Employees (UTE) does not agree with this position for the reasons that follow.

Section 91 of the PSSRA reads as follows:

91. (1) Where any employee feels aggrieved

(a) by the interpretation or application, in respect of the employee, of

(i) a provision of a statute, or of a regulation, by-law, direction or other instrument made or issued by the employer, dealing with terms and conditions of employment, or

(ii) a provision of a collective agreement or an arbitral award, or

(b) as a result of any occurrence or matter affecting the terms and conditions of employment of the employee, other than a provision described in subparagraph (a) (i) or (ii),

in respect of which no administrative procedure for **redress** is provided in **or under an Act of Parliament**, the employee is entitled, subject to subsection (2), to present the grievance

(emphasis added).

Hence, for the CCRA's position to be correct, the system of staffing **recourse** established by the Agency would have to be held to be, in fact, **redress** and further, would have to be provided **in or under an Act of Parliament**. Fortunately, the matter of recourse versus redress has already been decided by the Federal Court in the case of *Anderson v. CCRA (A-306-03)* where the Court found that "recourse does not equate to redress". As a result, the second issue need not be addressed, but in any event, it can surely be said that the CCRA's staffing recourse is not provided in or under an Act of Parliament, but instead, is provided on or under a policy of the CCRA.

As a result, UTE recommends that members who feel aggrieved by staffing decisions, avail of the CCRA's system of recourse for staffing, but also file grievances with respect to these matters. We anticipate that the CCRA may reject these grievances by relying on its position that staffing matters may not be grieved, but it is our intention to pursue the issue of the right to grieve staffing decisions before the Courts, if necessary.

PROMOTIONAL ITEMS

AVAILABLE FROM
KEY INDUSTRIES

ON LINE

ON OUR WEB SITE

WWW.UTE-SEI.ORG



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 to a local representative or mail it directly to the National Office at 233 Gilmour Street, Suite 602, Ottawa ON K2P 0P2.

ACS-SP

A G E N C Y C L A S S I F I C A T I O N S T A N D A R D

What does the acronym ACS-SP stand for and what is it? ACS-SP stands for Agency Classification Standard - Services/Programmes and is the proposed classification standard that will combine the current 16 occupational groups; AS, CR, DA, DD, EG, EL, GL, GS, GT, IS, OE, OM, PG, PM, PR and ST, within the CCRA into one occupational group, the ACS-SP.

In March 2002 the CCRA concluded its conversion of its Team Leaders, Superintendents etc to the new ACS-MG occupational group. The creation of the ACS-SP is the next step in the CCRA's classification reform initiative.

The process to create the new ACS-SP, standard started in January 2003 with the CCRA calling a meeting of the Unions to present their timeline/process for creating the new standard. The development and conversion will be broken down into five steps, with step five proposed to start March 2004.

The Process:

- 1) Development of the Standard.
- 2) ACS-SP structure - determination of how many levels should be in the standard.
- 3) Write and evaluate work descriptions.
- 4) Negotiate pay bands.
- 5) Conversion – Convert current occupation groups to the new standard, PM's are proposed for conversion in March 2004 with the others groups to follow.

Remember that conversion will not start for each current occupational group until steps 1 through 4 are completed.

The following individuals are representing UTE during the consultation process on ACS-SP: Linda Cassidy and Kent MacDonald.

Since February 2003 the CCRA has had a design team working on the new standard. To date five meetings have been held with the Unions.

The CCRA is currently writing new work descriptions (step 3). As the work descriptions are completed the unions will be provided copies for review. Before conversion can take place a new work description will have to be completed for each employee. That will mean the writing of close to 4000 work descriptions.

To stay updated on the progress please refer to the UTE National Staffing Committee reports that can be found at www.ute-sei.org. Additional information on ACS-SP can be found on the CCRA Infozone.